

Job Title:

Care Worker

Overall Purpose of Job:

To offer high quality care and support to individual service users in their own homes. The care is to be delivered in line with the CQC regulations and in line with an agreed care and support plan. The service users will be treated with the right to privacy, dignity, non-discriminatory ways, and encouragement to maximise independence, as practicable foreseeable. To work with other staff employed by the service and where involved with staff from other services in order to provide an integrated approach to people's health and care. To work in partnership with service users' families and friends who are involved in their care and support. To be familiar with Unicorn healthcare service's safeguarding policy and procedures and ensure that they are always implemented.

Main Responsibilities:

In line with an individual's plan of care and support and the care worker's training and competence:

- Aid with physical and emotional support of service users, maximising independence and assisting in empowering them to set and achieve personal goals.
- Help with their activities of daily living, e.g. getting up in the morning, going to bed at nights, dressing, undressing, washing, bathing and toilet arrangements.
- Help service users overcome any mobility problems and other physical disabilities, including helping in the use and care of aids and personal equipment.
- Help make a person physically comfortable by, e.g. making and changing beds, tidying rooms, doing light cleaning, laundry and emptying commodes where used.
- Help with their eating and drinking by, e.g. preparing meals, snacks and drinks and helping users to eat and drink if they cannot or have difficulty in doing this by themselves.
- Contribute to specialised care plans, e.g. for people with dementia, re-enablement or people with continence difficulties.
- Help users take their prescribed medication (as specified on their care plans).
- Contribute to the care of service users who are temporarily sick and needing, e.g. minor dressings, bed nursing, help with feeding, etc.
- Contribute as needed to a person's end-of-life care.
- Promote users' mental and physical activity by, e.g. talking to them, helping them do things for themselves, prompting, taking them shopping, sharing with them in activities such as reading, writing, hobbies and recreations.
- Comply with the service's guidelines and policies at all times, e.g. in respect of dress code, wearing of identity badges, travelling and security and safeguarding of service users.
- Be a team member of the Unicorn Healthcare Care Team and be involved in staff meetings and attend the office as required.
- To communicate effectively with the service users, their careers, and other agencies, and be able to pass information relevant to the service users' needs to other staff as required.
- Participate in regular supervision and annual appraisal.
- Undertake mandatory training as required.
- Report to the service manager any significant changes in the health or circumstances of a service user.
- Complete care journal notes including accident and incident reporting and to adhere to confidentiality policy and handle information appropriately.

- Encourage and enable service users to remain as independent as possible and support with achieving their personal goals.
- The list of duties and responsibilities is not exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as reasonably required.

Health & Safety:

- Work with Unicorn Healthcare Services to ensure compliance with Health & Safety Legislations and policies and procedures in place.
- Follow risk assessment procedures at all times
- Follow lone working procedures where required

Person Specification

Role: Care Worker

Criteria	Essential	Desirable	Evidence
Knowledge			
Good Maths, English – Written & Verbal	X		Application form Interview Probation period
Evidence of Training: H&S, Moving & Handling		X	Onboarding documents
Relevant qualifications for the role applied for		X	Application Form Onboarding documents
Understand: Confidentiality of personal information, promoting Service Users' independence and their choices	X		Interview Probation period
Skills			
Sensitive to the needs of others and to the needs of vulnerable people.	X		Interview Probation period
An active team player but also able to work on own initiative.	X		Interview Probation period
Honest and transparent with the courage to speak up if something is wrong.	X		Interview Probation period
Ability to listen, consider and communicate in an open, accurate and clear way.	X		Interview Probation period
Having respect for Service Users, their families and their environments at all times.	X		Interview Probation period
Able to prioritise and understand other people's priorities whilst respecting their choices with the ability to adapt to suit individual needs and situations.	X		Interview Probation period
Self- motivated.	X		Interview Probation period

Organised.	X		Interview Probation period
Be flexible in terms of availability, working hours, adaptability.	X		Interview Probation period
Takes personal responsibility and understands professional boundaries.	X		Interview Probation period
Supports others in a warm, kind, empathetic and reliable manner with integrity and professionalism	X		Interview Probation period
Attitudes			
Treat people with dignity and respect	X		Interview Probation period
Caring	X		Interview Probation period
Experience			
Previous experience of working in a similar environment		X	Application form Interview
Experience of working with people, in particular those that may have additional support needs		X	Application form Interview
Has the courage to raise concerns around practice that could impact the outcomes for Service Users	X		Interview Probation period
Dedicated to delivering support to Service Users in a person-centred manner where each Service User is at the centre of everything	X		Interview Probation period