

JOB TITLE	In Home Care & Domestic Support - Gardener
DATE	24 June 2020
REPORTS TO	Supervisor In Home Care and Domestic Support

JOB DESCRIPTION

Purpose of role	To ensure that clients' premises are well maintained, which enables them to live independently and manage their daily lives as easily and smoothly as possible.
Main duties and responsibilities	<p>Core objectives include:</p> <ul style="list-style-type: none"> • Provide high level domestic cleaning to customer's homes • Provide other secondary cleaning duties such as window cleaning, specific dusting & floor polishing. • Provide high level garden maintenance services, including mowing, whipper snipping and blowing/sweeping, as set out in each individual's program plan. • Provide other garden maintenance services as agreed, such as weeding, pruning and tree maintenance. • Liaise with the Geelong Employment Services Supervisor and complete any administration tasks as required. • Participate in training and other opportunities provided by Encompass Community Services Inc. management to enhance the individual's Professional Development. • Adhere to the Encompass Community Services Inc. OH&S policies. • Promptly report any damage incurred to equipment or client's property during course of employment <p>The above list is not exhaustive, and the role may change to meet the overall objectives of the company.</p>
Other duties	Fulfil other duties as required by management and other department personnel as requested/required.

PERSON SPECIFICATION

Qualifications	<ul style="list-style-type: none"> • NIL
Experience	<ul style="list-style-type: none"> • Relevant experience in similar role desirable
Knowledge	<ul style="list-style-type: none"> • Knowledge and understand of OH&S principles
Skills & competencies	<ul style="list-style-type: none"> • Customer service focused: committed to providing exceptional customer service across all channels – written, phone and face to face. • Communication: the ability to communicate clearly and concisely, varying communication style depending upon the audience.

- **Attention to detail:** excellent attention to detail and written skills when communicating with others, both internally and externally.
- **Commerciality:** ability to apply knowledge in a practical, commercial manner.
- **Teamwork:** willingness to assist and support others as required and get on with team members.
- **Time management/organisation:** accomplish objectives effectively within time frame given, and carry out administrative duties within portfolio in an efficient and timely manner.

Personal attributes

- Professional approach.
- Ability to work under pressure.
- Organisational and time management skills.
- Excellent attention to detail.
- Confident manner.
- Positive approach to change.

Other

- It is a requirement that all staff will operate within the Vision, Mission and Values of Encompass Community Services Inc.
- It is the responsibility of each individual to meet personal, divisional and organisational deadlines.
- It is a requirement for all staff to undertake their roles in accordance with the compliance guidelines of their division/program. And to actively participate in the maintenance of Encompass quality standards.
- It is the responsibility of all staff members to understand and implement Encompass Community Services Inc. current policies and procedures.
- It is expected of staff members that they create opportunities to connect clients of Encompass with the wider community in a setting which does not segregate. When planning programs ensure that opportunities are created for clients of Encompass to feel that they belong, be a valued participant and be missed if they are not there.
- It is the responsibility of staff members to report any incidents of exclusion to their direct manager, coordinator or supervisor
- It is the responsibility of all staff members to ensure the safety of children and to report all incidents of child abuse to Managers It is also the responsibility of all staff members to be familiar with the Child Safety Policy and Procedure.
- Drivers Licence and own reliable transport

This job description serves to illustrate the scope and responsibilities of the post and is not intended to be an exhaustive list of duties. You will be expected to perform other job related tasks requested by management and as necessitated by the development of this role and the development of the business.