CYNGOR SIR *POWYS* COUNTY COUNCIL

JOB DESCRIPTION

There are two positions available

Position Title:	**Home Support Worker**
Position Number:	**ADU7356**
JE Code:	**ASC024**
Service:	**Adult Services**
Location/Work Base:	**Rhayader**

The Council offers opportunity to work in an agile way to include home working however as a service there are 2 allocated offices (Llanidloes / Rhayader) Support staff are required to complete community-based working attending service users' homes to provide support as required.

Grade:	**Grade 5** **Point 7 to Point 9** **£27,274 to £28,153 per annum pro rata** **£14.13 to £14.59 per hour**
Contracted hours:	**25 hours, Permanent**
Reporting to:	Senior Home Support Worker
Responsible for:	None

Summary

About the role:

The Home Support Worker supports people across Mid Powys to remain independent and safe in their own homes. The role involves providing personal care, regular welfare contact, responding to emergency call-outs, identifying changing needs, reducing social isolation and connecting people with community services. Workers collaborate with colleagues and other professionals, maintain accurate records and participate in an on-call rota. Flexibility, good communication, independent working, travel and unsocial hours are essential requirements

About you:

Passion for supporting people to remain independent, safe and connected within their own homes and communities.

Good communication skills and an approachable, helpful manner when working with individuals, carers and professionals.

Ability to work independently and as part of a team, recognising and reporting risks appropriately.

Flexible and dependable, with willingness to work evenings, weekends, Bank Holidays and on-call arrangements.

Commitment to providing personal care and responding sensitively to individual needs.

Passion for reducing social isolation, encouraging community involvement and helping people access local support and activities.

What you will do:

Provide personal care and practical support to help people remain safe and independent at home.

Carry out regular welfare checks and contact with individuals receiving support.

Respond to emergency call-outs and provide appropriate assistance when required.

Recognise and report changes in an individual's needs, circumstances or wellbeing.

Help people reduce social isolation and access community services and activities.

Work with colleagues and other professionals, maintain accurate records and participate in on-call arrangements.

Contact details:

Should you require further information regarding the role please contact:
Nikki Hughes - nikki.hughes@powys.gov.uk, Deputy Manager Bodlondeb and Home Support.

Your responsibilities will be:

- The post holder will be required to work from home and must be willing and able to work at night, weekends and on Bank Holidays when on the rota to do so. The post holder must also hold a current driving licence and the use of a car will be essential to the post.
- To be a member of the team providing the Rhayader Home Support Scheme.
- To advise, support and care for older people and their carers who are referred to the scheme.
- To make regular contact with users of the service according to their individual needs and requirements and to monitor changes in need.
- To participate in the on call rota and provide an emergency on call service from home, visiting and assisting users of the service when required.
- To provide personal care to users of the service in co-ordination with Radnorshire Home Care Service.
- To provide a warden service to tenants of Housing Services living in designated sheltered accommodation when called upon to do so.

- To ensure that users of the service are aware of all services to which they may be eligible and to inform other service providers as appropriate of user's changing needs.

- To maintain ongoing and up to date information regarding users and their carers needs and a record of contact with those registered with the scheme.

- To identify the social needs of users of the scheme and to combat social isolation by organising social activities and/ or linking users to existing local activities.

- To seek to develop local networks for users of the scheme by which to extend their sources of care and support.

- To participate in training as required.

DBS:

This position has a requirement for an Enhanced DBS Check, this position is classed as regulated activity under the Safeguarding of Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012 and will be subject to a check to the list of those people barred from working with vulnerable adults. Because of the nature of the work involved, the post you are applying for is covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) - This position may have a requirement for a Baseline Personnel Security check (BPSS).

Health and Safety Statement:

To co-operate with your employer and follow health and safety advice and instructions.

Equalities Statement:

To abide by the principles and practice of equality of opportunity as laid down in the Council's Equal Opportunities Policy.

Welsh Language Requirement:

Welsh language skills are desirable

NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

All applicants are asked to read carefully the requirements of the job. The Council welcomes your application if you believe you meet all the essential criteria of the

person specification. To be considered for care delivery roles it is essential that you are currently able to provide close personal care to our care residents.

PERSONAL SPECIFICATION

Do you think you're the right person for the role? Then, demonstrate you meet the following criteria in your application.

Experience

Desirable

- Experience of working with older people in a care related setting
- Experience of providing personal care in any setting

Knowledge

Desirable

- Understanding people's needs to remain independent within their own home and community

Qualifications and Training

Essential

- Commitment to undertaking any qualification relevant to this post as defined in the Powys People & Wellbeing Qualification Framework.

Desirable

- A good general standard of education
- NVQ2 in Care
- Manual Handling training
- Health & Safety training

Personal Qualities

Essential

- Pleasant and helpful manner in dealing with members of the public
- Flexibility
- Committed to the development of practice and services which promote equality

Skills

Essential

- Good communication skills
- Ability to work as part of a team
- Ability to work independently reporting to the line manager any identified risks

Other Requirements

Essential

- Physical ability to provide personal care including moving and handling

- Ability to travel around the county and visit services users in their own homes and communities
- Ability and willingness to work flexible and unsocial hours
- A clear understanding of the importance of confidentiality

Desirable

- Ability to speak Welsh

Welsh language skills are desirable

The post can be both physically and mentally demanding, requiring the employee to provide personal care and support for those residents with eligible social care needs.

Recruiting manager: Alvine Stuart
July 2014

Our values:

Professional
Whatever role we play in the council, we act with professionalism and integrity

Positive
We take a positive attitude in all we do

Progressive
We take a proactive and responsible approach to planning for the future

Open
We keep each other informed, share knowledge and act with honesty and integrity

Collaborative
We work constructively and willingly on joint initiatives

How to apply

You will need to complete the online application, it's simple, just follow the process step by step.

Top tips:

- Read the Job Description and Person Specification carefully and evidence that you meet all of the essential criteria in your supporting statement.
- Sell yourself and where possible give examples
- List your qualifications that are relevant for the position, as detailed in the person specification.
- Ensure one of your referees is from your most recent employer or if this is your first job why not ask a school teacher or tutor, just ensure you know them at a professional level.
- Be honest Tell us about any gaps in your employment history

- Complete the application in full

Next steps

The closing date for applications is 20/11/2026
Once submitted we will email you to let you know we've received your application.
We will be shortlisting the applications on 24/11/2026. We will email you either way if you have been successful. So, keep an eye out in your inbox!

The interviews will take place on 27/11/2026

We wish you luck with your application.