JOB DESCRIPTION	
Job Title	Extra Care Support Worker
Portfolio	Social Services
Reports to	Extra Care Manager
Location	Extra Care Scheme

Job Purpose

1.1 To provide as part of a team, specified practical and emotional support to older people within the framework of the individual's care plan aimed at promoting independence and well being within their own homes in an Extra Care setting and surrounding areas.

1.2 The post offers the opportunities for staff to work in an Extra Care setting promoting independence through enabling tenants as part of a multi-agency team approach maximising their physical, psychological, social, emotional, cultural and spiritual needs as part of a key worker approach.

1.3 The post has a specific requirement to provide high quality person centred dementia care which focuses on the positive interactions and experiences of community living created by an extra care environment.

3.1 This post is key in providing support to people living in an Extra Care Facility along with the wider community, with the objective of promoting independence health and well being, promoting positive ageing and 'adding years to life' to older people through offering wider opportunities in a non-discriminatory way working within the CIW domiciliary care regulations.

3.2 This post requires the holder to work within a shift pattern which will include evenings and weekends and to support the manager in ensuring rotas are covered.

Principal Accountabilities

1. To Support people to live well at home.

2. Ensure support with all aspects of personal care (e.g. assistance to wash, bath, and assist individuals to manage continence) is undertaken in a sensitive and respectful manner and to highlight areas for improvement and development.

3. Support people with a re-ablement approach to maintain and enhance their skills to maximize independence.

4. Develop great relationships with the people we support, colleagues, other professionals. This will enhance and develop personal goals for the individual to maximize their independence and live a fulfilled life.

5. Assist individuals with the maintenance and development of daily living skills, including home related routine activities such as cleaning, budgeting, shopping and cooking ensuring that dietary, nutritional and health requirements are met.

6. Be flexible and be able to use your initiative to support people to a high standard at all times taking person responsibility to maintain these standards. . Due to the nature of the work a high degree of integrity and awareness of the need for confidentiality is required.

7. Assist the Activities Co-ordinator in meeting the recreational and leisure needs of tenants both within the extra care facility and the wider community.

8. Keep good records

9. You will be able to support people with their health and wellbeing, including arranging GP appointments, ordering medication where needed

10. Ensuring that individuals we support health, safety and welfare are met whilst in their own home and ensure appropriate risk assessments are in place whilst undertaking external activities including travel to and from a variety of locations in the community.

Supervision/Management of People
None
Employment Checks/Specific Requirement i.e. DBS
Enhanced DBS Registration of Support Workers with Social Care Wales
Special Working Conditions
None

Person Specification		
The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.		
Academic/ Professional Qualification	**Essential / Desirable**	**How this will be assessed?**
Knowledge and Experience		
Good general level of education	Essential	Application
Commitment to work toward NVQ/QCF Level II care	Essential	Application/Interview
Ability to keep accurate records / documentation	Essential	Application/Interview
To have an understanding of the needs of older people, including those who have a dementia.	Essential	Application/Interview
Work with older people and / or other vulnerable groups as part of a team	Desirable	
Skills		

To have a non-judgemental attitude and treat older people with dignity and respect	Essential	Application/Interview
The ability to promote independence by working alongside older people and work towards specific goals and outcomes.	Essential	Application/Interview
Ability to communicate effectively with older people, families, team colleagues, and other professionals within the context of your work.	Essential	Application/Interview
An understanding of the need for and an ability to work within the guidelines of confidentiality	Essential	Application/Interview
Ability to speak Welsh	Desirable	Application/Interview
Flintshire County Council Core Behavioral Competencies	**Essential**	**How this will be assessed?**
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview