

**DISABLED WINTERSPORT AUSTRALIA  
CARER AND ORGANISATION STAFF EXPECTATIONS POLICY**

<b>POLICY NAME</b>	Carer and Organisation Staff Expectations Policy
<b>DATE OF ISSUE</b>	12 June 2019
<b>POLICY COVERAGE</b>	This policy applies to all people providing personal care to members, staff from disability or support organisations and any carers, family, friends or staff involved with DWA program. This policy should be read with the Adaptive Snowsport Guide Role Policy.
<b>DATE OF REVIEW</b>	This policy will be reviewed at least annually and more often should legislative requirements other material changes to circumstances require.

## 1. SCOPE

- 1.1. This policy applies to all people providing personal care to members, staff from disability or support organisations and any carers, family, friends or staff involved with a DWA program.

## 2. PURPOSE

- 2.1. To ensure members on DWA programs receive the personal care they require, when they require it and their support people know how and when to assist.

## 3. DEFINITIONS

- 3.1. A **carer** is someone that provides personal care to a member. This may include, but is not limited to family, friends or staff members employed by the member or disability or support organisations.
- 3.2. **Personal care** are tasks that relate to a person's day-to-day activities. This may include, but is not limited to, getting dressed, toileting, eating, etc.
- 3.3. A **carer lift pass** is a lift pass purchased for a carer through DWA (at the member or carer's expense) on a camp program so a member's carer may ski or snowboard with the member and provide personal care where required.

## 4. CARER AND STAFF EXPECTATIONS

- 4.1. DWA volunteers and staff are not expected to assist with members' personal care.
- 4.2. If a participant requires personal care, their carer must be available at all times to assist at an agreed location.
- 4.3. The carer does not need to be a skier or snowboarder but must be available at an agreed location should they be required for assistance.

- 4.4. If the carer or staff member is skiing or snowboarding using a carer lift pass purchased through DWA, they must stay with the group or participant while on snow. The carer or staff member must still be available to assist with personal care at all times.
- 4.5. Snow sports are a hazardous activity and contain inherent risks. If a carer decides to ski or snowboard, DWA takes no responsibility for the carer's safety or ability. If the carer becomes injured or incapacitated, they must still be able to undertake their caring duties or find an alternative. DWA recommends members discuss these risks and consequences with their carer before participating.