

Health Support Training and Competency Based Assessment of Support Workers

Health Support Training
Some of the options



First Aid

Required for all levels of health support

Current accredited First Aid which includes:

- Cardio pulmonary resuscitation
- Routine asthma management (including puffers, spacers, nebulisers)
- Management of choking
- Basic seizure management



First Aid (continued)

- The training is provided in Disability or DECS BELS First Aid (HLTFA201A) and HLTFA301B (Previously Senior First Aid)
- The Disability & DECS BELS First Aid is a one day course with a four and half hour to five hour refresher every three years
- Disability BELS includes first aid intra-nasal midazolam training



First Aid (continued)

- If support workers are assisting/supporting clients prescribed intra-nasal midazolam for emergency seizure management then they must have successfully undertaken first aid intra-nasal midazolam training
- This is available from Red Cross and there are likely to be other providers in the future



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Medication Training

If support workers are assisting/supporting clients with medication they must have successfully undertaken one of the following or equivalent:

- **CHCCS304A: Assist with self-medication**
- **CHCCS303A Provide physical assistance with medication**
- **Demonstrated vocational competencies to this level**



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Medication Training (continued)

- Several of the medication training packages are part of Nationally Accredited training and can often be completed via Registered Training Organisations such as TAFE
- RDNS operate a one day course run for an agency or DIRC run the course periodically that individuals can book into
- Contact RDNS or DIRC



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General Health Support Training

- Each agency will determine based on client need additional training and assessment related to health they may require
- Examples include standard precautions, asthma management, diabetes management



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General Health Training Updates

- Agencies will need to determine how they will maintain the skills of staff
- One agency has chosen to conduct an 8 hour training course that staff must undertake every two years
- The first half a day is first aid refresher and the second general health updates such as infection control and medication



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General Health Training Updates

- Staff inform the trainer on areas they would like more information/training on
- Feedback from staff is positive
- It is easy to keep track of training by linking



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Level 3 clients health training

- The Registered Nurse who undertakes the health assessment and develops the health plan will determine the training required for the individual client and the assessment process
- The Registered Nurse will also determine refresher training requirements and this is governed by many variables



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Level 2 General Training

If not already completed support workers must begin to undertake the following Certificate III level subjects or equivalent within four months of employment and complete within two years of employment:

- **CHCADMIN5C:** Work within the administration protocols of the organisation
- **CHCCOM2B:** Communicate appropriately with clients and colleagues



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Level 2 General Training

- **CHCORG3B:** Participate in the work environment
- **CHCDIS1C:** Orientation to disability work
Experienced support workers are likely to receive recognition of prior learning for at least two of these subjects.



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Level 3 General Training

Certificate III Disability Work or equivalent such as Certificate III Aged Care Work **or** begin to undertake the training within 4 months of employment and to be completed within 2 years



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Transitional Arrangements for Support Workers employed before June 2008 (Level 3 Only) and do not hold a relevant Certificate III Qualification

If not already completed the support worker must begin to undertake the following Certificate III level subjects or equivalent within four months and complete within two years:

- **CHCADMIN5C:** Work within the administration protocols of the organisation
- **CHCCOM2B:** Communicate appropriately with clients and colleagues
- **CHCORG3B:** Participate in the work environment
- **CHCDIS1C:** Orientation to disability work



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What about support workers with other qualifications or who are university students?

- The health related training is essential and non negotiable, even for nursing students
- Need to use your judgment
- A first year university student straight from school, are you sure they can work within the protocols of the organisation?
- A third year student undertaking Disability Studies you may make a different decision

