

Job specification

Job title: Dementia Support Worker

Service: Adult Services - Heathside Residential Home

Grade: 4

Reporting to: Lead Support Worker and Shift leader

Your job

You will support older people with dementia to live well and age well, in a safe, caring and dementia friendly environment. You will support residents using a person centred approach, recognising their values and assets and celebrating the uniqueness of each individual. You will support residents with personal, psychological and cultural needs and be involved in the development and implementation of person centred care plans.

Heathside Residential Home supports residents over 65 years of age, using an asset based approach to encourage and support residents to maintain skills and independence and promote resident's needs, choices and wishes.

You will safeguard residents as identified in individual person centred care plans and be responsible for the safe administration of medication in line with the departmental policies and procedures in place, and deliver high standards of care to residents in a residential setting.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

On an on-going basis you will:

- ◆ Support residents with respect and maintain their dignity, taking into account individuals needs and wishes.
- ◆ Use an asset based approach to support residents with their aspirations, past life history, achievements and memories, including support in all decision making related to the care they receive.
- ◆ Give support to residents to meet the personal, psychological and cultural needs as identified in each residents plan of care.
- ◆ Support residents to receive the correct prescribed medication as directed.
- ◆ Contribute to the evaluation and modification of care plans on a regular basis.
- ◆ Maintain accurate records on a daily basis.
- ◆ Provide key worker support to residents, including monitoring of individuals health and wellbeing and to act as an advocate when required.
- ◆ Take an active role in encouraging and supporting individuals to develop and maintain links with families, friends and local community.
- ◆ Contribute and participate to team meeting and my time / my time extra meetings and Team time.
- ◆ Communicate effectively and liaise with residents, colleagues and the management team.
- ◆ Deliver high standards of quality care and understand the requirements and legislation as identified

by CQC and quality performance management.

- ◆ Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:

- ◆ Level 2 qualification or equivalent, or a comparable level of experience relevant to the role.
- ◆ Excellent communication skills, both oral and written when supporting residents with dementia.
- ◆ Excellent abilities to understand resident's needs and achieve identified outcomes and come up with innovative solutions.
- ◆ An understanding of dementia and a passion for supporting residents with a person centred approach, promoting independence and choice.
- ◆ Effective interpersonal skills with residents, families and other professional colleagues.
- ◆ The ability to work on your own and as part of a team and deliver best practice.
- ◆ Experience in a residential setting, to be flexible and meet the needs of the residents and service.
- ◆ Excellent organisation skills and able to meet specified timescales in a busy kitchen environment.
- ◆ Values and compassion whilst working in a residential setting.
- ◆ Enthusiastic, motivated individual who is committed to supporting residents with an asset based approach.
- ◆ Willing to work towards the care certificate within a specified time period and the willingness to participate in training specific to your role.

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Staff Deal



Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Signed

Donna Hall CBE, Chief Executive

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough

Signed

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