

Post Specification

Post Specification - Key Information

- **Post Title: Support Worker – Intermediate Care**
- **Date: June 2024**
- **Post Group Number: 8259**
- **Job Family: People Care and Development**
- **Job Family Role Profile: PCD4**
- **Final Grade: Grade 6**

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

Service Area Description

The role is to support residential short term beds which will provide Intermediate Care, D2A Assessment and Respite Beds. The team provides a service to individuals based on strength-based support, a short-term intervention which operates 24/7, The team of support workers provide a service to individuals based on a strength based support plan which will identify tasks and assistance required to enable activities of therapy and reablement to support recovery and daily living to be undertaken within individuals own home.

Its purpose is to maximise independence for individuals, a plan which will identify tasks and assistance required to enable activities of daily living to be undertaken this is done through the creation of a support plan which identifies goals for individuals to work towards.

The service will also provide a period of assessment and recovery for people who have been discharged from hospital and so that their long term care needs can be identified and met.

Purpose of this Post

Support Workers will work with people who have been identified as having intermediate care needs to enable them to achieve identified outcomes; supporting them to retain as much independence as possible and remain living within their local community in their own home environment.

Key Job Specific Accountabilities

1. Work with people using the service to ensure that outcomes are met in accordance with their person centred, strength based plan. Supporting people to meet their outcomes independently utilising support from internal colleagues; including therapists and the wider health and social care teams. Ensuring that any additional outcomes identified during the course of the period of support are fed back to the coordinator in a timely manner. Monitoring service user progress in to meeting outcomes, feeding back to the coordinator regularly.
2. To safeguard the security and welfare of the service user, reporting and acting in line with safeguarding policy and guidance. To escalate and seek appropriate support from other professionals such as GP's, supervisors or emergency services as and when the situation demands. This could include periods of ill health or concerns around safeguarding.
3. Close team working within a dedicated multi disciplinary team of support workers, therapists and social workers, communicating confidentially and effectively with regards to progress or concerns around individuals achieving reablement or other outcomes. Utilising a non-prescriptive way of working to benefit the needs of the service user as they progress

through their support. Liaising with the co-ordinator and/or the service therapists to ensure that the support meets the service users needs as necessary as the period of support progresses.

4. To complete all mandatory training and take responsibility for highlighting any additional specific training needs which would benefit both staff member and service user, feeding this information back to the support at home supervisor. Attending supervision, appraisal and bi monthly team meetings as required to ensure robust communication between staff, allow tam brief to be cascaded and the sharing of best practice.
5. Throughout all work activities, promote and demonstrate best practice at all times in accordance with Westmorland and Furness Council's policies and procedures. Working in accordance with Council behaviours whilst ensuring adherence to the Care Quality Commission and other regulatory bodies requirements.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities:** None
- **Staff Management Responsibilities:** None
- **Other:** None

Essential Criteria

- QCF Level 3 in Health and social care – or the ability to achieve this within 12 month of appointment into post.
- Knowledge of intermediate care and experience of providing support in an empowering way to promote recovery and independence. Ensuring that individuals are treat with dignity and respect at all times, having been given choices about how they receive the support that is identified within their intermediate care plan.
- Experience of supporting people with medication and identified health tasks; including the ability to administer medication if and when required.
- Demonstrate confidence to work on own initiative as well as effective team working to support the delivery of a quality service to people accessing intermediate care support.
- Ability to work with colleagues in a way that shares and promotes best practice at all times
- Good verbal and written communication skills are essential

Disclosure and Barring Service (DBS) Checks

- This post requires a DBS check.
- **The level of check required is**
 - DBS Enhanced – Adults

Job Working Circumstances

- **Emotional Demands:** Exposure to emotionally demanding situations where the demands are significant at times and in line with service delivery in dealing with service users on the frontline
- **Physical Demands:** Some considerable effort required working with service users
- **Working Conditions:** Disagreeable, unpleasant hazards and adverse exposure for short periods in every shift

Other Factors:

- You will be required to work shifts and demonstrate a flexible approach to work

