

Job Outline

Post No. :	1028 AP 180
Post Title:	Home Carer (RE-enablement)
Directorate:	Adults Services
Division:	Care & Support Services
Section:	Home Care
Reports To:	Manager on Duty post 1028
Location:	Phoenix Centre
DBS Status:	Enhanced
Grade:	Grade E

Role Purpose

To assess, coordinate and take action upon immediate provision of personal and practical assistance to the service user enabling them to maintain their home environment. To work with services users to maximise their levels of independence through the process of re-enablement.

Main Duties and Responsibilities

- To provide one to one support whilst working in harmony with carers and other agencies who are concerned with the health and welfare of the services users.
- To offer relief to those caring for another person(s) assessed as needing support services.
- To help create a supportive and homely atmosphere where service users can achieve independence
- To deliver practical support to service users to enable them to maintain their own environment.
- To promote people's equality, diversity & rights in ways that value and respect their individuality, dignity and privacy
- To signpost service users wherever possible to the right service or to access information
- To be responsible for accurate recording, keeping in line with statutory and departmental responsibilities
- To be responsible for safety, health and secure working environments and to spot hazards from a health and safety perspective using the risk assessment process
- To contribute to the assessment of individuals needs and planning of care packages
- To be able to participate and contribute in case conferences and reviews as required
- To mentor and teach cadets/ apprentices with the on-going support of their manager
- To implement and evaluate a programme of exercise as agreed by the physio/ occupational therapist

Qualifications	Please mark which are Essential or Desirable ▶	E/D
<ul style="list-style-type: none"> • NVQ level 2 Health & Social Care • Care Certificate 		E D

Knowledge, Skills and Experience	Please mark which are Essential or Desirable ▶	E/D
<ul style="list-style-type: none"> • Knowledge of current relevant legislation • Knowledge & understanding of anti-discriminatory practices • An understanding of services users, rights choices and how to support them in this. • Good written, verbal and non-verbal communications skills in a clear and effective manner 		E E E E
<ul style="list-style-type: none"> • To be able to work as part of a team, sharing both knowledge and skills • To work effectively without supervision and work on own initiative • Willingness to follow policies and procedures • Willingness to undertake all Mandatory training 		E E E E
<ul style="list-style-type: none"> • To maintain confidentiality • Ability to make sound judgement with regard to risk, needs and resources 		E E
<ul style="list-style-type: none"> • Good interpersonal skills 		E

<ul style="list-style-type: none"> • Experience of promoting independence & empowering service users in their daily lives • Experiences of working in a care setting • Experience of working alongside other agencies • Experience of communication with adults service users family member’s and carers • Flexibility in working arrangements to cover shifts and attend training 	E E E E E
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Initiative and Independence	
<ul style="list-style-type: none"> • To promote independence & empower services users in their daily lives • Ability to work flexible to meet the needs of the service 	

Relationships/Nature of contacts	
<ul style="list-style-type: none"> • Manager, Team leaders, service users and other allied professionals 	

Responsibility for Resources (Financial, Physical, Capital, Information)	
<ul style="list-style-type: none"> • Keeping accurate up to date daily record sheets • Feedback any areas of concern to manager that will impact on the health & wellbeing of the individuals we serve. 	

Responsibility for People (including supervision/training of staff or clients)	
N/A	

Mental and Emotional Demands	
<u>Mental Demands</u>	
Dealing with a variety of services users with different personalities and needs	
Administer Medication	
Keeping up to date accurate records	
Paying attention to services users health & wellbeing and reporting any changes immediately to line manager	
<u>Emotional Demands</u>	
Working within boundaries of professionalism	
Not getting over involved with services users & families	
Dealing face to face with individuals in their own homes	

Planning Requirements	
N/A	

Key Facts and Figures	
<ul style="list-style-type: none"> • Undertake all mandatory training as and when required • Prepared to travel throughout the Blackpool area • Use of own vehicle is desirable 	

Working Conditions (This information is used to carry out any pre-employment medical questionnaires and to evaluate the Job Evaluation Working Conditions factor)					
Manager Assessment of Working Conditions (percentage of time involved)					
Manual Handling – Heavy Loads (over 25KG)	0%	Manual Handling – Light to Moderate (under 25KG)	70%	Vibrating plant/ tools/ equipment	0%
Noise	0%	Repetitive work activity/ operations	0%	Prolonged standing/ walking	0%

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Prolonged sitting in a constrained position	0%	Confined spaces	0%	Extremes of temperature (e.g. very hot / cold)	0%
Adverse weather conditions (e.g. frost, rain, etc.)	0%	Working at Height	0%	Driving HGV/ LGV/ PCV/ Minibus	0%
Fumes, dusts, gases, etc.	0%	Solvents, oils, paints, de-greasers, etc.	0%	Pesticides, herbicides, insecticides	0%
Detergent or other cleaning chemicals	20%	Biological hazards (e.g. vomit, urine, blood, sharps)	65%	Display screen equipment	0%
The job involves working with (percentage of time involved)					
Plant and/or machinery	0%	Vehicles (including driving)	50%	Electricity	30%
Welding	0%	Food Handling	50%	Animals	15%
Working alone	90%	Working with vulnerable people	90%	Working with people with special needs	0%
Working with members of the public	90%	Other (please state):			
Frequency of Risks that may apply whilst working in a people related environment					
Risk of Abuse	Rarely	Risk of Aggression	Weekly	Risk of Injury	Rarely

Vision and Values

Blackpool Council's new Council Plan outlines what our vision and priorities will be during from 2015 to 2020.

Blackpool might be the biggest and the brightest but it isn't without its challenges. We've have major social and health issues to deal with, whilst needing to develop and innovate so our town meets the changing desires of modern day audiences.

We need to take advantage of other opportunities - in fields like energy generation - with the same vigour our predecessors had, when building iconic attractions such as the Winter Gardens, the Tower and Tower Buildings, the Pleasure Beach, and of course the true one-off that is the Blackpool Illuminations.

Our vision for Blackpool is that it will be:

"The UK's number one family resort with a thriving economy that supports a happy and healthy community who are proud of this unique town"

Our Priorities

We have two priorities:

- Priority one - The economy: Maximising growth and opportunity across Blackpool
- Priority two - Communities: Creating stronger communities and increasing resilience

Our Values

- We are **accountable** for delivering on the promises we make and take responsibility for our actions and the outcomes achieved
- We are committed to being **fair** to people and treat everybody we meet with dignity and respect
- We take pride in delivering **quality** services that are community focussed and are based on listening carefully to what people need
- We act with integrity and we are **trustworthy** in all our dealings with people and we are open about the decisions we make and the services we offer
- We are **compassionate**, caring, hard-working and committed to delivering the best services that we can with a positive and collaborative attitude

Equal Opportunities:

We do our utmost to ensure that there is no unjustified discrimination in the recruitment, retention, training and development of staff on the basis of their age, sexuality, religion or belief, race, gender or disabilities.