

North West Residential Support Services Inc.  
Recruitment  
**HEALTH ASSESSMENT GUIDE**  
**DISABILITY SUPPORT WORKER**

Number: <1>  
Effective From: <November> <2016>  
Replaces: <#>  
Review: NWRSS Board  
Contact: Neal Rodwell, General Manager  
Review Date: <January> <2018 >

Purpose

1. To alert Disability Support Workers of the health requirements in their work so that they can self assess and manage any vulnerable areas of their health.
2. To be used as a guide for Work Force Health Assessors when carrying out formal assessments for NWRSS.

Position Description

This assessment couples with the position description for Disability Support Workers in the Recruitment folder on the NWRSS website. The health requirements, while they can vary between contracts, are held as necessary because a Disability Support Worker can be transferred between contracts if required.

This position can involve physically demanding tasks.

Average to above average strength requirements are required for this position.

Driving standard motor vehicles is an essential task in this position.

This position can involve facilitating car transfers for weight bearing and non-weight bearing clients. It can also involve transferring non-weight bearing clients in confined spaces using limited aids, such as slide boards, and securing clients in wheel chairs in vans requiring twisting and crouching. It can also involve stretching, associated with bed making.

Frequent daily tasks include using a vacuum cleaner, cleaning bathrooms and toilets, dusting, bed making, changing linen, washing, hanging out washing, ironing, washing dishes and cleaning kitchen benches and sinks.

There will be tasks above shoulder height, from squatting positions, below knee tasks and tasks in confined spaces and awkward positions.

Common causes of injury

- Not thinking about the task at hand
- Not adhering to protocols and procedures

Common Injuries

- Strains
- Sprains
- Soft tissue injuries

### Body Stress Points

- Neck
- Shoulders
- Back
- Wrists
- Knees
- Ankles

### Work Environment

- Inside a home
- General community locations like supermarkets, shops and banks etc.

### Physical Requirements

- Good vision
- Good colour vision
- Normal peripheral vision
- Good hearing
- Good joints
- Good balance
- Lung function within normal limits

Past injuries and health conditions need to be taken into account if they remain vulnerable areas for injury.

### Range of Movement Requirements

- Reaching forward
- Reaching above shoulder height
- Regular squatting
- Reaching forward
- Bending forward
- Regular kneeling

### Weight Requirements

- Requires weights up to 15kg to be lifted
- Lifting from floor to bench height
- Lifting from waist height to shoulder height
- This job requires average to above average strength

### Job Specifications

- May be exposed to aggression from clients

### Other Requirements

- Varied tasks are part of this job role

### Personal Protective Equipment – All Provided

- Latex gloves for personal care.

- A variety of personal care equipment including lifting equipment provided on professional recommendation

**[www.nwrss.org.au](http://www.nwrss.org.au)**