

## CHC40308 Certificate IV in Disability

This qualification addresses work in residential group homes, training resource centres, day respite centres and open employment services, other community settings and clients' homes. These workers:

- Apply knowledge and skills gained through qualifications and/or previous experience to provide training and support to people with disabilities to enhance their ability to achieve greater levels of independence, self reliance and community participation
- Report to service managers and may liaise with health professionals and other service agencies
- May work without direct supervision and may be required to supervise and/or coordinate a limited number of lower classified workers.

**Occupational titles** may include:

- Behavioural support officer
- Development officer
- Disability officer – day support
- Disability support officer / worker
- Employment coordinator (disability)
- Job coordinator
- Lifestyle support officer
- Local area coordinator
- Marketing coordinator
- Project officer (life enhancement team)
- Residential care officer
- Senior personal care assistant
- Social educator
- Social trainer
- Supervisor

### PACKAGING RULES

15 units must be selected for this qualification including:

- 10 compulsory units
- 5 elective units

A wide range of elective units is available and may include:

- Relevant electives listed below the compulsory units for this qualification – these electives have been grouped to facilitate selection
- Units of competency to address workplace requirements and packaged at the level of this qualification or higher in Community Services and/or Health Training Packages
- Where appropriate, to address workplace requirements, units of competency packaged at this level or higher in other relevant Training Packages

### Compulsory units

- [CHCCS400A](#) [Work within a relevant legal and ethical framework](#)
- [CHCCS411A](#) [Work effectively in the community sector](#)
- [CHCDIS301A](#) [Work effectively with people with a disability](#)
- [CHCDIS302A](#) [Maintain an environment to empower people with disabilities](#)
- [CHCDIS405A](#) [Facilitate skills development and maintenance](#)
- [CHCDIS410A](#) [Facilitate community participation and inclusion](#)

[CHCDIS411A](#) [Communicate using augmentative and alternative communication strategies](#)

[CHCICS402A](#) [Facilitate individualised plans](#)

*AND one of each of the following pairs of units:*

[CHCICS305A](#) [Provide behaviour support in the context of individualised plans](#)

**OR**

[CHCICS404A](#) [Plan and provide advanced behaviour support](#)

*AND:*

[HLTOHS300A](#) [Contribute to OHS processes](#)

**OR**

[CHCOHS312A](#) [Follow safety procedures for direct care work](#)

### **The importance of culturally aware and respectful practice**

All workers in the disability sector need foundation knowledge to inform their work with Aboriginal and/or Torres Strait Islander clients and co-workers and with clients and co-workers from culturally and linguistically diverse backgrounds. This foundation must be provided and assessed as part of a holistic approach to delivery and assessment of this qualification. Specific guidelines for assessment of this aspect of competency are provided in the Assessment Guidelines for the Community Services Training Package.

Where work involves a specific focus on Aboriginal and/or Torres Strait Islander and/or culturally diverse clients or communities, one or both of the following electives is recommended:

[HLTHIR403B](#) [Work effectively with culturally diverse clients and co-workers](#)

[HLTHIR404B](#) [Work effectively with Aboriginal and/or Torres Strait Islander people](#)

### **Relevant electives**

Electives are to be selected in line with specified Packaging Rules. The following grouping of relevant electives is provided to facilitate selection and does not necessarily reflect workplace requirements. Electives may be selected from one or more groups. Employers may specify that certain electives are required to address specific workplace needs.

### **Client support**

[CHCAD401D](#) [Advocate for clients](#)

[CHCCM404A](#) [Undertake case management for clients with complex needs](#)

[CHCCOM403A](#) [Use targeted communication skills to build relationships](#)

[CHCCS310A](#) [Support inclusive practice in the workplace](#)

[CHCCS312A](#) [Use electronic learning materials](#)

[CHCCS413A](#) [Support individuals with autism spectrum disorder](#)

[CHCCS417A](#) [Provide support and care relating to suicide bereavement](#)

[CHCCS422A](#) [Respond holistically to client issues and refer appropriately](#)

[CHCCS425A](#) [Support health professional](#)

[CHCCS426A](#) [Provide support and care relating to loss and grief](#)

[CHCCS502A](#) [Maintain legal and ethical work practices](#)

[CHCCS506A](#) [Promote and respond to workplace diversity](#)

[CHCDIS313A](#) [Support people with disabilities who are ageing](#)

[CHCDIS404C](#) [Design procedures for support](#)

[CHCDIS408C](#) [Support people with disabilities as workers](#)

<a href="#">CHCDIS409A</a>	<a href="#">Provide services to people with disabilities with complex needs</a>
<a href="#">CHCDIS509D</a>	<a href="#">Maximise participation in work by people with disabilities</a>
<a href="#">CHCICS401A</a>	<a href="#">Facilitate support for personal care needs</a>
<a href="#">CHCICS403A</a>	<a href="#">Conduct individual assessment</a>
<a href="#">CHCICS404A</a>	<a href="#">Plan and provide advanced behaviour support</a>
<a href="#">CHCICS405A</a>	<a href="#">Facilitate groups for individual outcomes</a>
<a href="#">CHCICS406A</a>	<a href="#">Support client self-management</a>
<a href="#">CHCICS407A</a>	<a href="#">Support positive lifestyle</a>
<a href="#">CHCICS408A</a>	<a href="#">Provide support to people with chronic disease</a>
<a href="#">CHCICS409A</a>	<a href="#">Recognise and respond to suspected abuse of vulnerable people</a>
<a href="#">CHCICS410A</a>	<a href="#">Support relationships with carers and families</a>
<a href="#">CHCLD315A</a>	<a href="#">Recognise stages of lifespan development</a>
<a href="#">CHCORG406A</a>	<a href="#">Supervise work</a>
<a href="#">CHCORG529B</a>	<a href="#">Provide coaching and motivation</a>
<a href="#">CHCPA301B</a>	<a href="#">Deliver care services using a palliative approach</a>
<a href="#">CHCPA402B</a>	<a href="#">Plan for and provide care services using a palliative approach</a>
<a href="#">HLTAP301A</a>	<a href="#">Recognise healthy body systems in a health care context</a>
<a href="#">HLTAP401A</a>	<a href="#">Confirm physical health status</a>
<a href="#">HLTFS207B</a>	<a href="#">Follow basic food safety practices</a>

### **Medication and health professional support**

<a href="#">CHCCS305A</a>	<a href="#">Assist clients with medication</a> (Note pre-requisite <a href="#">HLTAP301A</a> )
<a href="#">CHCCS424A</a>	<a href="#">Administer and monitor medications</a> (Note pre-requisites <a href="#">CHCCS305A</a> , <a href="#">HLTAP301A</a> )
<a href="#">CHCCS425A</a>	<a href="#">Support health professional</a>
<a href="#">HLTFA301B</a>	<a href="#">Apply first aid</a>
<a href="#">HLTFA402B</a>	<a href="#">Apply advanced first aid</a> (Note pre-requisite <a href="#">HLTFA301B</a> )

### **Working with older people**

<a href="#">CHCAC318A</a>	<a href="#">Work effectively with older people</a>
<a href="#">CHCAC412A</a>	<a href="#">Provide services to older people with complex needs</a> (Note pre-requisite <a href="#">CHCAC318A</a> )
<a href="#">CHCAC416A</a>	<a href="#">Facilitate support responsive to the specific nature of dementia</a>
<a href="#">CHCAC417A</a>	<a href="#">Implement interventions with older people at risk of falls</a>

### **Working with people with mental health issues**

<a href="#">CHCMH402A</a>	<a href="#">Apply understanding of mental health issues and recovery processes</a>
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### **Working with people with alcohol and other drug issues**

<a href="#">CHCAOD402A</a>	<a href="#">Work effectively in the alcohol and other drugs sector</a>
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### **Leisure and health**

<a href="#">CHCRH401A</a>	<a href="#">Work effectively in the leisure and health industry</a>
<a href="#">CHCRH402A</a>	<a href="#">Undertake leisure and health programming</a>
<a href="#">CHCRH404A</a>	<a href="#">Plan, implement and monitor leisure and health programs</a>

### **Team coordination and supervision**

[CHCCOM403A](#) [Use targeted communication skills to build relationships](#)

[CHCNET404A](#) [Facilitate links with other services](#)

[CHCORG406A](#) [Supervise work](#)

[CHCORG423A](#) [Maintain quality service delivery](#)

### **Outreach work**

[CHCCH427A](#) [Work effectively with people experiencing or at risk of homelessness](#)

[CHCCH522A](#) [Undertake outreach work](#)