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**Sent:** Monday, 2 May 2022 8:36 PM  
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**Subject:** AM2020/99, AM2021/63 & AM2021/65 – Work value case – Aged Care Industry

Dear Associate

I refer to the above, at to the statement of Mr James Eddington dated 5 October 2021 (**Eddington Statement**).

Due to an administrative error, annexure 4 attached to the Eddington Statement is incorrect.

**Attached** to this email is a copy of the correct annexure.

The legal representatives for the active parties in these proceedings, are included in this email.

Kind regards

**Penny Parker** | Associate

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### **Coronavirus Update**

Covid 19 guidance for our clients, guests, suppliers and contractors [click here.](#)

## integratedliving

We aim to be the leading provider of health services throughout rural, regional, and remote communities of Australia. Our focus is on delivering better health outcomes for many Australians, supporting them to live independent and active lives. We provide a range of health and wellbeing options, such as aged-care and disability support, for individuals and their families.

## Specific Role Details

<b>Position Title</b>	Support Worker A2				
<b>Unit</b>	Operations	<b>Function</b>	Service Delivery	<b>Team</b>	Support Workers
<b>Unit Purpose</b>	Delivery of services that provide better health and wellbeing outcomes, in an efficient and effective manner, to create a signature client experience that is unique to integratedliving				
<b>Team Purpose</b>	Provision of home care services, to support our clients to achieve better health and wellbeing outcomes, consistent with integratedliving signature client experience.				
<b>Position Purpose</b>	Support Workers contribute to client wellbeing and independence. All Support Worker provide hygiene and safety services through domestic assistance, transportation, and a wide range of personal care supports including hygiene and toileting. (See Provision of Direct Care in accountabilities)				
<b>Location</b>	Clients homes within region	<b>Reports to (role)</b>	Service Delivery Team Leader		
<b>integratedliving Job Family</b>	Health Partner	<b>integratedliving Pay Range or Pay Grade</b>	A2		

## Accountabilities shared by all integratedliving positions

<b>Supporting Values, Purpose &amp; Strategy</b>	Actively connect to integratedliving's purpose and values by behaving in accordance with integratedliving values at all times, supporting the implementation of organisational strategy.
<b>Continuous improvement</b>	Identify opportunities, make recommendations, and implement improvements to processes, systems and work practices, and alignment to integratedliving policy and procedure.
<b>Compliance and Workplace Health &amp; Safety</b>	Demonstrate individual accountability for adherence to integratedliving, policies and processes and relevant external quality, safety and governance frameworks and regulations. Contribute actively to a safe and respectful workplace.

## Accountabilities

<b>Provision of Direct Care</b>	Provide quality direct support to clients in line with their support needs and care plans. Assist client with daily activities to achieve an optimal level of independence and wellbeing. Support may include domestic assistance, transportation, meal services, social support, community engagement, aids and devices, reablement support, and a wide range of personal care supports including hygiene and toileting.
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	Increase the client's independence and wellbeing by assisting in the delivery of services that facilitate the individual's development of social networks and inclusion / assistance with community activities, personal care and respite care.
<b>Assessment &amp; Evaluation</b>	Supports other Health Partners undertake assessments and evaluations as requested. Through observation identifies and escalates concerns and opportunities to improve client health and wellbeing and manage risk and safety
<b>Individual Care Planning</b>	Work effectively to increase the clients' independence and wellbeing as outlined in the Care Plan implementing health and wellbeing initiatives or regimes designed by Nurse or Allied Health Professionals and/or support of clients requiring specialist support because of disability or dementia May include medication assist Provides feedback as requested to help inform client care planning. Manages issues as they arise – escalating according to policy and procedure
<b>Client Safety &amp; Well Being</b>	Establish rapport and collaborate with clients and their carer to achieve positive outcomes for the client, providing empathetic support to client and carers. Respond to client and carer enquiries, escalating as appropriate for resolution a timely fashion. Follow integratedliving policy and procedure, including the Care Plan Observe and report any changes in the client's health or behaviour. Provide empathetic support to clients and their carers.
<b>Health and Well Being promotion</b>	Participate in the delivery of individual and group sessions under the guidance of senior Health Partners, this may include supporting individual exercise services or facilitating and supporting the use of technology. Support the delivery of health and wellbeing services with clients. Identify opportunities to promote integratedliving services
<b>Documentation and Reporting</b>	Ensure information is recorded accurately and in a timely manner in documentation or electronic health record system.

The accountabilities stated reflect the primary functions of this position and should not be construed as an exhaustive list of duties. Accountabilities may vary or be amended from time to time without changing the position

### Delegations

Delegations for position are outlined in the integratedliving Delegation's Policy.

### Key Position Relationships

<b>Internal</b>	Service Delivery Team	All Operations Teams
	Customer Service Team	Scheduling Team
<b>External</b>	Local community members	Family and Carer's
	Local Health Providers	



## Qualifications, Demonstrated Success Factors, Capabilities & Credentials

Qualifications & Experience	Cert III in Individual Support or equivalent qualification
	Previous experience in similar role in care and support service provision in the community, the acute setting or other relevant setting.
Demonstrated Success Factors	Demonstrable positive approach to customers and provision of quality care
	Competence in use of relevant technology including smart phones and handheld devices.
Capabilities	<b>Enable value:</b> I enable our clients to lead independent lives by working in partnership with them to understand their needs and delivery on their expectations.
	<b>Person centred:</b> I seek to hold people at the centre of my thinking and action, to consistently strive for sustainable outcome that create value and enable our clients.
	<b>Act professionally:</b> I interact with others professionally, with integrity, in a fair and respectful manner as measured against our code of conduct and values.
Credentials	Satisfactory Police Check
	Current Driver's Licence
	Current First Aid and CPR
	Working with Children Check or equivalent

