



Quality care and support tailored to meet individual needs

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Job Description: Support Worker

Reports to: Registered Manager

Role: To maintain care and support skills at the current level expected and to attend any training and development work to ensure that you are up to date with delivering the standard of care expected of you.

To provide care to others in accordance with current best practice, policies and procedures, agreed standards, legislative requirements, relevant regulations under the direction of manager and within the financial plans agreed from time to time. (Note: In addition to these functions employees are required to carry out such duties as may reasonably be required)

Contract: Permanent contract with a 3 month probation period. Zero hours contract, including on call and unsociable hours as required.

Rate of pay:

Time	Payment to Support Worker
7am - 8pm	£7 per hour
8pm - 7am	£7.70 per hour
Weekends	£7.70 per hour
Bank Holidays	£9.50 per hour
Sleeping Night	£32 (10pm – 7am)

Location: Stockport, Greater Manchester and East Cheshire.

Qualifications needed: No qualifications needed however we would prefer people who have got experience or are very keen to learn, grow in the job and undertake training as required.

Main aims of the post:

- To provide a high standard of care and support to all people's identified needs
- To work in partnership with people, making sure that individuals are leading their support needs in how they would like tasks to be carried out.
- To work in line with the confidently procedure.
- To promote peoples independence, choice and control over their life.
- To work in a non-discriminatory behavior and respect people's cultural needs regardless of their needs and back ground.
- To give adequate time to people and encourage them to communicate their needs and wishes.
- To protect vulnerable adults or any children linked to any satiation.
- To Work in partnership with our new team members and be open and honest.
- To take further training and reach the required standard within the first 2 years of employment.

Duties to include:

- To prompt/assist or support a client with all personal needs depending on what is required. Examples are bathing, choosing appropriate clothing, dressing/undressing, toileting, eating and drinking, oral needs and managing continence need,
- To prompt/assist or support with all communication needs and make sure that people's views are fully heard and taken on board.
- To prompt/assist or support to take prescribed medication as directed by the Doctor/Health Professionals and support to attend medical appointments as organised and agreed.
- To prompt /assist or support with all mobility needs using the Manual Handling procedure identified in people's files.
- To follow any specialised assessment, e.g. speech and Language assessment, recommendation of Psychology assessment and any therapeutic program in partnership with the individual, health professionals and parents/carers to enhance the quality of people's life.
- To provide support with emotional needs and triggers which can have a negative impact on people's behavior and daily living in a safe and private environment.
- To call emergency services as and when required and inform registered Manager/ nominated person or person on call of this action taken as soon as possible.
- To report any concerns which might/might not constitute to Safe Guarding Issues to the registered manager/nominated person or person on call as soon possible.
- To carry out any specialised tasks as agreed and only after appropriate training is given to make sure that all work completed is in line with policies and procedures.
- To prompt/assist or support with all daily living skills e.g. preparing/ cooking meals/snacks/drinks, cleaning the home, budgeting and paying household bills, managing household repairs, washing and ironing, food shopping and shopping for personal items.
- Prompt/assist or support with accessing community activities/organised group activities to enable people to integrate within their local areas and society at large to minimise the risk of isolation and promote good standard of wellbeing.
- To prompt/assist or support people to care for home pets.

Health and Safety.

- To make sure that support workers maintain a working safe environment in accordance with Prime Support service policy and procedures and in line with the Health and Safety Act 1974, this is to include working with individuals, their homes, community and access to the organisation office setting.
- To report dangerous situations to senior management without delay.
- To follow all training and implement all risk assessments to eliminate/minimise all risks and make sure that people and workers are protected from any risk or harm.
- To report any health and safety incidents to the senior management which are of concerns in relation to safe working which could affect support workers' health and safety or that of other people who may be affected also.

Other General issues

- To work within Prime support service policies, philosophy and procedures at all time
- To respect people's personal choice and lifestyles whether these are people/families/relatives who need support or colleagues keeping Equal Opportunity principles a priority.
- To undertake any other duties set out in the care plans that may be considered as part of the support worker role keeping all policies/procedures/health and safety in place at all times.

Support Worker Person Specification

Essential components required:

- An attitude which is inclusive, non-discriminatory and based upon equality with a non-judgemental attitude.
- A thorough knowledge of confidentiality and a practical ability to maintain this in line with the Data Protection Act 1989.
- Respect for the ethos of Prime Support Service and those in receipt of its services.
- An ability to work as part of a team and individually, using initiative as required.
- A willingness to engage in activities with Service Users as per their individual support plans.
- Excellent communication skills with Service Users, Families and colleagues.
- The ability to maintain clear and concise written records.
- A good state of health, including the ability to follow the moving and handling procedure set by the company.
- To be ages 18 years old and above.
- Enhanced disclosure from DBS.
- A willingness to work unsociable hours.
 - Hours worked by support worker will include split shifts, weekends, bank holidays, early mornings and evenings. Sleep-ins and/or waking shifts will also be required depending on the needs of the Service User.
- An ability to work flexible hours.
- A full UK driving license and own car.

Desirable Components:

- Qualification in health and social care.