

**PG**

**1548**

**Post Specification**

**People Care and Development**

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| **Date** | **June 2018** |
| **Post Title** | Domiciliary Support Worker |
| **Job Family Role Profile** | **PCD3** |
| **Final Grade** | **Grade 5 (inc JWC’s)** |

**To be read in conjunction with the job family role profile**

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| **Service Area description** |
| Cumbria Care is the County Council’s in-house provider of Residential, Domiciliary Care and Disability and Mental Health services throughout Cumbria. These services are provided as building based services or within the wider community. |
| **Purpose of this post**  |
| To deliver compassionate and caring support to meet the assessed need of the service user, maximise their independence as identified in their individual support plan and ensure choice, dignity and respect at all times within the environment in which they choose to live.To work effectively as team with colleagues and other professionals and to promote the reputation of the Council at all times. |
| **Key job specific accountabilities** |
| 1. Safeguarding the security and welfare of the service user. Report and act in line with safeguarding policy and guidance. 2. Using the person centred support plan, provide caring, compassionate, personal, social and emotional support to adults in the community. This is varied and personalised and may include support with: personal hygiene, getting in/out of bed, meal preparation, administering medication and supporting with any other identified need.3 Using effective communication skills to work with the supervisor, manager and colleagues to ensure that the needs of the service users are met and any changes are appropriately communicated, recorded and acted upon as directed.4 Throughout all work activities, promote and demonstrate best practice at all times in accordance with Cumbria County Council’s policies and procedures. Ensuring adherence to the Care Quality Commission and other regulatory bodies requirements5. To undertake any other duties and responsibilities appropriate to your role as identified by your line manager/supervisor.  |
| **Please note annual targets will be discussed during the appraisal process** |
| **Key facts and figures of the post** |
| **Budget Responsibilities** | * None
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| **Staff Management Responsibilities** | * None
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| **Other** | * None
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| **Essential Criteria - Qualifications, knowledge, experience and expertise** |
| * To have or be prepared to undertake and NVQ level 2 in a care related subject within 12 months of appointment.
* To demonstrate how you would care and support for a person, not necessarily in a work setting.
* To demonstrate and understanding of dignity and respect
* To demonstrate and understanding of equality
* To demonstrate good communication skills, both written and verbal
* To demonstrate effective working as part of a team and working on own initiative.
* Have the ability to travel within a locality.
* Demonstrate a willingness to be flexible to meet the changing needs of service users and the business unit.
* Must be 18 years of age or 16 if achieved NVQ2 in Health and Social Care or equivalent.
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| **Disclosure and Barring Service – DBS Checks** |
| * This post does not require a DBS check.
* The level of check required is:
	+ DBS Enhanced – Adults
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| **Job working circumstances** |
| **Emotional Demands** | * Some exposure, dementia, supporting peoples emotional needs, challenging behaviour
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| **Physical Demands** | * High, use of hoists, other general manual handling effort required.
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| **Working Conditions** | * High, working in the community, potential extensive travel, early morning and late evenings, potential unpleasant hazards.
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| Other Factors |
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