

Role Profile

Post Title:	Social Care Worker
Grade:	6
Date Created:	1st May 2015

ROLE DEFINITION

To provide the role of primary care-giver to older people in a residential care setting, to the National Standards established by the Care Commission.

KEY TASKS AND RESPONSIBILITIES

Corporate Responsibilities

- Undertake individual role in line with the Council's Strategic Priorities and in compliance with the Council's corporate policies and procedures.
- Undertake any other reasonably required duties as instructed by Management or someone acting on their behalf, in addition to the role specific tasks & responsibilities detailed below.

Role Specific Tasks & Responsibilities

- Work as part of a team delivering care to older people in a residential setting.
- Be aware of and promote National Care Standards.
- Carry out the role of Keyworker, including person centred care planning, and meet the individually assessed needs of service users.
- Carry out continuous assessment of activities and daily living tasks.
- Put in place effective person-centred plans and procedures, which identify the needs of service users.
- Help older people adapt to change positively.
- Be involved in the formulation, implementation and planning of reviews for service users taking into account their changing care needs, and planning appropriate support packages.
- Undertake extended personal care tasks as per agreed protocols.
- Promote service user's independence.



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- Undertake recording, report writing and other appropriate administrative processes.
- Liaise with other agencies and staff as appropriate regarding service user needs.
- Undertake training and professional development as appropriate.



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ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Education and Qualifications	SVQ Level 3 OR HNC in Social Care or equivalent qualification recognised by the SSSC	SVQ Level 3 AND HNC in Social Care or equivalent qualification recognised by the SSSC	- Application Form - Interview
Experience	Working with order people in a caring capacity	Working with older people in a residential setting	- Application Form - References - Interview
Specialist Knowledge	- National Care Standards - An understanding of the needs of older people and the ageing process		- Application Form - Interview - Pre/Post-Interview Check (if appropriate)
Skills and Abilities	- Verbal and written communication skills - Undertake personal care tasks	Computer skills	- Application Form - References - Interview
Other	- Required to undertake Moving and Handling training - Undertake CALM training - Required to join the PVG Scheme for this type of regulated work		- Application Form - Interview - Pre/Post-Interview Check (if appropriate)

Please be aware that the successful candidate must be able to travel throughout North Ayrshire (own car/public transport/pool cars etc) for work purposes, meetings, training courses etc.



OUR STAFF VALUES & BEHAVIOURS

Value	Behaviours
<u>Focus</u> we put our customers first we understand the bigger picture	• Provide excellent customer services • Meet and, where possible, exceed the expectations of internal and external customers • Understand the performance levels and standards required within our own role and strive to achieve and, where possible, exceed these • Know how the work we do fits into the overall performance of the Council
<u>Passion</u> we take pride in the jobs we do we are ambitious for our community	• Take ownership of our own actions and performance • Reflect on the work we do and consider how it could be improved • Have a positive impact on the lives of our customers and their communities • Push the boundaries to help our customers and communities realise their potential
<u>Inspiration</u> we all look for better ways to deliver our services we achieve the best results by working together	• Find new ways to deliver improvements, efficiencies and value for money • Embrace change with enthusiasm and creative ideas • Work together and creatively produce the best outcomes for our customers and communities • Plan all activities with the end goal in mind

