



Stockport Council Job Description

Post Title: Waking Night Support Worker
Service Area: Learning Disability Provider Service
Directorate: Services to People

Salary Grade: Scale 4 £18,070 to £20,138 plus enhancement

Post Reports to: Support Worker Supervisor
Post Responsible for:

Main Purpose of the Job:

- To provide physical, practical and emotional support to individuals with complex needs.
- To provide person centred services which ensure that individuals have the opportunity to achieve their ambitions and aspirations in the community where they live.
- To value people as individuals and treat them with respect.
- To provide support and encouragement to people and prepare them for transition to and from services
- To achieve positive outcomes by promoting inclusion informed choice and rights to people who use the service in all aspects of their lives, within available resources.
- To contribute to assessments, provide support in a range of settings and follow support plans for people who use the service, including providing support with personal care and medication/health issues.
- To ensure that required actions, in relation to property issues, general maintenance, health and safety and risk management, are reported to the appropriate person, in a timely manner.
- To undertake all essential duties to ensure the person who is supported remains safe and well.
- To work flexibly across the service in a range of settings.
- To support and encourage people to maximise their independence
- To support people to maintain and develop relationships
- Encourage people to have choice and control
- To support people to make decisions that affect their lives

Job activities: Summary of Responsibilities and Key Areas:

- To administer (or assist with) medication in accordance with service policy.
- To contribute to the development, implementation, review and monitoring of support/care plans and risk assessments
- To support individuals in making their views known, including advocating on their behalf if required.
- To maintain records of work undertaken with individuals accurately and in a timely manner in accordance with service standards and best practice.
- To work within the councils policies and procedures in relation to information governance
- Supporting people with complex and challenging behaviour in accordance with their support plans
- To understand the factors that influence behaviour and contribute to the development of positive behavioural support plans
- To contribute to the ongoing assessment of an individual's needs and to be responsive to any changes
- Being involved in supporting people during a period of transition
- Work as part of a team, sharing good practice and contribute to ongoing development of the service.
- To use aids/adaptations and equipment provided safely and to acquire skills to advise the people we support and their informal carers in the correct use
- To report any accident or incident in line with the service policy, procedure and guidance.
- Contribute to the management of environmental risks with responsibility for -:
 - a. Acting appropriately with regard to repairs and maintenance
 - b. Maintain cleanliness and hygiene of property
- To maintain your ongoing professional development by participating in supervision, team/service meetings and training programmes

Additional duties:

To work positively and inclusively with colleagues and customers so that the Council provides a workplace and delivers services that do not discriminate against people on the ground of their age, sexuality, religion

or belief, race, gender or disabilities.

To fulfill personal requirements, where appropriate, with regard to Council policies and procedures, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

To work flexibly in the interests of the service. This may include undertaking other duties provided that these are appropriate to the employee's background, skills and abilities. Where this occurs there will be consultation with the employee and any necessary personal development will be taken into account.



Stockport Council Competency Person Specification

Post Title: Night Support Worker

The criteria listed below represent the most important skills, experience, technical expertise and qualifications needed for this job role.

Your application will be assessed against these criteria to determine whether or not you are shortlisted for interview. Any interview questions, or additional assessments (tests, presentations etc.) will be broadly based on the criteria below.

Competency	SCORE					Essential or Desirable
	0	1	2	3		
Experience of working in an enabling role with people with a learning disability						Essential
Ability to support people with their personal care needs						Essential
Ability to work effectively as part of a team						Essential
Ability to communicate effectively with a diverse range of people, using a range of communication methods						Essential
Competent in using a range of IT and communication systems						Essential
Ability to complete work within agreed timescales						Essential
Ability to work on your own initiative, and be creative and resourceful						Essential
Good standard of education including numeracy and literacy.						Essential
Positive commitment to further training and self-development						Essential
To be polite, respectful, positive and approachable						Essential
Ability to plan, organise and prioritise work activity						Essential
Understands and actively supports Stockport Council's diversity and equality policy.						Essential
To meet Stockport Council's standard of attendance.						Essential
A willingness to be flexible in a changing environment						Essential

Scoring key

- 0 – Not met essential criteria
- 1 – Partially meets essential criteria
- 2 – Meets criteria
- 3 – Exceeds criteria
- 4 – Exceptional