

RIDGEWOOD CARE SERVICES

JOB DESCRIPTION – SUPPORT WORKER – NIGHTS

Position – Support Worker – Nights

Responsible to – Registered Manager

Hours of work – 40 hours per week – shift working, to include occasional nights and sleep ins or pro rata

Annual Leave – 20 days + 8 days bank holiday or pro rata

Benefits - Pension Scheme

PURPOSE OF POSITION

1. To use person centred approaches to support the service users in the home to meet their needs throughout the night.
2. To provide flexible and supportive services to maximise service user independence.
3. To work within the context of organisational policies, procedures, guidelines and standards.
4. To support and promote Ridgewood Care Services Mission and Values in all aspects of the role.
5. To maintain confidentiality at all times.
6. To work in partnership with the service users, the team, the organisation and the wider community
7. To promote equality and diversity within the service and the wider community
8. Support service users to access a range of opportunities and experiences, either from the home or the wider community
9. Support service users to take control of their lives and to maximise their inclusion and participation in the community according to their needs, wishes and preferences
10. Support service users to manage their health and well-being and to promote personal care where appropriate
11. To attend staff meetings, supervision meetings, training sessions and contribute to the promotion of good practice across the service
12. Attend and participate in statutory training and updates
13. Comply with legislation as communicated to the incumbent through Ridgewood and its policies and procedures
14. To support the Registered Manager in the operation of the Home.

ACCOUNTABILITIES

1. For ensuring that the service users are treated with dignity and respect in all aspects of their lives
2. Taking person-centred approaches to supporting the service users (when in doubt seek help and advice)
3. Meeting the requirements of Ridgewood's policies and procedures

4. Meeting the protection of vulnerable adults procedures
5. Following service users care plans
6. Liaising with the On-Call out of hours services for advice and support when needed.

SERVICE USER SUPPORT

1. To support service users with all aspects of their Care Plan and care guidelines
2. Where appropriate, support service users with their personal care needs (washing, dressing, toileting, dental care etc)
3. Support service users to develop skills to enable them to manage their daily lives
4. Where appropriate, to support service users with food preparation
5. To communicate with service users using all appropriate methods and to actively listen to their views, decisions and choices.
6. Support service users to achieve planned goals and personal outcomes
7. Support service users to be at the centre of any planning about their lives
8. Support service users to become active and valued members of the community
9. Participate in service users holidays as agreed with the Home Manager
10. Support service users to develop problem solving skills
11. Support service users in line with their behavioural guidelines, promoting a Positive Behavioural Support approach
12. Support service users to access leisure, education and employment opportunities in accordance with their wishes and needs (within the limited scope available to them at night).
13. Inform the Registered Manager or shift leader of any concerns relating to the health and well-being of the service user
14. Support service users to make complaints or report any concerns
15. Respect service users privacy, property, home, dignity and choice
16. Assist service users to develop and maintain relationships with their family and friends
17. Support service users with their evening activities.
18. Use emergency services and medical support services where appropriate
19. Use out of hours On-Call support where appropriate
20. To make regular checks on the activities and well-being of the service users during the night in accordance with the agreed procedures and care plans.

RECORDING, REPORTING AND ADMINISTRATION

1. To read the communication book, support notes and diary at the beginning of each shift
2. Maintain complete, accurate records - care notes, tick charts, health notes, behavioural records, financial records, communication book notes diary etc at the end of each shift.
3. To assist in the development and implementation of risk assessments
4. To follow the read and Sign processes for all Ridgewood's documentation
5. To follow Ridgewood's financial policies and procedures
6. To report any breaches in discipline, performance or conduct by any Ridgewood employee
7. To report any incidences of abuse using Ridgewood's whistleblowing or vulnerable adults procedures.
8. Ensure that the Registered Manager and/or Deputy Manager are given regular updates and to report any concerns, worries or deficits in service provision.
9. To receive and deliver a handover at the beginning and end of every shift in accordance of Ridgewood's procedures.

10. To follow Ridgewood's medication policies and procedures when qualified to do so.
11. Support the registered Manager to maintain the Home by carrying out domestic, maintenance and administrative duties as directed by the Manager in accordance with the current operational, Health and Safety and Maintenance procedures.

TEAM WORKING

1. To work in partnership with service users, staff team members, agencies, families etc as appropriate.
2. Work in a non-aversive, non-abusive manner and promote an open, inclusive culture with both service users and staff.
3. Participate and support the development of team members, as directed by your line manager
4. Support other service users within Ridgewood by carrying out shifts at those services, as requested.
5. Support the registered Manager and the staff team to maintain the home by carrying out shopping, cleaning, washing, menu planning, ironing etc, involving the service users wherever possible.
6. To attend meetings as directed by the registered or Deputy Managers.
7. To follow the shift plan.

EMPLOYEE DEVELOPMENT

1. Receive and complete an agreed induction in the first six weeks of employment
2. Participate in monthly supervisions with your line manager
3. Participate in Ridgewood's appraisal processes
4. Attend training courses to enhance your skills, knowledge and professional development
5. To complete NVQ training Levels 2 and 3

ADDITIONAL RESPONSIBILITIES FOR KEYWORKERS AND CO-KEYWORKERS

1. To work closely with the appointed service user to promote person centred approaches in all aspects of their lives, developing a person centred care plan.
2. Provide monthly reports
3. To provide and attend annual service user review meetings. Implement recommendations or actions arising from the meeting – working in conjunction with the service user and other professionals to do so
4. To promote service user attendance at their review meetings
5. Maintain service user administration records, the service users Main and day to day files
6. Carry out risk assessments
7. Assist with the developments of care guidelines
8. Proactively support the service user to manage their health and well being by ensuring that medical reviews and appointments are organised regularly

ADDITIONAL

1. To take responsibility for the health and safety of self and others
2. To maintain house security at night, ensuring service user safety.
3. Any other responsibilities or duties within the reasonable capability and expectations of the role
4. Provide support to other Ridgewood services when requested
5. When carrying out sleep-in duties, you will be required to sleep in the home and may be woken during the course of the sleep-in to assist service users

WORKING ENVIRONMENT AND POTENTIAL RISKS

1. To work waking nights to carry out a range of duties during the course of the shift.
2. Supporting adults in a domestic environment and in the community, but mainly to support them during the night.
3. Service users from time to time display challenging behaviour which may be physical and/or verbal and or behavioural in nature. The role may require non-violent crisis intervention procedures such as physical restraint in line with an individual's guidelines from time to time.
4. Implications for COSHH – domestic chemicals and pharmaceuticals
5. Implications for Health and Safety – Food hygiene, fire safety, manual handling, accident prevention
6. The role requires working at night and may mean that you will be working alone. You may sometimes be supported by a support worker who is sleeping on the premises.
7. The role requires driving service users and staff using company vehicles

This job description is not an exhaustive description – it is a guide and will be subject to review to meet the service / business needs.