



Pebble Healthcare
A team for you

Job Description – Support Worker

Job Purpose

To provide support to Pebble Healthcare's Service Users in line with the organisations aim to provide a high standard of reliable, individual support designed to meet the needs of each individual while promoting independence and choice.

Principal Duties and responsibilities

- To promote independence, life skills and informed choice in line with the individuals care plan, enhancing inclusion in the community.
- Ensuring:
 - Respect for the Service Users right to choose and refuse assistance
 - Support for the Service Users in making informed choices
 - The Service Users develop the ability to reach their full potential
 - Service Users are supported to maintain personal hygiene and appearance
 - Service Users are treated with respect at all times
 - A safe environment for chosen activities
 - Support is given to Service Users to manage their domestic and personal resources
 - Provision of specialised care to Service Users with specific needs according to your own skills and qualifications
 - There is a minimal risk to yourself and the Service User during any emergency situations
 - Accidents or injuries are always reported, whether it be yourself, Service Users or members of the public in accordance with Pebble Healthcare policies and procedures
- To promote money management in line with the support plan
- To provide personal care when required with respect and dignity. This may include assistance with continence, health management, medication, manual handling, assistance with eating and preparation of food, washing a person, dressing and using the toilet
- Ensuring personal care provisions are safe and appropriate
- To promote effective communication and relationships with Service Users and work colleagues and to be aware of communication differences and adopt an approach that minimises the effect of such differences

- To manage behaviour in line with the support plan and relevant legislation
- To maintain records in a clear and accurate manor
- To ensure confidentiality is maintained at all times in line with the Data Protection Act 1998 – ensuring that a Service Users personal details are not disclosed to any unauthorised person and all records are maintained within the Data Protection Act 1998 requirements
- To demonstrate understanding and awareness of Pebble Healthcare’s Equal Opportunities Policy and be able to put this into practice in a working environment
- To contribute towards the protection of individuals from abuse, adhering to all Protection of Vulnerable Adults legislation
- To attend and contribute to any meetings to enhance the effectiveness of support delivered
- To undertake any training required to perform the role more effectively, acknowledging any areas of weakness in knowledge or practice, identifying training needs and formulation training plans with the direction of personnel

This is by means an exhaustive list, the job holder may be required to undertake such other duties as Management may from time to time reasonably require.

Person Specification

	Essential	Desirable
Skills/Ability	<ul style="list-style-type: none"> ● Good level of literacy ● Good numerical skills ● Able to understand and follow instructions & policies ● Able to use initiative (dealing with emergencies) ● Organisational skills (able to plan workload) ● Good written/verbal communication skills ● Common sense ● Able to undertake and benefit from training ● Able to work as part of a team ● A good knowledge base of needs of people with disabilities ● A non-discriminatory approach 	<ul style="list-style-type: none"> ● An awareness of legislation surrounding disability and the rights of people who live with a disability
Experience		<ul style="list-style-type: none"> ● Caring experience in a personal/voluntary or professional capacity

Education/ Training		<ul style="list-style-type: none"> ● Training in Health & Safety, Food Hygiene, First Aid, Moving & Handling ● NVQ levels 2 & 3 in care ● Care certificate
Attitudes	<ul style="list-style-type: none"> ● Flexible ● Dependable ● Confident ● Friendly ● Good sense of humour 	
Other	<ul style="list-style-type: none"> ● Access to a mobile phone ● Driver with a full license and use of own car with relevant insurance 	<ul style="list-style-type: none"> ● Able to swim