

<b>Job Title</b>	Support Worker
<b>Location</b>	Croydon
<b>Line Managed by</b>	Team Leader / Case Manager
<b>Employer</b>	The Financial Deputy
<b>Current Pay Rate</b>	<p>Weekday daytime hours (Monday to Friday) @ £14.00 per hour  Waking night hours (Monday to Friday) @ £14.00 per hour  Saturday /Sunday @ £16.00 per hour  Waking night hours (Saturday /Sunday) @ £16.00 per hour</p> <p>Bank Holidays (time and a half).</p> <p><i>Initial rates of pay: £12.00- £14.00 per hour while client specific specialised training is completed which we arrange in house.</i></p>
<b>Job Summary/ Support Provided</b>	<p>The position is within the family home as part of a care team to provide 24/7 care, support and rehabilitation to our client with complex needs.</p> <p>Team members are required to work day shifts and waking nights, and the team is made up of a mix of full and part time positions.</p> <p>There is also an opportunity for relief positions.</p> <p>During daytime hours, Support Workers will work on a 2:1 basis.  The waking night is on a 1:1 basis.</p> <p>The client has a wheelchair accessible vehicle (WAV), to go out daily. support and training will be given to those with no experience of driving a WAV.</p>
<b>Current Vacancy</b>	Full time and part time positions available.
<b>No restrictions on employment</b>	These posts are open to both male and female applicants.
<p>Our client is in his 60s and lives with his wife who is responsible for all his care and appointments. He had an accident in his thirties sustaining a serious head injury He is physically, functionally, and cognitively dependent on others to meet his needs. Our client has epilepsy and other health conditions.</p> <p>He engages with his family and support workers and enjoys family time and family events.</p> <p>He has a PEG feeding tube in place to provide all necessary nutritional and fluid intake and needs full assistance of two people with all aspects of personal care, and to assist with positioning, and moving and handling.</p> <p>He is at high risk of aspiration, and experiences excessive salivation, which at times results in the need for suctioning.</p> <p>Training for care needs include:</p> <ul style="list-style-type: none"> <li>• Peg/Enteral Feeding/Medication</li> <li>• Nebulisers/Suctioning/Pressure Area care</li> <li>• Observation Checks</li> </ul>	

## Key Roles and Responsibilities of the Position

- To ensure client's wellbeing, safety, and improve his quality of life.
- To build a positive working relationship and understanding of the client, his family and their needs.
- To work with him and the therapists to achieve rehabilitation goals.
- To work as a member of a team.
- To provide all personal care.
- To maintain skin integrity.
- To carry out moving and handling procedures / repositioning.
- To manage his incontinence/convence
- To carry out suction of his mouth as necessary.
- To manage the PEG and feed.
- To administer medication.
- To advise family of any concerns regarding his physical health and liaise with GP, if necessary.
- To promote communication and ensure that systems put in place for communication by therapists are followed, that there is consistency of approach, and responses are accurately monitored and recorded.
- Engage the client in a range of activities dependent upon his health and wellbeing at the time.
- To monitor and record progress, and report
- Help facilitate the clients access to the wider community for leisure, family, and other social activities
- Keep accurate written records of each session worked
- To participate in multi-disciplinary meetings.
- To attend supervision sessions with the Case Manager, and training courses, as required.
- To safeguard the client as a vulnerable adult.
- To provide assistance with all domestic requirements, including laundry and ironing, keeping his bedroom and bathroom clean and tidy, as well as the carers room.

Personal specification		Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Experience of working with adults with brain injury and physical disability.</li> <li>➤ Experience in a social care, nursing or therapeutic environment.</li> <li>➤ Experience of team working.</li> <li>➤ Experience of working with Therapists.</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>➤ Education to GCSE standard.</li> <li>➤ Nursing, social care, rehabilitation or therapy qualifications.</li> <li>➤ Commitment to undertake further training.</li> <li>➤ Disability awareness.</li> <li>➤ Knowledge and understanding of risk and vulnerability.</li> <li>➤ Knowledge of confidentiality, privacy and</li> </ul>	<p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p> <p style="text-align: center;">√</p>	√

	<p>boundary issues.</p> <ul style="list-style-type: none"> <li>➤ Knowledge of family dynamics.</li> <li>➤ Knowledge of advocacy and empowerment</li> </ul>		
<b>Skills</b>	<ul style="list-style-type: none"> <li>➤ Car driver with a full license.</li> <li>➤ Confidence to drive a larger vehicle.</li> <li>➤ Good numeracy and literacy skills.</li> <li>➤ Competent in basic computer skills such as use of email.</li> <li>➤ Effective communication skills to include written, verbal, non-verbal and listening.</li> <li>➤ Be able to adapt communication style to meet the needs of the individual.</li> <li>➤ Ability to: <ul style="list-style-type: none"> <li>○ Follow the support plan.</li> <li>○ Follow instructions.</li> <li>○ Work as part of a team.</li> <li>○ Apply feedback to improve work performance.</li> <li>○ Prioritise within set tasks and adapt according to Greg's presentation on the day.</li> <li>○ Problem solve.</li> <li>○ Motivate self and others.</li> <li>○ Recognise when to seek guidance and help.</li> <li>○ Follow instructions.</li> <li>○ Use initiative,</li> <li>○ To be calm and confident, particularly in stressful situations.</li> <li>○ To keep detailed and accurate records.</li> <li>○ Be flexible in approach.</li> </ul> </li> </ul>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	<p>x</p>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>➤ Mature in attitude, confident and assertive.</li> <li>➤ Reliable.</li> <li>➤ Good time management.</li> <li>➤ Approachable.</li> </ul>	<p>√</p> <p>√</p> <p>√</p> <p>√</p>	

	<ul style="list-style-type: none"> <li>➤ A positive role model.</li> <li>➤ Patience and sensitivity.</li> <li>➤ Good sense of humour and willingness to 'muck in'.</li> <li>➤ Enthusiasm.</li> <li>➤ Organised.</li> <li>➤ Resourceful.</li> <li>➤ Be honest and trustworthy.</li> </ul>	<ul style="list-style-type: none"> <li>√</li> <li>√</li> <li>√</li> <li>√</li> <li>√</li> <li>√</li> <li>√</li> </ul>	
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### Employment package

#### **Other Benefits**

- 5.6 weeks paid annual leave pro rata. The leave year runs from January to December.
- Auto enrolment in a workplace pension scheme as applicable
- Time and a half if required to work bank holidays.
- Pay to attend supervision / team meetings.
- Pay and expenses when required to attend training courses requested by employer.

#### **Training**

A full induction programme plus regular support, supervision and ongoing training will be provided.