

SUPPORT WORKER

Job title	Support Worker (day or night)
Reports to	Registered Nurse
Clinically supported by	Registered Manager / Deputy Manager / Clinical Support Manager
Work Location	The Chaseley Trust

Job purpose

To provide high quality care and support to individuals with severe physical disabilities.

Duties and responsibilities

Quality and Regulation

1. To deliver high quality personal care following the care plan and individual Resident wishes to ensure the comfort, dignity and independence of each Resident.
2. Adhere to the local Safeguarding policy, following the Duty of Candour requirements.
3. Monitor the delivery of care when on duty to ensure that it is of high quality and maintains the dignity and well-being of Residents.
4. Understand the importance of privacy, dignity, choice and consent and uphold these basic rights at all times.
5. Contribute to the individualized person centered care planning process of each Resident in line with his / her individual care plan with the intention of enabling the individual to achieve the highest possible level of self-sufficiency and independence.
6. Assist with all aspects of Resident's personal care.
7. Complete all regulatory and statutory training requirements and comply with all company policy and procedures whilst at work.
8. In consultation with the Residents / families, offer support to maintain the Residents' room, clothing and property in order.
9. Make beds and change linen and dispose of soiled linen in accordance with the company procedure.
10. Support Residents to receive all the support necessary to enable them to function in their own particular life style, as independently as possible within the limits of their abilities.
11. Check Residents' skin health daily.
12. Inform duty shift manager (RN) of any changes in any aspect of Residents' health immediately.
Support Residents to receive all the support necessary to enable them to function in their own particular life style, as independently as possible within the limits of their abilities.
13. To write daily reports of support given in the Residents' notes and other charts as required.
14. Assist Residents in the Dining Room at meal times. Inform shift manager (RN) of any Residents' change in eating pattern
15. Ensure Residents are assisted with their laundry arrangements, care of their clothes as required and that their room is tidy and clean.
16. To wear uniform provided and be in line with Company Uniform Policy and is clean and tidy with special attention to personal hygiene.
17. Wear appropriate footwear as advised. Rings, other than wedding rings, are not to be worn on duty. The wearing of small stud earrings is permitted.

18. Attend regular supervision with allocated supervisor.

Clinical (All)

1. Record observations including weight, temperature, pulse, blood pressure, nutrition, tissue viability and liquid intake/output as identified in the care plan.

General

1. Engage in supporting and delivering activities for Residents.
2. Establish professional working relationship with the Residents their families and friends to provide a safe and reassuring environment
3. Work collaboratively within the clinical team to promote a healthy, professional and friendly atmosphere for all Residents and their families and friends
4. Support new Residents and their families and friends to the home in orientation of the environment
5. Maintain communication and working relationships with healthcare professionals in the home.
6. Be professional, courteous and transparent in your communication.
7. Assist and actively encourage the social care and the well-being of Residents.
8. Escort Residents when required out of the home for appointments etc. following completion of a risk assessment by the registered nurse
9. Attend opportunities for clinical/personal training and development
10. Any other reasonable task requested by the Registered Nurse or senior Manager which is within your competence

Working conditions

- Bank holiday and weekend working
- Shift work (days or nights)
- This is physically demanding, you will be required to stand for extended periods of time and do repetitive tasks with few breaks

The Chaseley Trust subscribes to Well Led

Good leadership, at all levels of the organisation, shapes its culture into one where people who use the services and the quality of care come first

- strong & effective leadership
- a supportive and values-driven culture
- encouraging teams to work together
- stable management
- open and collaborative

Safeguarding

Chaseley Trust is committed to safeguarding and promoting the welfare of vulnerable adults, employees and volunteers. All offers of employment with the trust are subject to pre-employment checks which will include References, Health, Right to Work in UK, a satisfactory Enhanced DBS. Please note that under the GDPR, by making your application, you are consenting to Chaseley Trust processing and retaining your personal information for the purposes of the application.

You have the right to withdraw your consent and ask for your data to be deleted at any time, however it will then not be possible for Chaseley Trust to process your application any further.

Final Statement

Please note, irrespective of the post held, and at all times you are responsible for the health and safety of yourself, colleagues, Residents and visitors.

This job description will be agreed between the jobholder and the officer to whom he/she is accountable.

It is a reflection of the present position and will be subject to review and alteration in the event of any future development within the Chaseley Trust. It will be used as the basis for the determination of objectives.

Person Specification

Requirement	Essential	Desirable
Education, training and qualifications		<ul style="list-style-type: none"> A relevant Level 2 or 3 qualification e.g. 2 or more GCSEs at Grade C or above, GNVQ in social care, relevant NVQ2 or equivalent qualification Care Certificate
Knowledge	<ul style="list-style-type: none"> Able to demonstrate specific knowledge of care for disabled people 	
Experience		<ul style="list-style-type: none"> Experience of providing support to individuals with physical disabilities
Personal – attributes	<ul style="list-style-type: none"> Team worker Caring Enthusiastic manner Trustworthy and honest Can-do attitude Strong communicator Personally committed Learns from mistakes Tenacious and resilient Takes accountability Professional 	<ul style="list-style-type: none"> Customer Care
Skills and abilities	<ul style="list-style-type: none"> Clinical and/or caring skills Good verbal and written communication skills Computer literate Good organizational skills Able to make accurate written records in English Able to work independently under instruction 	



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Supporting and Enriching Life for People with Neuro-disability

Requirement	Essential	Desirable
Other special requirements	<ul style="list-style-type: none">• Fit and healthy• Carry out moving and handling tasks• Flexibility to work shifts as and when required including weekends• Aged 18 years + (unless on an Apprenticeship)	

This job description reflects the current main organizational priorities for the position. These priorities may develop and change in consultation with the post holder in line with needs and priorities of the business.

Please sign and return one copy to HR.

Job Holder Name: _____

Signature: _____

Date: _____