



pure  
Ability

## COMPANY PROFILE





Whether you are a public sector organisation, private care provider or not-for-profit organisation, we understand that providing the right people with the right skills is crucial and requires specialist expertise and resources.

Pure Ability offers comprehensive and flexible solutions:

- Single shift cover
- Ongoing temporary shift
- Interim solutions
- Permanent introductions
- From Temporary to Permanent
- 24/7 support



## Pure Ability Background

### A National Disability Workforce Solution

Pure Ability provides experienced and qualified disability support workers. All of our staff are directly employed by us, not by sub-contractors or independent contractors. Pure Ability have a strict recruitment and pre-employment training process, with only applicants demonstrating significant experience and deemed competent will proceed successfully.

[www.pureability.com.au](http://www.pureability.com.au)

## Pure Home Care Background

Pure Home Care provides high-end home care services to private clientele across Sydney. Our carer's are experienced and professional. Pure Home Care have a large workforce available and equipped, providing in-home care and residential aged care plus disability care.

### “Sydney Metropolitan Area”

[www.purehomecare.com.au](http://www.purehomecare.com.au)

*Pure Ability is a national disability workforce solution which provides a skilled and qualified workforce to the evolving disability sector.*

## Pure Ability, a disability workforce solution

- Provides a skilled and qualified workforce to the evolving disability sector. Our services range from one shift to an ongoing workforce solution.
- We believe in working collaboratively with the sector and work closely with our clients, ensuring their expectations are always met.
- We carefully select our workforce, and we only represent the highest-calibre candidates.
- Extensive Induction Training.
- Ongoing sector training and personal development.

We have recruited qualified disability support workers who have great work ethics and attitude. We believe in working collaboratively with the sector and work closely with our clients to ensure that their expectations are always met. We carefully select our workforce and we only represent the highest-calibre candidates to become and remain your provider of choice.

## Our approach

When it comes to sourcing the right talent for your organisation, Pure Ability is your ideal partner. We are committed to delivering the most suitable candidates every time.

- Consultation
- Tailoring the Solution
- Using Sector Expertise
- Finding You Quality Candidates
- Recruitment Process
- Extensive Induction and Training

## Looking for Staff

Pure Ability provides staffing solutions to the disability sector, supplying specialist and general disability support workers, either temporary or permanent or both for various roles in the sector.

## Consultation

Our recruitment process is about selecting the right staff with the right attitudes and skills. We invest time taking a full brief from you at the outset to ensure we can deliver on your expectations with the right solutions. We would like to know about your goals, issues, culture, protocols so we can match your requirements with the right staff.

## Tailoring the Solution

Once we understand your expectation, we set out to meet recruitment needs. We can provide flexible sector specific, temp and permanent staff, interim managers, campaign and volume recruitment and fully managed services.





## Using Sector Expertise

Our staff are carefully selected for their expertise, skills and attitudes. Finding the right people to fill a certain vacancy requires an in-depth knowledge of the sector. Our specialist recruitment staff have in-depth knowledge of the diverse sectors, including NDIS workforce requirement.

Building long-term and close relationships with our clients helps us adapt to their ever changing needs and adopt the most appropriate workforce recruitment solutions.

We are able to service large corporate or individual clients. Some clients like to use us for block bookings, a seamless extension to their own staffing needs, while some smaller services might call us once every 6 months or so. We are confident that because we treat our staff well, we can offer continuity where possible. We can cover all types of shifts, including:

- Active Nights
- Sleepovers
- Day and afternoon
- One-to-one care

## Why We Do It

Pure Ability has been developed and designed to provide the best staffing service for disability organisations. With the full implementation of the National Disability Insurance Scheme we understand that there is going to be a high demand on disability support staff. Pure Ability has gathered the best and most caring staff for you.

*Pure Ability recruits on specific selection criteria, including:  
experience, skills and qualifications and most of all  
-Maturity and Attitude-*

## Orientation and Training

All new Pure Ability employees will attend scheduled company orientation and training; there will be ongoing training provided by Pure Ability or our training partner. As a base, all staff will be trained and competent in:

- Disability awareness
- An understanding of Autism
- Behaviour and intervention
- Person centeredness
- Mediation management
- Manual handling and WHS
- Child Protection
- Human Rights



## Pure Ability offers Temporary staff to become Permanent employee for our Clients

We are a valuable source of 'permanent' staff to our clients. We are very competitive with our Temp to Perm transfer fees. Many of our workers have become permanent employees of our clients. The Transfer Fee is based on a sliding scale and is calculated based on the number of hours the nominated staff has worked for the specific client.

## Points of Difference

We use the following 4 points to align our services to our clients.

### I. Reliability and Quality of services

- Smartphone rostering solution, ongoing recruitment with gatekeeper contract items, 24/7 availability and assigned account manager.

- Pre-employment eLearning, face-to-face induction program with competency tests and ongoing compulsory training and workshops.

### II. Personality and life interest match

- We will match carer to client, we will forward carers profiles which we believe is a good fit, ultimately the decision sits with the client. If required, we will push a personalised recruitment run on behalf of the client.

### III. Insurances and Certifications

- Public Liability, Professional Indemnity and Workers Compensation.
- NDS Members, NDP membership for all staff.

### IV. Value for money/ Price

- With our knowledge and understanding of the evolving disability workforce and the cost associated with labour force hire, we developed our 'agency' model to provide a high-quality workforce for less. We are able to do this due to a cloud-based rostering system, smart invoicing and payroll systems, and pre-employment Induction and Training.



## Quality and Compliance

Pure Ability is a member of National Disability Services (NDS) as an industry supporter. This membership allows Pure Ability to participate in policy discussions and have exposure to new learnings from the NDIS trial sites.

Pure Ability is able to offer our workforce a discounted annual membership fee with the National Disability Practitioners, our staff will receive professional development opportunities, ongoing personal and professional development, education and training.

## Training and Induction

All applicants are required to complete two eLearning modules prior to attending the Compulsory Face-to-Face Induction Training.

eLearning Disability Induction Training Program and Intellectual Disability Training Program

### Compulsory Face-to-Face Induction Training learning outcomes:

- Pure Ability – Mission & Vision
- Medication Management including Infection Control
- Work Health & Safety including Risk Management
- Manual Handling including Safe Work Practices
- Working in a person-centred way
- Child Protection – Requirements & Responsibilities
- Professional Conduct of Workers

## Additional Information

- At Pure Ability we do not hire independent contractors or sub-contractors, all our staff are employed and covered by our insurances.
- Our policies and business processes are designed to support our staff, our business and our clients.
- With our interactive smartphone app we schedule, replace and cancel shifts with no delay.
- We have a great staff transfer policy, this will enable the disability organisation to directly employ our staff after the agreed completed contracted hours.
- Staff and clients are covered by public liability, professional indemnity and workers compensation insurances.

## For A Great Career

What We Are Looking For  
**Maturity, a Good sense of humour and a Great attitude.**  
Do not apply if you do not have all three.

## Opportunities

Pure Ability provides good placement opportunities. With the capacity to service a diverse clientele, work arrangements can be quite flexible to suit your employment needs and your availability.

## How to Apply

To join the Pure Ability team, please send us your CV with a detailed cover-letter explaining why you think you would be a great fit for our company.

We pay above award wages.

Send your cover-letter and CV to: [info@pureability.com.au](mailto:info@pureability.com.au)





## How to get in touch

**Sydney office location:**  
Level 29, Chifley Tower,  
2 Chifley Square Sydney NSW 2000  
Ph: 02 9231 8603

**Hurstville office location:**  
Room 211, 7-11 The Avenue  
Hurstville NSW 2220  
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