

Role Profile

Post Title:	Health Care Support Worker
Grade:	5
Date Created:	13th January 2022

ROLE DEFINITION

To work with a multi-disciplinary team on Arran to deliver person centred care in response to assessed needs.

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

- Provide support specifically to the Arran Team and deliver person-centred care within a reablement approach for the community.
- Support nursing, social work and Allied Health Professional teams in the community and GP practice and residential home on Arran.
- Work with service users within their own community setting in relation to identified care plans and goal centred activity, focussing on the key priority areas of maximising independence and supporting the individual to remain in their own home.
- Working to help support and facilitate prompt discharge from hospital and to actively work in a preventative way to reduce/prevent admission.
- Provide time-limited periods of intervention to facilitate jointly agreed goal planning and care objectives utilising an enabling approach.
- Contribute to the best possible clinical outcomes by using up to date skills adhering to evidence-based policies and procedures when implementing care plans.



Role Profile

ESSENTIAL / DESIRABLE CRITERIA

	Essential	Desirable	Evidence
Education and Qualifications	<ul style="list-style-type: none"> SVQ 2 Social Care or equivalent 	<ul style="list-style-type: none"> SVQ 3/HNC Social Care or equivalent 	<ul style="list-style-type: none"> Application Form Interview
Experience	<ul style="list-style-type: none"> Microsoft Office Packages Providing personal care 	<ul style="list-style-type: none"> Social Care or Health Care Assistant role Multi-disciplinary work 	<ul style="list-style-type: none"> Application Form References Interview
Specialist Knowledge	<ul style="list-style-type: none"> Understanding of person-centred care Understanding of the impact of frailty 	<ul style="list-style-type: none"> Moving and handling Supervision of prescribed medicine Dementia support Wound care Trusted Assessor status Carefirst system 	<ul style="list-style-type: none"> Application Form Interview Pre/Post-Interview Check (if appropriate)
Skills and Abilities	<ul style="list-style-type: none"> Written and verbal communication skills Ability to work on own initiative as well as part of a team 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Application Form References Interview
Other	<ul style="list-style-type: none"> Full driving licence Required to join the PVG Scheme for this type of regulated work 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> Application Form Interview Pre/Post-Interview Check (if appropriate)



Role Profile

	<ul style="list-style-type: none">• Ability to work flexibly		
--	--	--	--

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
<p><u>Focus</u> we put our customers first we understand the bigger picture</p>	<ul style="list-style-type: none"> • 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
<p><u>Passion</u> we take pride in the jobs we do we are ambitious for our community</p>	<ul style="list-style-type: none"> • 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
<p><u>Inspiration</u> we all look for better ways to deliver our services we achieve the best results by working together</p>	<ul style="list-style-type: none"> • 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

