



Stockport Council Job Description

Post Title: Home Support Worker
Service Area: REaCH Support
Directorate: Services to People
Team:

Salary Grade: Scale 4 plus 2 increments

Post Reports to: Resource Manager
Post Responsible for: N/A

Main Purpose of the Job:

To attend to the personal needs for people who use services following direction from the Personal Support Plan, this will include providing personal care and domestic duties.

To offer care in a supportive and inclusive manner enabling the individual to maintain or achieve maximum independence.

To focus on the personal outcomes detailed within the Personal Support Plan.

To undertake duties in a manner which ensures the safety and wellbeing of the individual.

To provide general support to the individual as requested, detailed within the Personal Support plan or as directed by the Support Manager.

To liaise and communicate with the Support team and Support Manager

Job activities: Summary of Responsibilities and Key Areas:

Main Duties and Responsibilities:

To deliver safe and appropriate support to service users in their own homes.

To work in partnership with users, carers, colleagues and staff from other agencies.

To ensure that necessary information is recorded and shared with others where appropriate.

To utilise equipment /aids & adaptations in line with written guidance and individual support plans.

Resources:

Mobile Phone

Uniform

Protective Clothing

Torch

Personal alarm

Circuit Breakers

Thermometers

Job Activities:

1 To deliver support to service users in their own homes.

2 To undertake relevant training as deemed appropriate.

3 To work alone using initiative, within the limitations of the post and to seek help or advice when appropriate.

- 5 To ensure all relevant information is passed on to the Support Manager as appropriate.
- 6 To report any change or problem encountered during service user contact as soon as possible to the Resource Manager.
- 7 To use safely, aids/adaptations and equipment provided and to acquire skills to advise the service user and their informal carers in the correct use.
- 8 To report any accident or incident to the Resource Manager in a timely manner and complete appropriate documentation.
- 9 To keep accurate records that will ensure confidentiality is maintained.
- 10 To contribute to records which will enable evaluation of the REaCH service

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:

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	4	
Experience in meeting adults personal care needs.						Essential
Experience of working with older people in their own homes.						Desirable
Experience of working closely with social care and health colleague						Desirable
Experience of working within a team						Desirable
Positive commitment to further training and self-development.						Essential
Literate and numerate.						Essential
Written/verbal communication skills.						Essential
Ability to work alone within agreed timescales.						Essential
Knowledge of discrimination in society.						Essential
Awareness and commitment to anti-oppressive practice.						Essential
NVQ Care/Promoting Independence (Level 3)						Desirable
Ability to work using own initiative and under direct supervision						Essential
Maintain confidentiality/discretion.						Essential
Demonstrates commitment to utilising the unique skills and abilities of individual colleagues and team members, taking account of their attitudes, beliefs and traditions in order to create a successful organisation.						Essential
Ability to drive and have access to a car for work. 'Alternative arrangements will be made for disabled applicants'						Essential
Understands and actively supports Stockport Councils 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