Aberdeenshire COUNCIL **Job Profile**

April 2024

1. JOB IDENTITY

Post Title:	Care & Support Worker	**Service:**	Health & Social Care
Section:	Older People and Disabilities	**Grade:**	Care Worker E
Reports to:	Facility Manager or Coordinator		

2. JOB PURPOSE

- Provide care and support to service users within a very sheltered housing facility.

This role requires flexible, day or night and weekend working.

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the organisation.

3. CORE RESPONSIBILITIES / DUTIES

- Assist in offering a sensitive, efficient, caring and supportive service in line with service aims, values, policies and procedures.
- Assist in the creation, maintenance, monitoring and evaluation of personal plans.
- Provide flexible support to enable service users to live independently, gain confidence and maintain social networks by supporting them by meeting the needs identified in their personal plan.
- Assist and support the individual using a person centred approach, (to the extent identified by the individual support / care plan) based on the following principles as per National Care Standards Dignity, safety, choice, privacy, equality, diversity and potential.
- Provide stimulating and appropriate activities to enable service users to lead a fulfilled lifestyle by encouraging them to retain and learn new skills.
- Use of approaches to manage behaviours that challenge in care settings.

4. QUALIFICATIONS AND TRAINING

Essential:

- Academic achievement to Scottish National Level 4 or 5, Standard Grades or equivalent transferable experience and skills
- Relevant SSSC registration or willing to obtain within 3 month timeframe
- Ability to undertake mandatory Health and Safety training

Desirable:

- SVQ level 2 in Social Care

Agreed

5. EXPERIENCE

Essential:
- Experience of working with older people either in residential or community setting

Desirable:
- Understanding of service provision

6. KNOWLEDGE AND SKILLS

Essential:
- Awareness of the person centred approach and the needs and rights of older people
- Awareness of the importance of integrity, confidentiality, diplomacy and tact
- Comfortable with undertaking intimate personal care
- Customer focused with excellent organisational, interpersonal and communication skills
- Ability to work on own initiative, working unsupervised and within a team
- Capacity to cope with demanding work, both from a physical and emotional perspective

Desirable:
- Knowledge of Health and Safety in the workplace
- Interests / hobbies that could be shared with older people

7. ADDITIONAL REQUIREMENTS

Driving Compliance	Not applicable to this post.
Politically Restricted	Not applicable to this post.

Agreed