



Social Care Worker/Practitioner (Care at Home)

BACKGROUND:

Centred (Scotland) is a progressive charity based in the Highlands. Our services are currently based in Easter Ross, Lochaber, Caithness and Inverness. In Inverness we also have a Recovery Centre, which provides accommodation for up to 23 service users. We also operate the only Discovery College in Highland

LOCATION: Caithness Support Service – working in people’s own homes in the community, and/or other relevant community-based locations

REPORTS TO: Community Service Manager/Assistant Community Service Manager

SALARY: £23,400.00 - £25,545.00 (£12.00-£13.10 Hourly)

HOURS: Full-time and part-time hours available

Full time hours are 37.5 hours per week.

We provide care and support up to 24 hours per day, 7 days per week.

Accordingly, hours will be allocated on a rota basis over 24 hours, 7 days per week, including sleepovers as required.

JOB SUMMARY

Working as part of a team to support individuals who choose to remain in the comfort and security of their own homes and to help them live as independent and active lives as possible by supporting them in an enablement focused way. Social Care Workers/ Practitioners (Care at Home) will be responsible for meeting the personal needs of service users. He/she will assist in meeting the care support and daily living needs of the service user and to provide care and any additional support as required. Our ideal candidate will have a genuine compassion and care for individuals and will be keen to develop their skills. Previous experience in care is desirable however not essential as full support and training will be offered. An SVQ level 2 in social care would be advantageous.

Attention to detail is key with the ability to stay calm and be practical in challenging situations.

KEY TASKS

- Assisting getting up in the morning including washing/bathing and dressing and maintaining personal appearance
- assisting with undressing and getting to bed in the evening
- Assist in the safe lifting, moving and repositioning of service users.
- assisting with preparation of meals, drinks and snacks when necessary
- provide assistance with toileting and changing clothes and/or bedding where necessary
- to maintain commodes and wash clothes and bed linen (which may include soiled laundry) when necessary
- provide assistance with other tasks of personal daily living that the service user cannot manage and provide general support as part of a caring team
- Assist and encourage the management of medication or administer where necessary and appropriate, and monitoring health related conditions such as dietary & fluid intake.
- To help service users with mobility difficulties, or other physical disabilities, including incontinence. To help in the use of aids and other personal equipment.

Providing care and support is both a challenging and rewarding experience. You will mostly work alone with the service user in their home. Compassion, good communication skills and a calm and caring manner are essential for this important role.

Deliver non-discriminatory care and support that values the diverse and unique qualities of each service user. See the whole person and not merely a list of care needs. Follow instructions in the care and support plan which has been developed with each service user.

You may be the only person the service user sees over a period of time, it is therefore essential to report any changes or causes for concern to your line manager promptly. You need to be clear about when to seek help and advice in order to keep service users safe and promote their well-being.

WHAT YOU WILL BRING:

A passion to deliver excellent person centred care
 Excellent communication skills
 A caring nature
 Able work as part of a team but also initiative to work independently
 The ability to make decisions and use your initiative
 A flexible and positive attitude

QUALIFICATIONS/EXPERIENCE

Previous experience in social care preferred.
 Previous knowledge of or experience of care at home desirable.
 SVQ level 3 would be an advantage.

The successful candidate will be expected, as part of the terms and conditions of the post, to undertake SVQ 3 in Social Care if they do not already hold this qualification, and to register as required with the SSSC.

CAPABILITIES

Is aware of their own values, attitudes and cultural assumptions, and that these may have an impact on others, and accordingly is able to behave professionally. Demonstrates a commitment to the development of their own skills and knowledge

Understands that they will be required to actively seek and take part in learning opportunities, this is a requirement of our Regulatory body, SSSC.

Is aware that they will be required to adapt to change to meet the needs of the people they support. Flexible approach including flexible shift work patterns
Good communication skills, both oral and written

Is aware that everyone has different feelings and values and is aware of the need to respect and acknowledge these at all times

OTHER JOB SPECIFIC REQUIREMENTS

A full UK driving License and access to own transport with business insurance is preferred

Basic IT skills to include ability to deal with reports, email, intranet, and internet

The Company reserves the right to amend or change the above responsibilities to enable changing business needs to be met.

STANDARDS OF PRACTICE

The post holder will be personally responsible for registering with SSSC, for maintaining their registration, and complying with any requirements relating to registration set out by SSSC, including any training requirements. The post holder has a personal responsibility as a social care worker to adhere to SSSC codes of practice, and these can be seen at:

www.sssc.uk.com

The post holder must also take personal responsibility for being familiar with, and implementing the quality areas outlined by the Care Inspectorate, and the relevant National Care Standards that are based on: Dignity, Privacy, Choice, Safety, Realising Potential, and Equality and Diversity.

SUMMARY OF TERMS AND CONDITIONS

The post holder will hold or engage in the process of securing a current and satisfactory PVG scheme membership.

The post will be offered subject to two acceptable references and health clearance.

The post holder will participate in regular supervision sessions and will have an annual appraisal.

Every job description will be subject to review on an annual basis, or

As a result of a change of strategic management, or
As a result of team/operational requirements, or

As a result of agreed staff development and appraisal needs and objectives.

Reviewed and updated:
December 2023
February 2021

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