

JOB SUMMARY

Post Title	Support Worker						
Job Family	<i>Service Delivery</i>	Pay Range	4	Line Manager to others?	No	Role profile ref:	<i>SD04</i>
Service Area	<i>Adult Social Care – LD Homes</i>						
Line Manager	<i>Registered Manager</i>						
Location	<i>PLEAN DENE</i>						

Job Purpose

To support individuals with their care and health needs in a person centred approach which promotes equality as an integral part of your role and treat everyone with respect, fairness and dignity.

To develop and maintain a generic skill set that allows the Isle of Wight Council to employ your skills, abilities and experience across the Council and its formal partnerships as needed

Job Context (key outputs of team / role to provide some specific examples of role profile accountabilities)

Physical and Health Care:

To assist Residents with their personal hygiene, bathing, toileting, dressing, physical appearance, safer handling, hair care, dietary needs, including feeding of Residents working in a person centered approach which empowers individuals and promotes their independence. To facilitate clients healthcare needs such as medication, PEG feeding, Epipen (Adrenalin) and other health care needs that may arise in line with the guidance provided by relevant clinicians such as GPs and community nurses.

Emotional and Spiritual care:

To support the service user's through life's events, offering guidance, comfort, support and reassurance. This will include providing sensitive help and care when Residents may be in a crisis situation, or have recently experienced loss or bereavement, etc. and to facilitate and enable Residents to maintain their own spiritual values and beliefs.

To ensure that the service maintains a safe environment by being aware of and promoting and meeting Health and Safety, Food Hygiene, Fire Regulations and also meeting the Care Quality Commission (CQC) Fundamental Standards and regulations and other relevant statutory obligations such as infection control etc.. To undertake training as required to meet these and other such requirements of the role.

To undertake a range of domestic duties as required such as cleaning, cooking and washing both with and on behalf of the clients and service. To support and encourage Residents to become more independent, giving them the opportunity through informed choice to assist or receive support with domestic tasks.

To provide accurate and legible recording of relevant information as required in relevant documentation such as goal and support plans, including daily write ups of support provided, monitoring tools e.g. fluid and nutrition monitoring, medication charts menu planners etc. and to ensure that the information is kept in line with the Data Protection Act.

Generic quality statement:

The Isle of Wight Council expects that its staff will adhere to its policies and procedures. All members of staff are expected to be familiar with procedures and undertake appropriate activities to support their learning and development.

Safeguarding - The Isle of Wight Council is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment practices.

Diversity and Equality - All employees are expected to treat others with dignity and respect.

Health and Safety - The Isle of Wight Council has a duty to protect employees and all employees have a duty to protect themselves and others from harm as far as is reasonably practicable.

JOB SUMMARY

<p>Data Protection and ICT Security – All employees are required to ensure that any information or data collected or input in to a council system complies with the standards set out and any associated processes that are specific to an area of work.</p> <p>This job description is correct as at the date given above. In consultation with the postholder it is liable to variation by management to reflect or anticipate changes to the job. As a term of employment the postholder may be required to undertake other duties in this post or, following consultation, any other post in any of the Isle of Wight Council's Directorates.</p>			
Knowledge, Skills and Experience			
Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
Understanding to be able to carry out all duties with an awareness and understanding of the Safeguarding requirements within the area of responsibility.	<i>Work complies with all safeguarding policies and procedures that apply to the role. Behaviours and actions support the safeguarding of children, young people or vulnerable adults as appropriate.</i>	E	
Basic literacy and numeracy and be able to maintain accurate records when required.		E	
Ability to communicate clearly to build trust both one to one and with groups.		E	
Evidence of practical experience in an appropriate work environment and ability to advise others on relevant issues.			D
Experience of working in health and social care settings with an understanding of, and how to meet client's needs.			D
Ability to follow processes, carry out and review procedures, record and monitor information accurately.		E	
Ability to work flexibly and both part of a team and on own initiative with an awareness of when and to whom issues should be escalated.		E	
Ability to deal sensitively with Residents in a variety of situation and to show or indicate the principles of individuality, rights, independence, fulfilment, choice and respect.		E	
Qualifications			
Role Profile requirements.	Job specific examples. (if left blank refer to left hand column)	Essential	Desirable
<i>Requires NVQ2 in relevant health and care qualification or equivalent qualification/experience and willing to work towards attaining it.</i>			D
Be willing to undertake healthcare needs training or other skills training required for the role and client base		E	
Other Requirements			
<p>PLEASE NOTE: Out of Hours Standby and Call Out</p> <p><i>You will be required to take part in the Out of Hours Stand-by Duty Rota as and when requested by management. Standby and call out duties are paid in accordance with the IWC Terms and Conditions 2012 document.</i></p>			
Organisation Structure (optional)			