

2019 Cerebral Palsy Alliance Staff Training Guide

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Tips for using this Training Guide

TIPS FOR FACE TO FACE LEARNING

- ✓ Go to the Training Alliance website at <https://trainingalliance.edu.au> and click on **Find a Course** to register for face to face training or click on course links in this guide.
- ✓ We provide training in different locations. Please check the location before registering.
- ✓ Try to book two half day trainings on the same day - morning and afternoon.
- ✓ Bring your lunch as locations may not be close to shops.

TIPS FOR ONLINE LEARNING

- ✓ Go to the Training Alliance website at <https://trainingalliance.edu.au> and click on **Online Learning Login** to access your online learning courses.
- ✓ You do not need to register for online courses. You have access when you log in.
- ✓ Once you log in you will have access to your online courses.
- ✓ For all queries about login details and the Online Learning System, please contact onlinelearning@cerebralpalsy.org.au

Recognition of Prior Learning

Application for recognition of prior learning (RPL) can be made to the Training Alliance Learning and Development Manager as per the Professional Development policy

BLENDED LEARNING

At Training Alliance we have a blended approach to learning which means there may be a pre-requisite to complete online learning before coming along to a face to face session.

EXAMPLE: PRACTICAL SKILLS TRAINING FOR DISABILITY SUPPORT PRACTITIONERS

- ✓ Online learning:
3 courses - Back Yourself Assist with medication; Infection prevention and control
- ✓ Face to face Practical skills workshop
1 day including manual handling, medication, infection prevention and control and Epilepsy.

EXAMPLE: FOR ALLIED HEALTH THERAPIST AND ASSISTANTS

- ✓ Online learning:
1 course - Back Yourself
- ✓ Face to face WHS Practical workshop
Half day including manual handling

Please note: WHS Advanced workshop for occupational therapists and physiotherapists (see details pages 5-6)



Cerebral Palsy Alliance orientation program

All Cerebral Palsy Alliance employees

Course	Face to face or Online	Compulsory activity for	Completion
Corporate orientation	Corporate orientation	All Cerebral Palsy Alliance employees	First day
Back yourself: Unpacking manual tasks	Online	All Cerebral Palsy Alliance employees	First month
Fire, safety and emergency response	Online	All Cerebral Palsy Alliance employees	First month
WHS awareness and duty of care	Online	All Cerebral Palsy Alliance employees	First month
Delivering an unrivalled customer experience	Online	All Cerebral Palsy Alliance employees	0 - 6 months
DisabilityAware: An awareness and inclusion program	Online	All Cerebral Palsy Alliance employees	0 - 6 months
Good working relations or Good working relations for managers and supervisors	Online	All Cerebral Palsy Alliance employees	0 - 6 months



Cerebral Palsy Alliance induction program – Disability Support

Disability Support

(Includes new employees from Accommodation, Respite, Lifestyle Support, Packforce)

Course	Compulsory activity for	Completion
Assist with medication: Online course This course must be completed before attending <i>Practical skills workshop</i>	Disability support practitioners who are required to administer medication as part of their duties	First month
Infection prevention and control: Online course Please note: This course must be completed before attending <i>Practical skills workshop</i>	Disability support practitioners who are required to uphold infection prevention as part of their duties	First month
Practical skills workshop for disability support practitioners (Includes practical for Back yourself, Medication, Infection control and Epilepsy), Pre-requisite: <i>Assist with medication: Online course</i> <i>Back yourself: Unpacking manual tasks: Online course</i> <i>Infection prevention and control: Online course</i>	Disability support practitioners	First month
Bowel care Pre-requisite: <i>Assist with medication: Online course</i> <i>Infection prevention and control: Online course</i> <i>Practical skills workshop</i> Please note: Scheduled same day as <i>Mealtime assistance</i>	Disability support practitioners who are required to administer suppositories and/or enemas as part of their duties	0 - 3 months
Documentation Please note: Scheduled on same day as <i>Transport people with disability</i>	Disability support practitioners who are required to make official client notes/records	0 - 3 months
Mealtime assistance Please note: Scheduled same day as <i>Bowel care</i>	Disability support practitioners who are required to assist clients with their meals as part of their duties	0 - 3 months
Preventing and responding to abuse, assault and risk of harm. A blended course of online and workshop Pre-requisite: <i>Preventing and responding to abuse, assault and risk of harm: Online</i>	Disability support practitioners	0 - 3 months
Transport people with disability Please note: Scheduled on same day as <i>Documentation</i>	Disability support practitioners responsible for driving any Cerebral Palsy Alliance accessible vehicle as part of their duties	0 - 3 months
Tube feeding Pre-requisite: <i>Assist with medication: Online course</i> <i>Infection prevention and control: Online course</i> <i>Practical skills workshop</i>	Disability support practitioners who are required to assist clients with feeding tube as part of their duties	0 - 3 months
Positive approaches to behaviour support: Disability Support	Disability support practitioners	0 - 6 months
Promoting health for people with disability: Online course	Disability support practitioners	0 - 6 months
Certificate III in Individual Support (Disability) or Certificate IV in Disability Pre-requisite: All orientation/ induction training must be completed	Permanent disability support practitioners who have reached their qualifying period. (Certificate III in Individual Support is a highly desirable minimum qualification)	Sign up for program within 6 - 12 months



Cerebral Palsy Alliance induction program – Therapy Services

All Therapy Services employees who work directly with clients (including managers / team leaders)

Course	Compulsory activity for	Completion
Client Management System – Brian: An Introduction Pre-requisite: <i>Introduction to the Client Management System (brian): Online course</i>	Therapy Services employees	First month (online course first 2 weeks)
Disability dynamic: Online course - Working with clients - Case studies	Therapy Services employees	0 - 3 months
NDIS prep and support tool: Online course	Therapy Services employees required to undertake NDIS prep and support sessions	0 - 3 months
Preventing and responding to abuse, assault and risk of harm. Pre-requisite: <i>Preventing and responding to abuse, assault and risk of harm: Online course</i>	Therapy Services employees	0 - 3 months
WHS practical workshop for allied health therapists and assistants Pre-requisite: <i>Back yourself: Unpacking manual tasks: Online course</i>	Therapy Services employees	0 - 3 months
Advanced communication and coaching: Online course	Therapy Services employees	0 - 6 months
CP Check-Up™ Orientation and Accreditation Program: Online course – Compulsory module all disciplines: “CP Check-Up™? CP Register and CP Check-Up™ Database” – General health – Other modules: as per discussion with your manager and role requirement	Therapy Services employees	0 - 6 months
Positive approaches to behaviour support: Therapy Services	Therapy Services employees	0 - 6 months
Designing and implementing effective home programs	Therapy Services employees	6 - 12 months

Occupational therapists

Course	Compulsory activity for	Completion
WHS advanced workshop for occupational therapists, physiotherapists and exercise physiologists Please note: Scheduled and must be completed on the same day as <i>WHS practical workshop for allied health therapists and assistants</i>	Occupational therapists	0 - 3 months
Prescribing postural supports: <i>Online course</i>	Occupational therapists	0 - 6 months
Seating and positioning: Pre-requisite: <i>Seating and positioning: Online course</i>	Occupational therapists	0 - 12 months
Powered mobility: Setting the wheels in motion	Occupational therapists	6 - 12 months
Pulling it all together for therapists: An advanced workshop on movement disorders and evidence based practice	Occupational therapists	6 - 12 months
Splinting and casting for people with cerebral palsy	Occupational therapists	6 - 12 months
Assistive technology: An introduction	Occupational therapists	6 - 18 months



Cerebral Palsy Alliance induction program – Therapy Services

Physiotherapists

Course	Compulsory activity for	Completion
WHS advanced workshop for occupational therapists, physiotherapists and exercise physiologists Please note: Scheduled and must be completed on the same day as <i>WHS practical workshop for allied health therapists and assistants</i>	Physiotherapists	0 - 3 months
Seating and positioning: Pre-requisite: <i>Seating and positioning: Online course</i>	Physiotherapists	0 - 12 months
An introduction to aquatic therapy for therapists working with people with a disability	Physiotherapists	6 - 12 months
Powered mobility: Setting the wheels in motion	Physiotherapists	6 - 12 months
Pulling it all together for therapists: An advanced workshop on movement disorders and evidence based practice	Physiotherapists	6 - 12 months
Splinting and casting for people with cerebral palsy	Physiotherapists	6 - 12 months

Exercise physiologists

Course	Compulsory activity for	Completion
WHS advanced workshop for occupational therapists, physiotherapists and exercise physiologists.	Exercise physiologists	0 - 3 months
An introduction to aquatic therapy for therapists working with people with disability	Exercise physiologists	6 - 12 months
Pulling it all together for therapists: An advanced workshop on movement disorders and evidence based practice	Exercise physiologists	6 - 12 months

Speech pathologists

Course	Compulsory activity for	Completion
Assistive technology: An introduction	Speech pathologists	0 - 6 months
Dysphagia workshop for speech pathologists Pre-requisite: <i>Allied health educational presentation: Feeding Assessment online module.</i>	Speech pathologists	0 - 6 months
Pulling it all together for therapists: An advanced workshop on movement disorders and evidence based practice	Speech pathologists	6 - 12 months

Psychologists and Social workers

Course	Compulsory activity for	Completion
Pulling it all together for therapists: An advanced workshop on movement disorders and evidence based practice	Psychologists and social workers	6 - 12 months

All Allied Health Assistants

Course	Compulsory activity for	Completion
Splinting and casting practical workshop (day 2)	Allied Health Assistants	6 -12 months

Other

Course	Compulsory activity for	Completion
Hydrotherapy rescue award	Aquability employees	As required



Cerebral Palsy Alliance induction program – Support Team

All Support Team employees

(Including Client Service Consultants, Resource Coordinators)

Course	Compulsory activity for	Completion
Client Management System – Brian: An Introduction A blended course of online and workshop Pre-requisite: <i>Introduction to the Client Management System (brian): Online course</i>	Support Team employees	First month (online course first 2 weeks)
Disability dynamic: Online course – Working with clients – Case studies - 1 - 2 case studies to be determine with your manager	Support Team employees	0 to 3 months
NDIS prep and support tool: Online course	Support Team employees required to undertake NDIS prep and support sessions	0 to 3 months
Preventing and responding to abuse, assault and risk of harm. A blended course of online and workshop Pre-requisite: <i>Preventing and responding to abuse, assault and risk of harm: Online course</i>	Support Team employees	0 to 3 months
Advanced communication and coaching: Online course	Support Team employees	0 to 6 months
CP Check-Up™ Orientation and Accreditation Program: Online course – Module 1 “CP Register and CP Check-Up™ Database” – Other modules: as per discussion with your manager and role requirement	Support Team employees	0 to 6 months
Positive approaches to behaviour support: Therapy Services	Support Team employees	0 to 6 months



Cerebral Palsy Alliance induction program – Management

Management

(All managers and team leaders who have employees directly reporting to them)

Course	Compulsory activity for	Completion
Client Management System – Brian: An Introduction Pre-requisite: <i>Introduction to the Client Management System (brian):</i> <i>Online course</i>	Managers and team leaders	First month (online course first 2 weeks)
Online course: CP Check-Up™ orientation and accreditation program – First module – ‘What is CP Check-Up™?’ – CP Register and CP Check-Up™ database.	Managers and team leaders as required	0 to 3 months
A guide to eRecruit for managers	Managers responsible for recruitment and administrators who assist with the recruitment process	0 to 6 months
Conflict and coaching	Managers and team leaders	0 to 6 months
Our People: Leading and managing a team	Managers and team leaders	0 to 6 months
Good working relations for managers and supervisors: Online course	Managers and team leaders	0 to 6 months
Stepping up: Program for new managers	Managers and team leaders	0 to 6 months
Leadership forums: Managers	Corporate Support and Client Services managers	As required
NDIS prep and support tool: Online course	Managers and team leaders as required	As required
Certificate IV in Leadership and Management Apply within 12 months, except if you hold an equivalent or higher qualification	Managers and team leaders	Apply within 12 months



Cerebral Palsy Alliance Refresher Programs

All managers, supervisors and team leaders (who have employees directly reporting to them)

Course	Delivery mode	Compulsory activity for	Completion
Good working relations for managers and supervisors	Online	All managers	Annual
Refresher back yourself: Unpacking manual tasks	Online	All managers	Annual
Refresher on preventing and responding to abuse, assault and risk of harm	Online	All managers	Annual

Disability support managers

(including managers from Accommodation, Respite, Lifestyle Support, Packforce)

Course	Delivery mode	Compulsory activity for	Completion
CPR annual refresher (if you hold a first aid certificate)	Face to face	All site managers	Annual
First Aid (includes CPR)	Face to face	All site managers	Every 3 years
Good working relations for managers and supervisors	Online	All site managers	Annual
Refresher Back yourself: Unpacking manual tasks	Online	All site managers	Annual
Refresher Fire safety and emergency response	Online	All site managers	Annual
Refresher Preventing and responding to abuse, assault and risk of harm	Online	All site managers	Annual
Refresher update for disability support managers	Face to face	All site managers	Annual

Disability support practitioners

(including managers from Accommodation, Respite, Lifestyle Support, Packforce)

Course	Delivery mode	Compulsory activity for	Completion
CPR annual refresher (if you hold a first aid certificate)	Face to face	All disability support practitioners	Annual
First Aid (includes CPR)	Face to face	All disability support practitioners	Every 3 years
Refresher Back yourself: Unpacking manual tasks	Online	All disability support practitioners	Annual
Refresher Fire safety and emergency response	Online	All disability support practitioners	Annual
Refresher Preventing and responding to abuse, assault and risk of harm	Online	All disability support practitioners	Annual
Refresher for disability support practitioners	Face to face	All disability support practitioners	Every 3 years

Allied Health

Course	Delivery mode	Compulsory activity for	Completion
First Aid (Rural)	Face to face	All rural allied health employees	Every 3 years
Refresher Back yourself: Unpacking manual tasks	Online	All allied health employees who work with clients	Annual
Refresher Fire safety and emergency response	Online	All allied health employees who work with clients	Annual
Refresher Preventing and responding to abuse, assault and risk of harm	Online	All allied health employees who work with clients	Annual



Cerebral Palsy Alliance Refresher Programs

For Nurse, Dental, Aquability and Pool employees

Course	Delivery mode	Compulsory activity for	Completion
First Aid	Face to face	All nurses, dental, aquability and pool employees	Every 3 years
Hydrotherapy rescue award	Face to face	All pool employees	Every 3 years
CPR annual refresher Please note: Oxyviva Refresher sessions have been scheduled to immediately follow some CPR Refresher sessions. Check Oxyviva dates if you need to attend both.	Face to face	All nurses and pool employees	Annual
Refresher oxyviva for nurses and aquability staff Please note: Oxyviva refresher sessions immediately follow some CPR annual refreshers.	Face to face	All nurses and pool employees	Annual
Refresher Back yourself: Unpacking manual tasks	Online	All nurses, dental, aquability and pool employees	Annual
Refresher Fire safety and emergency response	Online	All nurses, dental, aquability and pool employees	Annual
Refresher Preventing and responding to abuse, assault and risk of harm	Online	All nurses, dental, aquability and pool employees	Annual

Other

Course	Delivery mode	Compulsory activity for	Completion
CPR annual refresher (if you hold a first aid certificate)	Face to face	Nominated First Aid Officer	Annual
First Aid (includes CPR)	Face to face	Nominated First Aid Officer	Every 3 years



Professional Development

Course	Recommended activity for
An introduction to working with people with disability in the water (Hydrotherapy)	Disability support practitioners, carers and families
Anaphylaxis	Any employee who supports a person with a known anaphylactic risk
Asthma	Any employee who supports a person with asthma
Catheter care	Any employee who supports a client with a urinary catheter
Certificate III in Individual Support (Disability)	Any employee who works in a disability support practitioner role
Certificate IV in Disability	Any employee who works in a disability support practitioner role
Certificate IV in Leadership and Management	Any employee who works in a management role
Computer Coaching - A range of courses and coaching available from an introductory to advanced level	Any employee to further develop their computer application skills
Conflict and coaching	Any employee to develop their conflict and coaching skills
Disability Dynamic: Online course	Allied health and disability support practitioners to learn about disability and delivering services within the disability sector
Epilepsy	Any disability support practitioners or therapy employees who support clients with epilepsy
Gait assessment and AFO prescription in cerebral palsy	For physiotherapists working with children and adults with neurological disabilities
Key word sign	Any employee required to use KWS and AAC with children or adults with communication difficulties
Male incontinence sheaths / uridomes	Available on request to any disability support practitioners whose role it is to apply and remove male incontinence sheaths
Mental health first aid	Any employee who works with clients with mental health issues
NDIS preparation and support sessions for clients: Online	Client relationship managers and nominated staff
Nutrition for people with disability: Online course	Any employee who supports people with disability
Nutrition care process for dietitians working in disability: Online course	Any employee who is a dietitian or student dietitian
Oral Hygiene: Online course	Disability support practitioners
Pressure injury prevention	Any employee who supports clients requiring pressure area management
Understanding autism and behaviour support	Any employee to learn more about autism and positive behavior support to assist them in their role
Work with diverse people: Online course	Any employee
Allied Health - Recorded live webinars & educational presentations	Any employee to learn more on specialist topics across various allied health disciplines and subjects



