

JOB DESCRIPTION

Young People's Worker Disability Nights



JOB PURPOSE

To provide a needs-led person-centred service to children and young people with complex physical, learning and emotional needs during the night.

PRINCIPAL ACCOUNTABILITIES

- Provide personal care to children/ young people to ensure their physical comfort, health and well-being.
- Support young people in bed time and morning routines.
- Undertake appropriate medical procedures as directed by the care plan and administering medication as prescribed.
- Alert the sleep-in staff of any critical incident which requires a second person or specific expertise.
- Read and maintain appropriate records relating to young people.
- Undertake a range of household tasks to provide a safe, clean environment.
- Ensure that the premises are secure

SCOPE OF PLANNING AND ORGANISATION

The post holder will report to the Service Manager.

At the beginning of a shift, the post holder receives a hand over report and work is organised dependant on the needs of the individual young people particularly in the respect of personal care and medication and any other issues highlighted on handover. Work is determined by individual care plans. The post holder must ensure they have knowledge of the service users by reading case files and updating themselves of any change in individual care plans.

The post holder will deal with the routine issues and will update the log books accordingly, referring the more serious issues to the sleep-in member of staff.

The post holder will participate in the ongoing development of the service, through contributing to project reviews and evaluation meetings.

The post holder has regular planned contact with the line manager using Aberlour's supervision and appraisal framework.

SCOPE OF JUDGEMENT AND DECISION MAKING

Should a young person become ill during the night, or if it is suspected that something is wrong, the post holder together with the sleep-in member of staff will be responsible for

dealing with the situation. If considered necessary, the doctor should be called and the On-Call Manager, and/or the Service Manager (depending on the severity of the illness) should be informed immediately as should family members where appropriate.

RELATIONSHIPS

Internal

- Direct contact on occasion with Service and Assistant Service Manager, co-workers and volunteers.
- All staff are expected to attend team meetings, where possible, and keep up to date with changes at service and organisational level. This includes accessing work email accounts, Aberlour intranet sites and supporting our marketing & fundraising initiatives and social media channels to help promote Aberlour

External

- Working relationships with other agencies.
- Positive links with community services

QUALIFICATIONS

A relevant professional qualification at level SCQF 7 or above (for example: SVQ3 Care plus an HNC)

or

Equivalent knowledge acquired by other means (this will not apply where there are externally specified qualifications for the post e.g. SSSC)

EXPERIENCE

Working with people with a disability. It is desirable but not essential for the postholder to have 2 years' experience of working with children on the Autistic Spectrum.

KNOWLEDGE/SKILLS

The post holder must be able to demonstrate awareness of the key elements of working with people affected by disability and how the services are expected to benefit service users as well as an understanding of, and commitment to, young people's rights.

Knowledge:

- Anti-discriminatory practice
- Effects of trauma, deprivation and environment on young people
- Child care law and child protection
- Human and child development
- Children's rights and children's responsibilities

- Social care theory for practice
- Social policy and its application to social services provision

Skills

- Verbal and written skills and the ability to communicate clearly and sensitively with colleagues and young people.
- Proficient IT skills with a willingness to adopt and learn new technologies and systems – this includes communication, collaboration, recording and office applications. Training on specific systems will be provided.
- Organisation and administrative skills.
- Sensitivity and understanding of discriminatory issues

Ability to

- Manage difficult and challenging behaviour
- Provide intimate personal care with sensitivity.
- Work autonomously

JOB CHALLENGES

- Promoting positive behaviour
- Maintaining good team working relations in an isolated role.

Additional Information

The post holder will be required to work shifts