



JOB DESCRIPTION – Team Leader

Job Title	Rehabilitation Support Worker
Location	Dudley area
Line Managed by	Case Manager/Assistant Case Manager
Current Pay Rate	Weekday daytime hours (Monday to Friday) @ £14.50 per hour (Saturday to Sunday) @ £16.50 per hour Bank Holidays @ £29.00 per hour (Double time)
Job Summary / Support Provided	The responsibilities of the support worker are to ensure that JB's care delivery remains of a high standard, providing support for her rehabilitation programme and community activities.
Restrictions	This post is open to female applicants only. "Gender is considered to be a genuine occupational requirement in accordance with paragraph 1 of Schedule 9 of the Equality Act 2010" for a female worker to work with our client.

About our Client

JB is a 49 year old lady who has an acquired brain injury, and has lived post-injury in a nursing home. She has complex needs and is wheelchair dependent, and has a history of epilepsy which is very well controlled.

Our client has complex needs and is wheelchair dependent, has a history of epilepsy which is very well controlled. She requires support with her personal care, mobility, and dietary needs. She has a communication aid which she uses well. She can display some challenging behavior and frustration.

However, she has a great sense of humour and enjoys communicating, social interactions and days out. Hopefully we will be planning weekends away, holidays and further developing her independent living skills.

She requires support with physiotherapy, occupational therapy and speech and language therapy programmes, which are managed by private treating therapists.

JB has made fantastic progress in the past 8 years with her excellent team and rehabilitation but this has been delayed due to Covid.

To work on her programme of community based activities and rehabilitation programme, possibly leading to transition to her own home with a twenty-four-hour care team.

We seek a flexible, bubbly support worker for 12 hours a week. Shifts to cover will be day shifts 7:30am-1:30pm. Bank hours in evenings are available as needed for activities/assessments and occasional weekends on a rota basis.

The long term goal is to move her into her own home hence a variety of hours to work towards this. This can be flexible and hours may increase. Cover is needed for annual leave and sickness.

Key Roles and Responsibilities of the Position

Responsibilities of the support worker include:

- Maintain and model high standards of care for JB.
- In conjunction with the Case Manager, ensure that all care records are kept accurately and up to date, in accordance with CQC regulations.
- To provide physiotherapy exercises and positioning as recommended by professionals once training is completed.
- Attend gym sessions with the client.
- Carry out any tasks as required for the smooth running of the team.
- Ensure that JB's weekly routine of therapy is continued.
- Attend regular supervision sessions with the case manager.
- Support the case manager with undertaking assessments towards the client possibly transitioning to her own home.
- Participate in handovers with the care home and attend care reviews.
- Be responsible for petty cash.
- Attend Training -mandatory and bespoke training.
Ensure that JB programme of activities is expanded and maintained.
- To monitor JB physical and mental health, and ensure that concerns are reported to senior staff on duty to seek appropriate medical intervention.
- Be the point of contact for JB's family.
- Ensure correct and timely maintenance of private equipment and aids.
- Arrange and attend JB appointments with her.
- Alert the Case Manager regarding any significant events or changes.
- To use initiative in situations that are unable to be predicted and may not be set out in a job description.
- To undertake any other activity commensurate with the client's needs as directed by the case manager.

Personal Specification		Essential	Desirable
Experience	Experience of working with adults with brain injury, physical disability and complex health needs.	X	
	At least 2 years' experience of team working	X	
	Experience of working with therapists.	X	
	Experience of working in senior role within the care sector.	x	
	Experience of supervising other staff members	x	
	Experience of challenging situations and / or complex family dynamics.	x	
	Experience of writing and / or involved in writing support plans, policies, protocols, risk management plans.		X
Knowledge	Education to GCSE standard	X	
	Nursing, social care, rehabilitation or therapy qualifications.		X
	Knowledge and understanding of risks and risk management.	X	
	Knowledge of confidentiality, privacy and boundaries.	X	
	Knowledge of mental capacity, best interests, advocacy and empowerment.	X	
Skills	Car driver with a full licence.	x	
	Confidence to drive a larger vehicle.	x	
	Good numeracy and literacy skills.	x	
	Competent in basic computer skills such as use of email.	x	
	Effective communication skills to include written, verbal, non-verbal and listening.	x	
	Be able to adapt communication style to meet the needs of the individual.	x	
	Ability to:		
	- Follow the support plan.	X	
	- Follow instructions.	X	
	- Implement instructions from Case Manager / therapists, and cascade information to all the team.	X	
	- Work as part of a team.	X	
	- Prioritise within set tasks, and adapt according to Greg's presentation on the day.	X	
	- Apply feedback to improve work performance.	X	
	- Problem-solve and be able to make decisions.	X	
- Motivate self and others.	X		
- Be able to give others instructions.	x		
- Recognise when to seek guidance and help.	X		
- Use initiative.	X		
- To be calm and confident, particularly in stressful situations.	X		
- To keep detailed and accurate records.	X		
- Be flexible in approach.	X		
Personal Attributes	Mature in attitude, confident and assertive.	X	
	Reliable.	X	
	Good time management.	X	
	Approachable.	X	
	A positive role model.	X	
	Patience and sensitivity.	X	
	Good sense of humour and willingness to 'muck in'.	X	
	Enthusiasm.	X	
	Organised.	X	
	Resourceful.	X	
	Be honest and trustworthy.	X	
Be committed to training and development.	X		

Benefits	<ul style="list-style-type: none"> • 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. • Double time 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.
Working Environment	<p>You will be working in a nursing home under their policy and procedures and responsible to the home manager day to day. This will include adhering to their Covid procedure. The working environment is a strictly no smoking environment, and under no circumstances will staff be permitted to smoke at any time during the working day. Staff will also need to ensure that they arrive on shift free from the odour of smoke.</p> <p>All of the above will be fully explained to the successful candidates at the time of employment in the Terms and Conditions of Employment.</p>

Case Manager Details	
Prepared By	Denise Jones
Position Held	Lead Case Manager
Date	22.03.2022