

Support Worker Job Specification

Information for Applicants on the role of Support Worker

Description of the client's condition and brief social history

Our client is 17 years old and lives part-time at home with his mother, father and two brothers in Turville.

He attends a residential school placement for 44 weeks of the year and therefore requires home care and support every other weekend and for part of the school holidays (approximately 8 weeks a year).

Our client has Autism, epilepsy and a severe learning difficulty. He is dependent upon his care team for all aspects of personal care and to keep him safe. There are two members of staff on each shift. He has epilepsy and has seizures which require medical management.

He is reliant on those people supporting him to undertake activities that offer a balance of sensory stimulation, community inclusion and personal enrichment. Such activities may include swimming, attending day centres or local playgrounds.

Profile and summary for support worker

Our client is a 17-year-old young man with Autism and complex needs.

His family is looking to appoint another support worker to join their son's existing and well-established care team, whom he relies upon to provide him with 24-hour care when he is home from school. The support worker will need to have flexibility to work during the day and night and meet our clients personal care, nutritional, medical and leisure needs.

Essential requirements of the applicant and how they will be applied in the workplace

What is truly essential is the ability to relate positively and enthusiastically to persons with a disability, and a commitment to uphold our client's dignity, build self-esteem and confidence and promote independence. The support worker must be able to work in collaboration with the care team, take responsibility, respond sensitively and speedily as required in any situation, follow guidelines and communicate any areas of concern clearly and promptly. At all times, the support workers must prioritise the needs and wishes of our client and be alert to his safety. The support worker should also have excellent communication skills.

It is essential that the support worker has a full, clean driving licence; they will be expected to drive our client in his vehicle.

A degree of flexibility is required in order to be able to vary hours to fit in with our client's needs.

Desirable requirements of the applicant

It is desirable that the support worker has some experience with people with special needs in their home or working life.

Specific Needs of the Client and What will be Expected of the Worker in meeting those needs

The support worker will be expected to build a strong relationship with our client and to develop a sensitive awareness of his personal care, medical care, communication and cognitive needs and abilities. They will be expected to familiarise themselves with all the details of our client's support plan, work to agreed goals, play their part in therapeutic programmes and adhere to professional guidelines. The support worker will act as advocate, personal assistant and companion and report any anxieties and uncertainties as well as any new ideas to the family and/or team leader and case manager.

Other Healthcare Professionals the Applicant will be expected to work with

The support worker will be expected to follow the guidelines and support plan set up for the client. They may be required to meet at times with the school staff and our client's multidisciplinary support team.

Description of typical working day

The support worker will arrive at the client's house punctually at the beginning of their shift. They will assist our client with meeting his needs, according to his timetable and care plans, depending on whether these be during the day or night.

Hours

The position is for the following hours, however, shifts may vary depending on the requirements of our client. You will be informed of the required hours for each assignment. There may also be opportunity for additional hours.

Weekends

4pm Friday to 4pm Sunday (day shifts and night shifts available)

Weekdays

8am to 10pm (morning and afternoon shifts available)

Nights

10pm to 8am

There will also be a requirement to attend meetings and supervision.

Rates of pay

Rates of pay: Night shift (sleep in) @ £78 per week night (22:00 – 08:00)
Night shift (sleep in) @ £82 per weekend night (22.00-08.00)
Weekday day shift @ £14:00 per hour (08:00 – 22:00)
Weekend day shift @ £15.00 per hour (08:00 – 22:00)

Mileage

Our client has their own vehicle that the support worker may be expected to drive. The employer will arrange for the support worker to have the necessary insurance via Motability. The destination will be agreed in advance with the client's family.

Annual Leave

5.6 weeks per annum including bank holidays, calculated on a pro rata basis depending on the number of hours that are actually worked. To be taken by negotiation with the family and to coincide with their holidays.

Expenses while at Work

Subject to prior agreement and accountability, the reasonable cost of activities and refreshments while out with the client will be met by the client.

Conditions of Employment

The position is subject to two satisfactory references and an enhanced DBS check.

Legal Requirements

Evidence will be requested to prove that the applicant is legally entitled to work in the UK.