

Support Worker – Grade 5

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

We offer a range of services to older people including to people with dementia and those who are nearing the end of their life, people with a physical or sensory disability and people with learning disabilities. These services are provided 7 days a week, 24 hours a day, to meet our service user's assessed needs. Support can be provided at home, in the community or in Council run establishments. This can include emergency response, respite and long term care or support to carers.

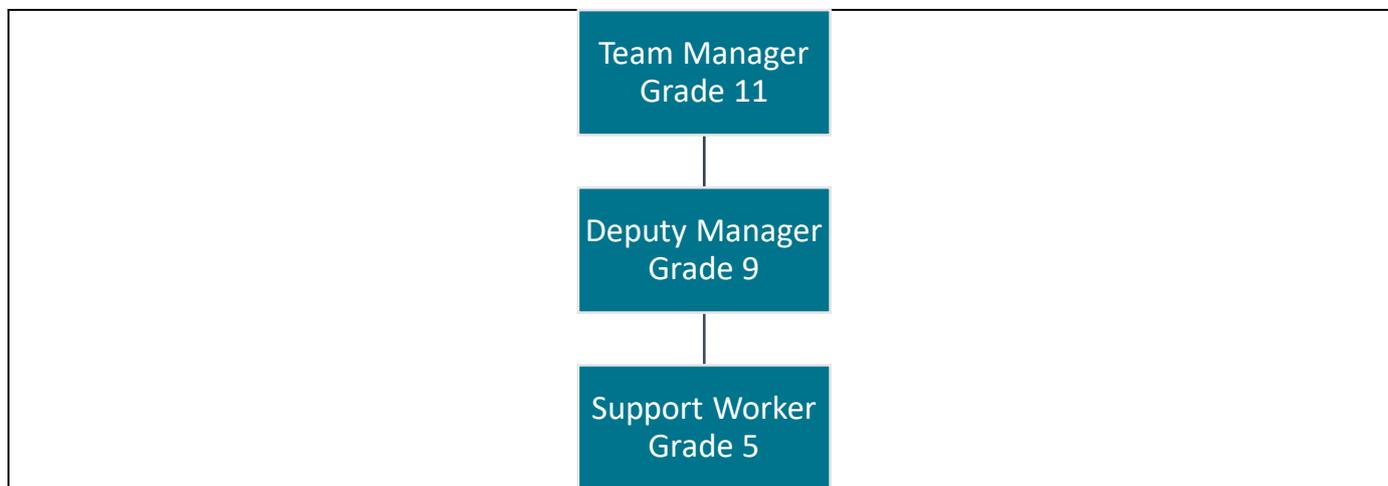
This role is based within [Adults and Health](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- Delivers a service that is person centred and builds on people's strengths, focusing on what they can do, not what they can't do.
- Delivers a service that meets the aspirations and needs of service users and carers.
- Provides support to enable and help maintain the independence of vulnerable adults by giving them greater choice and control over the way in which their physical and emotional wellbeing needs are met.
- Supports the delivery of high quality services to vulnerable adults which exceed minimum CQC requirements.
- Documents are completed to the required standard which evidence good practice e.g., support plans.
- Develops and maintains effective working relationships with team members, service users, carers, other professionals, and partner agencies ensuring relevant information is communicated effectively.
- Supports the design and delivery of Support Packages to meet individual needs and aspirations, develop skills and promote choice and community presence.
- Respects service user's cultural beliefs, lifestyle, privacy, and confidentiality.

As part of your role you will be required to undertake mandatory training which includes; Movement and Handling and/or Positive Behaviour Support training to help you support our service users and assess and reduce risks to yourself, colleagues and service users. New staff will also be required to complete the Care Certificate, if appropriate.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
An understanding of Adult Social Care.	Essential
Hold the Care Certificate (or equivalent) or be prepared to complete this within 12 weeks of appointment.	Essential
A standard of literacy and numeracy to be able to complete and understand documents, forms, support plans etc.	Essential
Ability to demonstrate a commitment to personal and professional training and development to carry out the job effectively and efficiently by completing training requirements in the required timescales.	Essential
An understanding of good infection prevention practice (including cleanliness) to ensure that people who use health and social care services receive safe and effective care.	Essential
A basic awareness of health and safety issues.	Essential
A basic awareness of food hygiene.	Essential
Willingness to travel within the designated area (either on foot or using public transport). Possession of a driving licence and car available for work may be desirable for some areas.	Essential
You will need to be flexible in your approach to work and work patterns.	Essential
You will be working with service users who may have restricted mobility and/or challenging behaviour. Following an offer of appointment, you will be required to undertake a standard medical	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
screening and any other medical screening as determined by the Occupational Health Unit appropriate to occupational risk.	
Accepts an enhanced DBS check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Must comply with all legislation, regulations or guidance from the government and CQC in relation to your role including any vaccination requirements.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honest
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 1. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).
 DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Social Care	Grading ID	22280
Job ID	80101185	Last Updated	July 2021
Job Focus	Yes	Career Progression	No

Contractual Variants

DBS Category	Adults	DBS Type	Enhanced + Barred
Health Check	Yes	Politically Restricted	No
24/7 working	Yes	Public Holidays	Yes
Night Working	No	Alternating Pattern	Yes
Standby	No	Other	No
HR check	M Lunn		

Job Focus

Support worker – Grade 5 – Older People Residential Care

In addition to the information in the Job Profile please see below for more information about working in Older People Residential Care. The advert for the job you are applying for will give more information on the location and hours for that particular job.

About the Job ...

For some people it can become difficult to continue living at home, so we provide a range of specialist residential facilities offering specialist, respite and palliative care. We are committed to providing excellent quality services for people that maximise their independence and offers choice in a supportive purpose-built environment.

Our employees are fully trained to ensure our service users retain their individuality and personal dignity. With your assistance, support plans are formulated and regularly reviewed to ensure people's individual requirements are met, as well as the service delivering high quality personal care. You will be required to complete person-centred daily records that describe the service user's day, this will include the personal care given, activities and emotional support provided.

Support Workers in Residential Care establishments work with people to support them to live as independently as possible. In Kirklees we have two Dementia Care establishments and two Intermediate Care establishments, staff are fully trained to provide personal care, treat people with dignity and maximise choice in our purpose-built environments.

You will be part of a team delivering specific Health and Social Care services in line with agreed individual support plans for service users. You will assist and support people who use our services to:

- Maintain their personal hygiene. This includes providing support with intimate washing, toileting, continence management, assisting in and out of bed and dressing, nail and hair care.
- Maintain their personal standards in order to retain their identity, for example physical appearance.

When appropriate you will be required to maintain and improve people's health by advising, assisting, or administering medication, including tablets, inhalers, prescribed creams, eye and ear drops etc., in addition you will support service users to receive support for blood pressure, stoma care and catheter care, monitor pressure areas, or skin breakdown and other tasks as identified in the support plans. Appropriate training will be provided in all these areas.

You will also play a vital role in maintaining and improving people's lives by advising, assisting and encouraging them to live as independently as possible. This will include encouraging people who use our services to maintain and develop their social networks as indicated on their support plan.

In addition you will provide support with daily living activities such as preparing food and drinks, dealing with laundry, social interaction and stimulating individuals. To maintain communication you will need to ensure that all records relating to people using the service are completed and update accurately.

Job Focus

Support worker – Grade 5 – Short Term and Urgent Support/Re-ablement

In addition to the information in the Job Profile please see below for more information about working in support . The advert for the job you are applying for will give more information on the location and hours for that particular job.

About the Job ...

Re-ablement is at the heart of the service provided by Kirklees Council's Short Term and Urgent Support Team, delivering intensive service in the home, offered to people with disabilities and those who are frail or recovering from an illness or injury.

Re-ablement is a free service, offered for up to 6 weeks to enable people to regain their daily living skills and help them get back to normal so that they can stay independent.

You might work with people to:

- Practise daily activities such as cooking and bathing, to help people regain skills and get their confidence back.
- Find new ways to do some things so they feel safer and more confident.
- Look at what else might help (e.g. support to go out, personal alarms, home adaptations or other equipment, such as bath rails, Carephone home safety service or other Equipment and adaptations for their home.
- Involve their relatives or carers to help them live more independently, and discussing any support they might need.
- Do exercises, if prescribed by a physiotherapist.

You will:

- Help people to develop cooking skills, money management skills, sustainable routines, personal safety, independent travel and a range of other skills based activities.
- Provide appropriate information and advice.
- Have a role in contributing to assessments.
- Support the development and implementation of enablement plans to help the person to work towards their chosen goals.
- Work positively with risk.
- Record all contacts with service users.
- Work with families and other professionals to ensure the enablement work is successful