Gweithiwr Cefnogi Iechyd a Gofal Cymdeithasol (Lefel 3)

Cyfeirnod y swydd: AHCS00001D1AGE
Lleoliad: Sir Ddinbych
Cyflog: Gradd 5, £15.56 - £16.08 yr awr
Oriau: 30 awr y wythnos / Parhaol

Rydym yn chwilio am unigolyn brwdfrydig a llawn cymhelliant i weithio fel Gweithiwrau Cymorth Iechyd a Gofal Cymdeithasol. Bydd deiliad y swydd yn rhoi cymorth i weithwyr gofal a chymorth lefel 4, sy'n cefnogi dinasyddion ag anghenion gofal a chymorth mwy cymhleth.

Nod y swydd fydd cefnogi defnyddwyr y gwasanaeth yn eu cartrefi eu hunain neu leoliadau cymunedol eraill i wneud y mwyaf o'u hannibyniaeth a gwella eu hiechyd a'u lles mewn modd gydlynol. Mae gofyniad i'r ymgeiswyr allu teithio o fewn yr ardal waith daearyddol yn ôl y gofyn.

Bydd yr ymgeisydd llwyddiannus yn barod i ddarparu'r gofal fel y dogfennwyd yng nghynlluniau gofal y Timau Amlddisgyblaethol, fydd yn cynnwys elfennau o Ofal Cymdeithasol / Iechyd a Gofal Ailsefydlu.

Byddwn yn cynnig cyflwyniad llawn, goruchwyliaeth reolaidd a mynediad at gyfleoedd hyfforddi a datblygu ac yn cefnogi cyfleoedd ar gyfer datblygiad gyrfaol.

Rydym hefyd yn cynnig amrywiaeth o fuddion eraill i weithwyr, yn cynnwys:

- Gwyliau blynyddol hael
- Cynllun Pensiwn Llywodraeth Leol
- Mynediad at Raglen Cymorth i Weithwyr
- Arbedion Ffordd o Fyw trwy Wobrau Uniongyrchol CSDd (siopa, gwyliau, dyddiau allan)
- Polisïau Cyfeillgar i Deuluoedd

Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geirdaon boddhaol.

Os hoffech chi drafod unrhyw agwedd ar y swydd, ffoniwch Julie Bamber ar 01824 708366.

Os oes gennych ddiddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan www.sirddinbych.gov.uk Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.
Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiataol nad ydych wedi cyrraedd y rhestr fer am gyfweliad.

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

Health & Social Care Support Worker (Level 3)

Job reference: AHCS00001D1AGE
Location: Denbighshire
Salary: Grade 5, £15.56 - £16.08 per hour
Hours: 30 hours per week / Permanent

This is an exciting opportunity for an enthusiastic and motivated individual to work as a Health & Social Care Support Worker. The post holder will provide assistance to level 4 care and support workers, who support citizens with more complex care and support needs.

The role will be to support Citizens in their own homes or other community settings to maximise their independence and improve health well-being in a coordinated way. There is a requirement for applicants to have the ability to travel within the geographical work area as required.

The successful applicant must be prepared to undertake the competence framework for Health and Social Care Support Workers in order to carry out prescribed care as documented in the Multi-Disciplinary Team care plans, which will include components of Social / Health and Rehabilitative Care.

We will offer you a full induction, regular supervision and access to training and development opportunities as well as support opportunities for career progression.

We also offer a range of employee benefits including:

- Generous annual leave
- Local Government Pension Scheme
- Access to an Employee Assistance Programme
- Lifestyle savings via DCC Rewards Direct (shopping, holidays, days out)
- Family friendly policies.

Appointment subject to Disclosure & Barring Service Check, satisfactory references.

If you would like to discuss any aspect of the post, please call Julie Bamber on 01824 708366.

If you are interested in this vacancy, please apply on-line via the website www.denbighshire.gov.uk. For alternative methods of applying please contact Customer Services on 01824 706101.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

CYNGOR SIR DDINBYCH SWYDD-DDISGRIFIAD

Teitl y Swydd:	**Gweithiwr Cefnogi Iechyd a Gofal Cymdeithasol**
Graddfa:	**5**
Gwasanaeth:	**Gwasanaeth Gofal Cymdeithasol Oedolion a Digartrefedd**
Maes Gwasanaeth:	**Ardal Sir Ddinbych**
Yn atebol i:	**Rheolw Tim**
Cyfeirnod y Swydd / Dyddiad cyhoeddi:	**951**
Categori Iaith Gymraeg:	**Mae sgiliau iaith Gymraeg yn ddymunol - lefel 1** Lefelau o ran sgiliau Cymraeg

Pwrpas y Swydd

Bydd deilydd y swydd yn aelod o'r Gwasanaeth Derbyn ac Ailalluogi, gan weithio fel adnodd rhanbarthol ar gyfer gofal canolraddol. Byddant yn darparu'r gofal rhagnodedig fel y dogfennwyd yng nghynlluniau gofal y Timau Amlddisgyblaethol. Gall hyn gynnwys elfennau o ofal personol, iechyd ac ail-alluogi. Nod y swydd fydd cefnogi defnyddwyr y gwasanaeth yn eu cartrefi eu hunain neu leoliadau cymunedol eraill i wneud y mwyaf o'u hannibyniaeth a gwella eu hiechyd a'u lles mewn modd cydlynol. Byddant yn gweithio i ganllawiau a phrotocolau clir gyda goruchwyliaeth anuniongyrchol drwy gydol, neu ran fwyaf o'r sifft.

Bydd deiliad y swydd yn rhoi cymorth i weithwyr gofal a chymorth lefel 4, sy'n cefnogi dinasyddion ag anghenion gofal a chymorth mwy cymhleth. Bydd disgwyl i Weithwyr Cefnogi Iechyd a Gofal Cymdeithasol hyrwyddo ethos ail-alluogi a gweithio mewn modd sy'n canolbwyntio ar yr unigolyn er mwyn cyflawni canlyniadau clir a glynu wrth egwyddorion Hanfodion Gofal. Bydd diwrnodau ac oriau gwaith yn hyblyg (o fewn oriau contract) ac yn seiliedig ar anghenion y cleientiaid sy'n cael eu cefnogi.

Prif Gyfrifoldebau

- Weithio â sensitifrwydd, a dangos urddas a pharch, a darparu gofal o safon uchel bob amser, yn unol â gofynion sefydliadol.
- Ethos y gwasanaeth hwn yw 'Gofal yn Gyntaf' er gwaethaf unrhyw rwystrau eraill a allai dorri ar draws neu atal darparu gofal yn draddodiadol. Bydd deiliad y swydd yn deall effaith yr heriau hyn a bydd ganddo'r sgiliau, creadigrwydd a hyfforddiant angenrheidiol i weithio gyda'r dinesydd i oresgyn y rhwystrau hyn a chyflawni ei nodau iechyd a lles.
- Gweithredu adsefydlu fel y nodir yn y cynllun gofal a argymhellwyd, dan oruchwyliaeth ymarferwyr cofrestredig, gan gynnwys y gofalwyr a pherthnasau fel y bo'n briodol. Fe allai hyn gynnwys rhaglen tymor byr i gynorthwyo pobl i gael mynediad at gyfleusterau cymunedol ac ymgysylltu mewn hobïau neu gefnogi gweithwyr proffesiynol cofrestredig i weithredu ymyriad therapiwtig.
- Cefnogi pobl i fyw gartref drwy gynorthwyo a hannog defnyddwyr y gwasanaeth i gyflawni gofal personol a sgiliau bywyd, gan hyrwyddo ac annog annibyniaeth a hyder ble y bo'n bosib fel y nodwyd yn y cynllun gofal.

- Cynnal ymyraethau clinigol yn unol â'r cynllun gofal, gan adrodd a chofnodi canlyniadau yn unol â gofynion lleol a sefydliadol. Byddai enghreifftiau'n cynnwys tynnu gwaed, profi samplau, hylendid geneuol; mesuriadau ffisiolegol e.e. pwysedd gwaed, curiad y galon a thymheredd. Mae'r holl dasgau sy'n briodol ar gyfer y rol yn amodol ar Gytundeb Partneriaeth a bydd yn cael ei ddirprwyo yn unol a chynllun dirprwyo. Cefnogi unigolion cyn, yn ystod ac ar ol unrhyw ymyraethau clinigol.
- Gwasanaethau cymorth i atal derbyniadau diangen i leoliadau iechyd neu gofal cymdeithasol.
- Cefnogaeth gyda rhyddhau wedi'i gynllunio o leoliadau iechyd neu gofal cymdeithasol.
- Trefnu darpariaeth eitemau sylfaenol o offer cymunedol a chefnogi defnyddwyr gwasanaeth sy'n defnyddio offer cymunedol a gofal iechyd a thechnoleg gynorthwyol. Sicrhau y gallwch chi a defnyddiwr y gwasanaeth ddefnyddio'r holl offer cymunedol yn ddiogel ar ôl derbyn hyfforddiant priodol ac ar ôl llenwi asesiad risg gan uwch aelod o'r tîm.
- Adrodd yn ôl yn rheolaidd i weithwyr proffesiynol cofrestredig ynglŷn â chynnydd ac ymateb cleientiaid i weithgareddau, gan nodi unrhyw broblemau I uwch aelodau priodol o'r Tîm Amlddisgyblaethol. Bydd hyn yn cynnwys cyfrannu at adolygiadau ffurfiol o anghenion defnyddwyr y gwasanaeth a chyfrannu mewn cyfarfodydd tîm er mwyn annog cyfathrebu effeithiol gyda phob aelod o'r tîm.
- Rhoi gwybodaeth a chyngor ynglŷn a chyfleusterau cymunedol ac asiantaethau allanol er mwyn hyrwyddo eu dewis a'u lles ac i fodloni'r canlyniadau y cytunwyd arnynt ar gyfer defnyddiwr y gwasanaeth.
- Gweithredu'n briodol er mwyn diogelu oedolion diamddiffyn yn ogystal ag adnabod, adrodd ac ymateb yn briodol i unrhyw argyfwng neu sefyllfa frys.
- Llenwi cofnodion dyddiol a chofnodi gwybodaeth berthnasol ar systemau cyfrifiadurol ar gyfer defnyddwyr unigol o'r gwasanaeth a chadw cyfrinachedd yn unol a pholisi'r Gwasanaethau Cymdeithasol.
- Dod ag ymyriad i ben yn unol ag arfer da, a dangos gweithgareddau i unrhyw ddarparwr gofal yn y cartref cyfredol.

<u>Cyfrifoldebau Ychwanegol</u>

Mae'n rhaid i'r Gweithiwr Cefnogi Iechyd a Gofal Cymdeithasol:

- Ymgymryd â rhaglenni hyfforddi gorfodol yn unol â Chytundeb Partneriaeth a mynychu hyfforddiant rheolaidd er mwyn diweddaru sgiliau a chadw portffolio o ddatblygiad personol. Rhaid cyfyngu ar y gweithgareddau y gellir ymgymryd â hwy i sicrhau bod deilydd y swydd wedi cael ei asesu ac yn gallu ymgymryd â hwy.
- Chwilio yn syth am oruchwyliaeth os oes ganddynt unrhyw amheuaeth ynglŷn â'u gallu.
- Cadw at Bolisïau, Canllawiau a Gweithdrefnau Sefydliadol, h.y. Gweithwyr Unigol , Rheoli Haint/hylif y corff fel bo'n briodol
- Cydnabod bod ganddynt ddyletswydd gofal statudol am eu diogelwch personol eu hunain a phobl eraill a allai deimlo effaith eu gweithred neu eu hesgeulustra.
- Cydweithio gyda rheolwyr er mwyn galluogi'r Bartneriaeth i ddiwallu dyletswyddau cyfreithiol.
- Adrodd unrhyw beryglon neu gyfarpar diffygiol.
- Cyfrannu at archwiliadau'r gweithle.

Adnoddau / Offer / Deunyddiau

Gwisg, Taflenni Cofnodi Cronolegol, Taflenni Amser, Offer Iechyd (h.y. peiriant pwysedd gwaed, gorchudd ayyb) Ffôn Symudol, Cyfrifiaduron a systemau o waith perthnasol.

Goruchwylio / Rheoli Pobl

Nid yw'r Gweithiwr Cefnogi Iechyd a Gofal Cymdeithasol yn gyfrifol am reoli unrhyw staff, er efallai y bydd disgwyl iddynt gefnogi aelodau tim newydd yn eu rol.

Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad

- NVQ lefel 2 mewn iechyd a gofal cymdeithasol
- Aelod tîm effeithlon a phroffesiynol ac ysgogol
- Ymagwedd hyblyg tuag at ddyletswyddau ac oriau gwaith a gallu gweithio gydag ychydig o gefnogaeth
- Sgiliau rhyngbersonol ardderchog gyda'r gallu i gyfathrebu'n effeithiol gydag amrywiaeth o bobl
- Safon dda o addysg gyffredinol
- Profiad mewn lleoliadau iechyd a gofal cymdeithasol ac o fewn y gymuned
- Profiad mewn lleoliad ailsefydlu.
- Profiad o ddarparu cymorth ymarferol gyda gweithgareddau dyddiol bywyd
- Gallu gweithredu'n gydlynol fel aelod o dimau amlddisgyblaethol ac aml
- Asiantaeth
- Gallu cyflawni dyletswyddau dirprwyedig, hy, derbyn cyfarwyddyd, adrodd yn ôl I oruchwyliwr/gweithiwr proffesiynol priodol, gweithio o fewn canllawiau ac
- ymateb yn briodol i adborth
- Peidio â chyffroi mewn argyfyngau ac ymateb mewn modd proffesiynol I sefyllfaoedd o straen a her.
- Unigolyn dibynadwy a hyblyg gyda'r gallu i flaenoriaethu gwaith yn rhagweithiol
- Sgiliau rhifedd a llythrennedd sylfaenol er mwyn gallu llenwi cofnodion a
- Nodiadau
- Sgiliau astudio sylfaenol
- Sgiliau gwrando, cyfathrebu a rhyngbersonol ardderchog gyda'r gallu i roi a derbyn gwybodaeth sensitif ynglŷn a salwch a thriniaeth cleient
- Dealltwriaeth dda o bwysigrwydd hyrwyddo annibyniaeth a'r cysyniad o ailalluogi a gofal canolraddol.

Amodau Gwaith Arbennig

- Gweithio yng nghartrefi dinasyddion eu hunain, felly rhaid iddynt fod yn ymwybodol o'r risgiau hynny.
- Rhaid gallu trin a thrafod gwrthrychau'n ddigyfeiliant ac ananimeiddio.
- Bydd deiliad y swydd yn gweithio mewn amrywiaeth o leoliadau; adeiladau sy'n seiliedig ar swyddfeydd/mynediad cyhoeddus a chartrefi dinasyddion eu hunain – y bydd gan bob un ohonynt gyflyrau amrywiol.
- Mae'r adran wedi symud tuag at weithio ystwyth ar gyfer pob aelod o staff yn y gymuned.
- Pan fyddant yn gweithio ar eu pen eu hunain (gan ddarparu gwasanaeth wyneb yn wyneb mewn lleoliadau amrywiol o amgylch Sir Ddinbych neu yng nghartrefi'r dinasyddion eu hunain), rhaid i ddeiliad y swydd fod yn ymwybodol o'r angen i weithio o fewn terfynau'r polisi gweithio ar sail unigol a bod yn ymwybodol o'i iechyd a'i ddiogelwch ei hun.

Archwiliadau Cyflogaeth / Gofynion Penodol

Mae'n ofynnol i bob aelod newydd o staff fynd drwy ein gwiriadau recriwtio mwy diogel; clirio DBS, 2 eirda boddhaol yn cwmpasu 3 blynedd o gyflogaeth, tystiolaeth o gymwysterau hanfodol, tystiolaeth o'r Hawl i Weithio yn y DU.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac atal caethwasiaeth a masnachu mewn pobl, gan wneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnesau. Mae sawl math o gaethwasiaeth modern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelwch yn bwysig i bawb, ac mae gofyn i holl gyflogeion Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau Diogelu Oedolion / Plant y Cyngor, mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi yn ystod eu dyletswyddau a bod yn ymwybodol o arwyddion camfanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu pan gaiff camfanteisio ei adnabod.

Gweledigaeth / Cyd-destun

Bydd y swydd yn ffurfio rhan o dîm amlddisgyblaethol a fydd yn darparu gwasanaethau ar draws Sir Ddinbych ac yn golygu cydweithio'n agos â chydweithwyr. Caiff arfer arloesol ei annog i fodloni gofynion swyddogaeth gwasanaethau cymdeithasol wedi'i moderneiddio, o fewn cyd-destun ariannol heriol.

CYNGOR SIR DDINBYCH MANYLION AM YR UNIGOLYN

Mae'r Manylion yn nodi'r sgiliau, yr wybodaeth a'r profiad a ystyrir yn hanfodol er mwyn ymgymryd â dyletswyddau'r swydd yn effeithiol. Caiff ei defnyddio wrth lunio rhestr fer ac ar gyfer y broses o gyfweld am y swydd hon. Dylech ddangos ar eich ffurflen gais sut rydych yn bodloni'r meini prawf hyn. Byddwch ddim ond yn cael eich cynnwys ar y rhestr fer os ydych yn bodloni pob un o'r meini prawf hanfodol (â'r meini prawf dymunol lle bo'n berthnasol).

Teitl y Swydd:	**Gweithiwr Cefnogi Iechyd a Gofal Cymdeithasol**
Gwasanaeth:	**Gwasanaeth Gofal Cymdeithasol Oedolion a Digartrefedd**
Graddfa:	**5**

MEINI PRAWF	**HANFODOL**	**DYMUNOL**	**DULL ASESU** Ffurflen Gais / Cyfweliad / Cyflwyniad / Geirda ac ati
1. ADDYSG A CHYMWYSTERAU	NVQ lefel 2 mewn iechyd a gofal cymdeithasol, rhaid i ddeiliad y swydd fod yn barod i gwblhau rhaglen hyfforddi gynlluniedig QCF Lefel 3 Lefel dda o addysg. Sgiliau rhifedd a llythrennedd sylfaenol er mwyn gallu llenwi cofnodion a nodiadau Rhaid i ddeiliad y swydd fod yn barod i gyflawni'r rhaglen gwaith a gynllunnir ar gyfer y swydd hon a meddu ar y potensial i gyflawni'r fframwaith cymhwysedd o fewn 18 mis. Gallu defnyddio cyfrifiadur ac amrywiaeth o raglenni TG.	Diogelwch Bwyd Sylfaenol Sgiliau Cymorth Cyntaf Sylfaenol Pasbort Codi a Symud yn Gorfforol QCF Lefel 3 mewn Iechyd a Gofal Cymdeithasol. Tystysgrif Uwch BTEC mewn Datblygu Gweithwyr Cefnogi Iechyd a Gofal Cymdeithasol ar gyfer Ymarfer Estynedig. Cofrestru guda Gofal Ceymdeithasol Cymru (gofyniad hanfodol wrth benodi)	Ffurflen Gais Tystysgrifau a Cyfweliad
2. PROFIAD PERTHNASOL	Profiad mewn lleoliadau iechyd a gofal cymdeithasol ac o fewn y gymuned		Ffurflen Gais a Cyfweliad

	Profiad mewn lleoliad ailsefydlu. Profiad o ddarparu cymorth ymarferol gyda gweithgareddau dyddiol bywyd.		
3. GWYBODAETH A SGILIAU CYSYLLTIEDIG Â'R SWYDD	Profiad o weithio dan oruchwyliaeth uniongyrchol o ddydd i ddydd. Gallu gweithredu'n gydlynol fel aelod o dimau amlddisgyblaethol, aml asiantaeth. Gallu ymgymryd â dyletswyddau dirprwyedig, h.y. derbyn cyfarwyddyd, adrodd yn ôl at oruchwyliwr/gweithiwr proffesiynol priodol, gweithio o fewn canllawiau ac ymateb yn briodol i adborth. Peidio â chyffroi mewn argyfwng ac ymateb mewn modd proffesiynol i sefyllfaoedd o straen a her. Gwybod am gyfarpar cymunedol. Ymwybyddiaeth lechyd a Diogelwch Sylfaenol	Hyfforddiant Gwasanaeth Cwsmer Cymhwyster BTEC – Offer Cymunedol Hyfforddiant asesu Risg Sgiliau TG	Ffurflen Gais a/neu Cyfweliad
4. NODWEDDION PERSONOL	Sgiliau gwrando, cyfathrebu a rhyngbersonol ardderchog gyda'r gallu i roi a derbyn gwybodaeth sensitif ynghylch salwch a thriniaeth cleient.		Ffurflen Gais a/neu Cyfweliad

	Gallu ymgymryd â gweithgareddau eithaf corfforol yn gyson. Hyblygrwydd a'r gallu i ganolbwyntio wrth ymdrin â sefyllfa anrhagweladwy yn y gweithle.		
5. GOFYNION ERAILL	Dealltwriaeth dda o bwysigrwydd hyrwyddo annibyniaeth a chysyniad o ail-alluogi a gofal canolraddol. Gwybod am, a pharchu anghenion pobl hŷn ac o faterion yn ymwneud ag ethnigrwydd ac amrywiaeth. Gallu teithio o fewn yr ardal waith fel y bo angen. Gallu gweithio'n hyblyg gan gynnwys oriau anghymdeithasol a'r gallu i addasu i ffyrdd newidiol o weithio. Empathi gyda'r Gymraeg a diwylliant Cymru.	Gallu cyfathrebu'n effeithiol ar lafar ac yn ysgrifenedig drwy gyfrwng y Gymraeg.	Ffurflen Gais a/neu Cyfweliad

DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

Job Title:	**Health & Social Care Support Worker**
Grade:	**5**
Service:	**Adult Social Care and Homelessness Service**
Service Area:	**Denbighshire Locality**
Responsible to:	**Team Manager**
Job ID Number / Date Issued:	**951**
Welsh Language Category:	**Welsh language skills are desirable – level 1** **Welsh Language Levels**

Job Purpose

The post holder will work as a Locality resource, supporting citizens in their own homes or other community settings to maximise their independence and improve health and well-being in a coordinated way. They will carry out prescribed care as documented in the Multi-Disciplinary Team care plans. This may include components of personal, health and rehabilitative care. They will be working to clear guidelines and protocols with indirect supervision for all or most of the shift.

The post holder will provide assistance to level 4 care and support workers, who support citizens with more complex care and support needs. Health & Social Care Support Workers will be expected to promote a reablement ethos and work in a person-centred way to achieve clear outcomes and adhere to the principles of Fundamentals of Care.

The days and hours of work will be flexible (within contracted hours) and based upon the needs of the citizens which are being supported.

Principal Accountabilities and Responsibilities

- Work with sensitivity, dignity and respect and provide a high standard of care at all times, in line with Organisational requirements.
- The ethos of this service is 'Care First' despite any other barriers that may traditionally interrupt or stop care being delivered. The post holder will understand the impact of these challenges and will have the skills, creativity and training necessary to work with the citizen to overcome these barriers and achieve their health and wellbeing goals.
- To implement rehabilitation as identified within the prescribed care plan, under the supervision of registered practitioners, involving carers and relatives as appropriate. This may include a short term programme of assisting citizens to access community facilities and engage in hobbies or supporting registered professionals to implement therapeutic handling interventions.
- Support citizens to live at home by assisting and encouraging them to carry out personal care and life skills, promoting and encouraging independence and confidence where possible as documented in the plan of care.

- To carry out clinical interventions in accordance with the plan of care, reporting and recording results in accordance with local and Organisational requirements. Examples would include, taking blood, testing specimens, oral hygiene; physiological measurements e.g. blood pressure, pulse and temperature. All tasks appropriate to the role are subject to a Partnership Agreement and will be delegated in line with a scheme of delegation. Support citizens prior to, during and following any clinical interventions.
- Support services to prevent unnecessary admissions into health or social care settings
- Support with planned discharges from either health or social care settings
- Arrange for the provision of basic items of community equipment and support citizens using community and healthcare equipment and other assistive technology. To ensure safe use of all community equipment by self and citizen following appropriate training and the completion of a risk assessment by senior member of the team.
- To report regularly on citizens' progress and response to activities to registered professionals, identifying problems to appropriate senior members of the Multi-Disciplinary Team. This will include contributing to the formal reviews of the needs of citizens and the participation in team meetings to promote effective communication with all team members.
- To provide information and advice about community facilities and external agencies to promote choice and well-being and to meet the agreed outcomes for the citizen.
- To take appropriate action to ensure the protection of all vulnerable adults as well as recognizing reporting and responding appropriately to any emergency or urgent situation.
- To complete daily records and input relevant information onto computer systems for individual citizens and maintain confidentiality in accordance with Social Services' policy.
- To end intervention in line with good practice and demonstrate activities to any ongoing domiciliary care provider.

Additional Responsibilities

The HSCSW must:

- Undertake mandatory training programmes in accordance with the Partnership Agreement and attend regular training to update skills and maintain a portfolio of personal development. All activities undertaken must be limited to those which the post holder has been assessed as competent to undertake.
- Seek supervision if at any time they have doubts about their competence immediately if necessary.
- Adhere to Organisational Policies, Guidelines and Procedures, i.e. Lone Workers, Infection Control / body fluids as appropriate.
- Recognise they have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.
- Cooperate with management enabling the Partnership to meet legal duties.
- Report any hazardous or defective equipment.
- Participate in workplace audits.

Resources/Equipment/Material

Uniform, Personal Protection Equipment i.e. disposable gloves, Mobile Telephone, Laptop, Chronology Log Sheets, Time sheets. Health equipment [i.e. blood pressure machine, dressings, etc.] & relevant systems of work.

Supervision/Management of People

The H&SCSW is not responsible for the management of any staff although may be expected to support new team members in their role.

Knowledge, Skills, Training and Experience

- NVQ Level 2 in Health and Social Care
- Efficient and professional, motivated team player
- Flexible approach to duties and working hours and able to work with minimum support
- Excellent interpersonal skills and the ability to communicate effectively with a range of people
- A good standard of general education
- Experience in health and social care settings and within the community
- Experience in rehabilitative setting
- Experience of providing practical support with activities of daily living
- Ability to function cohesively as a member of a multi-disciplinary, multi-agency team
- Ability to carry out delegated duties i.e. accept instruction, report back to supervisor/appropriate professional, work within guidelines and respond appropriately to feedback
- Ability to act calmly in emergencies and respond in a professional manner to stressful and challenging situations
- Reliable and flexible with an ability to prioritise and work proactively
- Basic numeracy and literacy skills to enable completion of records and notes
- Basic study skills
- Excellent listening, communication and interpersonal skills with the ability to give and receive sensitive information concerning citizen illness and treatment
- Good understanding of the importance of promoting independence and the concept of reablement and intermediate care

Special Working Conditions

- Working in citizens own homes, so must have an awareness of those risks.
- Must be able to safely handle animate and inanimate objects.
- The post holder will work in a variety of locations; office based / public access buildings and citizens' own homes – all of which will have varying conditions.
- The Department has moved towards agile working for all community based staff.
- When working alone (providing face to face service at various locations around Denbighshire or in citizens' own homes) the post holder must be aware of the need to work within the parameters of the Lone Working Policy and to be aware of their own health and safety

Employment Checks/ Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years employment, evidence of essential qualifications, and evidence of Right to Work in the UK.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Vision/Context

The post will form part of a multi-disciplinary team that will deliver services across the county of Denbighshire and involve close working with colleagues. Innovative practice will be encouraged to meet the demands of a modernised social services function, within a challenging financial context.

The post holder will work to the advice and guidance of Registered Professionals along with a range of multi-disciplinary colleagues in a holistic manner to facilitate change and maximise potential.

DENBIGHSHIRE COUNTY COUNCIL PERSON SPECIFICATION

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form

how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

Post Title:	**Health & Social Care Support Worker**
Service	**Adult Social Care and Homelessness Service**
Grade:	**5**

CRITERIA	**ESSENTIAL**	**DESIRABLE**	**METHOD OF ASSESSMENT** Application Form / Interview / Presentation / References etc
1. EDUCATION & QUALIFICATIONS	NVQ level 2 in health and social care, the postholder must be prepared to complete QCF Level 3 planned training programme. Good Level of Education. Numeracy and Literacy skills to enable completion of records and notes. The postholder must be prepared to achieve the planned programme of work for this post and have the potential to achieve the competence framework within 18 months.	Basic Food Safety Basic First Aid Skills Manual Handling Passport QCF Level 3 in Health & Social Care BTEC Advanced Certificate in Developing Generic Health & Social Care Support Workers for Extended Practice. Registration with Social Care Wales (essential requirement on appointment)	Application Form Certificates and Interview
2. RELEVANT EXPERIENCE	Experience in health and social care settings and within the community. Experience in rehabilitative setting. Experience of providing practical support with activities of daily living.		Application Form and Interview
3. JOB RELATED KNOWLEDGE & SKILLS	A proven ability to work with direct supervision on a day to day basis. Ability to function cohesively as a member of a multi-	IT skills Customer Service Training	Application Form and/or Interview

	disciplinary, multi-agency team. Ability to carry out delegated duties i.e. accept instruction, report back to supervisor /appropriate professional, work within guidelines and respond appropriately to feedback. Ability to act calmly in emergencies and respond in a professional manner to stressful and challenging situations. Computer literate and able to use a range of IT programmes Knowledge of community equipment. Basic Health and Safety Awareness.	BTEC qualification – Community Equipment Risk assessment training	
4. PERSONAL QUALITIES	Excellent listening, communication and interpersonal skills with the ability to give and receive sensitive information concerning citizen illness and treatment. An ability to undertake activities that require frequent moderate physical effort. Flexibility and concentration when dealing with unpredictable situation in the workplace.		Application Form and/or Interview
5. OTHER REQUIREMENTS	Good understanding of the importance of promoting independence and the concept of reablement and intermediate care. An understanding of and respect for the needs of	An ability to communicate effectively both verbally and in written form through the medium of Welsh	Application Form and/or Interview

	older people and of ethnicity and diversity issues. An ability to travel within the geographical work area as required. An ability to work flexibly including unsocial hours and the ability to adapt to changing ways of working. Empathy with the Welsh Language and Culture		