



Australian Government

CHCDIS020 Work effectively in disability support

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Modification History

N/A

Application

This unit describes the performance outcomes, skills and knowledge required to work effectively in a disability support work context. The unit covers meeting job requirements, complying with organisational requirements and working in a disability sector context.

This unit applies to individuals who work with people with disability in a range of community services and health contexts. Work performed requires some discretion and judgement and will be carried out under regular direct or indirect supervision.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian standards and industry codes of practice.

No occupational licensing, certification or specific legislative requirements apply to this unit at the time of publication.

Licensing/Regulatory Information

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Pre-requisite unit(s)

No prerequisite units.

Competency field(s)

N/A

Unit sector(s)

Disability Support

Elements and Performance Criteria

Elements	Performance criteria
<i>Elements describe the essential outcomes</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Meet job role requirements.	1.1. Identify own job role requirements from reading position description.

	1.2. Discuss own job role requirements with supervisor to clarify and confirm job role scope and expectations. 1.3. Recognise and refer work tasks outside own job role scope to the appropriate person according to organisational reporting policies and procedures.
2. Work within organisational requirements.	2.1. Comply with professional conduct requirements. 2.2. Comply with legal and human rights framework requirements relevant to disability support work. 2.3. Communicate and cooperate with interdisciplinary team members. 2.4. Use digital technology to access and share workplace information.
3. Work within a disability support context.	3.1. Read individualised plans to identify tasks. 3.2. Use person centred communication techniques when carrying out work tasks. 3.3. Seek consent from the person, carer, family or others identified by the person, before commencing support activities. 3.4. Recognise signs of abuse and report according to organisational policies and procedures. 3.5. Record, maintain and store workplace information according to organisational record keeping procedures, and privacy and confidentiality requirements.
4. Implement self-care strategies.	4.1. Monitor own stress level when working with people receiving support. 4.2. Use self-care strategies and seek support if required according to organisational policies and procedures.

Foundation Skills

Foundation skills essential to performance are explicit in the Performance Criteria of this unit of competency.

Range of conditions

No conditions apply to this unit of competency at the time of publication.

Unit Mapping Information

Current Code and Title	Previous Code and Title	Comments	Equivalence

CHCDIS020 Work effectively in disability support		This unit has been created to address a skill or task required by industry that is not covered by an existing unit of competency	Newly created
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Assessment Requirements for CHCDIS020 Work effectively in disability support

Modification History

N/A

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- undertake work providing support to at least one person with disability, in a disability support work context that involves each of the following on at least one occasion:
 - person-centred communication
 - identifying tasks from individualised plan
 - recognising scope of own job role and referrals
 - complying with professional conduct requirements
 - recognising and reporting signs of abuse
 - seeking consent for support activities
 - working with interdisciplinary team members
 - engaging with people and organisation using technology
 - completing workplace reports and checklists
 - maintenance and storage of workplace information
 - meeting privacy and confidentiality requirements.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- types of disability and functional capacity
- psychosocial disability:
 - impact on the person's life
 - differences between psychosocial disability and mental health
 - episodic nature and additional or alternate supports that may be required during different periods
 - ways in which psychosocial disability interacts with other disabilities
- current terminology and used in disability support
- individualised plans including purpose and key contents

- support practices:
 - person-centred approaches including upholding autonomy, supporting the person to exercise choice and person's right to self-determination
 - duty of care
 - dignity of risk
 - risk areas for abuse and systemic issues
 - types of abuse
 - delegation and supervision requirements by health professionals
- legal and human rights frameworks including the role of the following in industry:
 - national and State/Territory statutory bodies
 - national and State/Territory legislation
 - Office of the Health Ombudsman
 - United Nations Convention on the Rights of Persons with Disability
 - mandatory reporting
 - privacy and confidentiality of information
 - concepts of consent:
 - informed
 - un-informed
 - industry standards, codes of conduct and industry standards body relevant to disability support services
- attitudes and stereotypes:
 - paternalism
 - ableism
 - stigma
 - common misconceptions
 - dangers of values judgements regarding perceived quality of life
- key philosophies and concepts:
 - social model of disability
 - person-centred approaches
 - contemporary view on disability support
 - difference between care and support
 - empowerment of the person receiving support
 - social role valorisation in the context of everyone having the right to live their life as they choose

- trauma-informed practice
 - social and emotional wellbeing frameworks
- industry context:
 - job roles in the disability support sector and scope of practice
 - reporting lines and delegations including working under supervision
 - roles of interdisciplinary team members
 - key organisations within the sector
 - funding and accreditation systems
 - record keeping procedures
 - cultural diversity, the cultural competency requirement of the role and respect for differences
- key issues facing disability support and community support in Australia
- risk assessment framework in terms of:
 - personal care worker role
 - working in a person's home
 - assisting a person to engage outside of their regular setting
 - planning an activity
 - medication
- restrictive practices:
 - types of restrictive practices
 - parameters for use.

Assessment Conditions

Skills must be demonstrated in the workplace or a simulated environment that reflects workplace conditions in the disability support sector.

Assessment must ensure access to:

- facilities, equipment and resources that reflect real working conditions and model industry operating conditions and contingencies.

Assessors must satisfy the Standards for Registered Training Organisations' requirements for assessors.

Link

Companion volumes, including implementation guides, are found on the national training register - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=5e0c25cc-3d9d-4b43-80d3-bd22cc4f1e53>.