CYNGOR SIR *POWYS* COUNTY COUNCIL

JOB DESCRIPTION

Position Title:	**Enablement and Care Support Worker**
Position Number:	**ADU7228**
JE Code:	**ASC162**
Service:	**Adult Services**
Location/Work Base:	**Llandrindod Wells (Radnor)**

this is an on-the-go based worker position, which means that whilst the post holder will be required to attend a specific base of work they will work across the county at various locations for the majority of their time

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:	**35 hours, Permanent**
Reporting to:	**Team Leaders**
Responsible for:	**None**

About the role:

To be responsible for implementing Personal Plans to meet individual outcomes in regaining skills, independence, and ongoing support requirements. To assist or enable service users to remain living within the community, enhancing the quality of their lives, supporting and maintaining them safely in their own environment. Complying with requirements of a service Registered with Care Inspectorate for Wales under Registration and Inspection of Social Care Act 2016.

About you:

- Good at communicating
- Caring and compassionate
- Patient and empathetic
- Positive outlook and motivated
- Good at working on own initiative
- Good team worker

What you will do:

• Provide front line care and support to individuals living within their homes in the local community. Ensuring a person-centred approach is provided as part of this practice
• Promote independence to support individuals to achieve their identified personal outcomes
• Work alongside colleagues and other professionals to promote well-being, positive risk taking and community presence
• Complete relevant documentation in line with required policies
• To ensure continued professional development in line with agreed ways of working and Social Care Wales.
• Engage and participate in team meeting / training and engagement sessions.

If you have any questions about the role, please contact:
recruitment@powys.gov.uk

Your responsibilities will be:

1. To be responsible for implementing Personal Plans to enable people to reach or regain their maximum potential, based on assessts, resources and abilities. To assist or enable service users to remain living within the community, enhancing the quality of their lives, supporting and maintaining them safely in their own environment. Complying with requirements of a service Registered with Care Inspectorate for Wales under Registration and Inspection of Social Care Act 2016.

2. To support people to meet their identified assessed needs and outcomes in a person centred way as detailed within a personal plan, which may be delivered in a variety of settings. This should be undertaken in line with maximising independence as much as possible.

3. To support people who may have complex needs with personal care, manual handling tasks which may include people handling equipment where required, and support with medication in accordance with their personal plan and medication policy.

4. To support people to identify and support reconnection with their local community and networks. Encourage the person in all areas of their life with particular emphasis upon reaching and regaining their maximum potential.

5. To understand what matters to a person I and help them to manage risks to maximise choice and control over their lives. To work with the person , in regaining their independence in daily living skills, including personal care. May also include a limited amount of night sitting.

6. To work as part of a team to cover in a flexible way between 7 am and 10pm to operate a 7 day week service . This includes working weekends/public holidays and evenings. This includes lone working or calls with colleagues when providing support in peoples own homes

7. Communicate with empathy and compassion to quickly develop a rapport and build an effective working relationships with individuals, families and their carers. To communicate with managers and assessors for feedback and progression on personal plans.

8. To comply with the duty to report safeguarding concerns in accordance with current legislation and procedures. To report any service gaps and concerns about quality-of-service provision for the service to remain compliant with the RISCA regulations 2016 including supporting service users with Quality Assurance.

9. To ensure records and file recordings are completed and/or updated in accordance with departmental policy and procedures and to abide by information sharing protocols, data protection and information governance principles.

10. To register with Social Care Wales as a social care worker and adhere to the Codes of Professional Practice for Social Care. To maintain continuous professional development to ensure up-to-date knowledge of current legislation. To identify and participate in all training and development opportunities as deemed appropriate and ensure knowledge and compliance of all relevant policies

11. Prepare and engage in supervision and appraisal with line manager. To attend and actively participate in reflective practice sessions and team meetings as required. To adhere to corporate policies and the Codes of Professional Practice for Social Care. To adhere to Powys County Council Policies and Procedures and relevant legislation.

DBS:

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 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 adults at risk.

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 cooperate with their employer and following 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 Equalities 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 in a care related service or similar setting /personal experience Experience of working as part of a group/ team and contributing to its' development
- Experience of working with older and disabled people

Knowledge

Essential

- Understanding of the needs of older and disabled people

Desirable

- Some knowledge/Awareness of "Code of Professional Practice for Social Care"Code of Professional Practice for Social Care

Qualifications and Training

Essential

- A good standard of education

Desirable

- Completed a minimum of QCF Level 3 in care or other relevant Level 3 social care qualification or commitment to complete within 18 months.

Personal Qualities

Essential

- To be able to work flexibly when required.
- To be able work as an individual and as part of a wider team
- Adaptable to changing working environments.
- Ability to communicate with older people, carers and families in an appropriate manner with empathy
- Able to adapt communication style to the person and situation
- Able to use own initiative.
- Openness to alternative approaches

- To work in a personal centred approach
- To work with integrity and consistent manner.
- Good interpersonal skill and an ability to establish appropriate, relationships with the appropriate professional boundaries.
- Self-motivated, proactive, resourceful, and able to recognise when to seek support.
- Commitment to equal opportunities and non–discriminatory practice
- Honest, trustworthy, Non judgemental, punctual and reliable

Desirable

- Ability to create and sustain good working relationships.
- Ability to support and guide colleagues, and work as part of a team.

Skills

Essential

- Good communication skills including the ability to communicate with individuals, carers, partners organisations and other professionals.
- Ability to demonstrate a commitment to equal opportunities and non-discriminatory practices.
- Commitment to the principle of confidentiality
- To work both independently and within a team
- Ability to ensure good reporting and recording of information.
- Use initiative, make decisions, problem solve and seek advice /guidance when needed.
- Ability to work using own initiative and make decisions
- To establish good working relationships with staff and service user based on respect and openness.
- The ability to respond to emergency and unpredictable situations
- Ability to use ICT, emails, internet, and mobile phones

Desirable

- Ability to work alongside corporate colleagues to resolve situations.

Other Requirements

Essential

- Ability to travel around the locality and visit services users in their own homes and communities.
- Physical ability to provide personal care including moving and handling in an individual own home.
- Ability and willingness to work unsocial hours.

- A clear understanding of the importance of confidentiality.
- Current driving licence

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: Hazel Jukes

May 2026

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 31/12/2026.
Once submitted we will email you to let you know we've received your application.

We will be shortlisting the applications on 04/01/2027. 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 08/01/2027.

We wish you luck with your application.