

APPLICATION FOR EMPLOYMENT

Thank you for the interest you have shown in the vacancies within Stockton on Tees Borough Council.

Completed forms can be e-mailed to recruitment@xentrall.org.uk or posted to **Xentrall Recruitment Services, PO Box 891, Stockton on Tees, TS19 1JT**, marking the envelope in the top left hand corner with the post reference number.

In accordance with our recruitment procedures, your application will only be considered if it is received on or before the closing date as shown in the advertisement.

In the interests of economy, applications received via the post are not automatically acknowledged. If you require confirmation that your application has been received please enclose a stamped addressed envelope or telephone 01642 526992.

If you have not been contacted within 4 weeks of the closing date for receipt of applications, please assume that on this occasion your application has not been successful.

Support Worker

Vacancy ID: 009566

Salary: £8,390.50 - £ 8,709.50 Annually

Closing Date: 09/12/2018

Benefits & Grade

Grade E

Contract Details

Permanent

Contract Hours

18.5 hours per week

Disclosure

The successful applicant will be subject to an enhanced DBS check

Job Description


To ensure the wellbeing of service users in a day service setting, including where appropriate direct care, and enable them to maximise their stimulation and independence through participation in activities.

For detailed information on this role, please refer to the Job Description and Person Specification.

For a further informal discussion, please contact Manager Jackie Alderdice, Manager on 01642 527880

An online application form and further information is available from www.stockton.gov.uk/job-vacancies/. Alternatively you can contact Xentrall Recruitment Services, Tel: (01642) 526992 or email recruitment@xentrall.org.uk

Stockton-on-Tees Borough Council ensures that all customers, both internal and external receive a consistently high quality level of service.

 Stockton-on-Tees BOROUGH COUNCIL		JOB DESCRIPTION	
Directorate: Adults and Health		Service Area: Learning Disabilities	
JOB TITLE: Support Worker			
GRADE: E			
REPORTING TO: Manager (Day Options)			
1.	JOB SUMMARY: Ensure the wellbeing of service users, including where appropriate direct care, and enable them to maximise their stimulation and independence through participation in activities.		
2.	MAIN RESPONSIBILITIES AND REQUIREMENTS:		
	1	Ensure service user person centred plans are followed and implemented.	
	2	Create and maintain a supportive atmosphere where service users can achieve maximum stimulation and independence through encouragement and support in their participation in activities and personal care.	
	3	Participate in tasks associated with direct personal care of service users including for example toileting, bathing, dressing, and supporting with feeding, ensuring safe use and operation of all equipment used.	
	4	Contribute to the preparation and planning for the delivery of meaningful activities for service users in accordance with their outcome focused PCP's.	
	5	Ensure all information and documentation, in accordance with service procedures, in relation to service users, is recorded accurately and timely.	
	6	Ensure the Senior Support Worker is aware of any issues of concern relating to service users during their attendance at day services.	
	7	Ensure cultural, religious and linguistic needs of service users are met.	
	8	Ensure the safe handling and recording of medication dispensed, in accordance with procedures, and participate in the issuing of medication to service users.	
	9	Follow all relevant statutory, policy, codes of practice and procedure guidelines associated with the operation of the service.	
	10	Co-operate in ensuring service aims and objectives are implemented.	
	11	Ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate with the standards required by Stockton-on-Tees Borough Council.	
	12	Take reasonable care of your own health and safety and co-operate with management, so far as is necessary, to enable compliance with the authority's health and safety rules and legislative requirements.	
	13	Undertake such personal training as may be deemed necessary to meet the duties and responsibilities of the post.	
	14	Undertake such other duties and responsibilities commensurate with the grading and nature of the post.	
3. GENERAL			
Job Evaluation - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.			

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Workforce Culture and supporting behaviours and Code of Conduct – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

Shaping a Brighter Future – The post holder will embrace the Council's "Shaping a Brighter Future" programme.

Personal Development – As defined by the Council's Culture Statement, all employees will take responsibility for their own development.

Customer Services – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

Policies and Procedures – The post holder is required to adhere to all Council Policies and Procedures.

Health and Safety – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

Safeguarding – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

PERSON SPECIFICATION

Job Title/Grade	Support Worker	E
Directorate / Service Area	Adults and Health	Learning Disabilities
Post Ref:	32378	

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	<p>Good general education GCSE level qualification or equivalent</p> <p>Level 2 or 3 Diploma in Health and Social Care or equivalent.</p>	Level 3 Diploma in Health and Social Care or equivalent.	Application
Experience	<p>An understanding of the needs of adults with a learning disability</p> <p>Minimum of two years' experience of working directly with adults with learning disabilities</p> <p>Knowledge and experience of good practice that underpins adult care in care settings</p> <p>Knowledge and experience of how to implement Person Centred Care Plans and Individual Risk Assessments</p> <p>A willingness to undertake any training commensurate with the post</p>	<p>Knowledge of and experience of the assessment, care planning and review systems for adults with a learning disabilities</p> <p>Experience of supporting adults with learning disabilities to access community based services and activities</p> <p>Knowledge of the pressures and the difficulties families face supporting adults with learning disabilities to remain living at home</p> <p>Knowledge of the legislation that underpins adult care in care settings</p>	Application / Interview

Knowledge & Skills	<p>Good communication skills (oral and written)</p> <p>Ability to take guidance and instruction from management</p> <p>Ability to work alone, whilst using initiative, or as part of a team</p> <p>Skilled in adapting activities to meet individual needs and circumstances / situations from PCP's</p> <p>Ability to maintain records</p> <p>Be prepared to accept structured supervisions and appraisals</p> <p>Undertake such personal training as may be deemed necessary to meet the duties and responsibilities of the post</p>	ICT Skills, with a willingness to undertake training on appointment to meet the requirements of the job role	Application Form / Interview / References
Specific behaviours relevant to the post	<p>Demonstrate the Council's Behaviours which underpin the Culture Statement.</p> <p>Client focused</p> <p>Approachable</p> <p>Friendly</p> <p>Enthusiastic</p> <p>Positive approach and motivated</p> <p>Positive role model for staff and clients</p> <p>Reliable honest and flexible</p>		Application / Interview
Other requirements			

Person Specification dated March 2018

Conditions of Service

General

Conditions of service will vary from service to service. However, there are some general points to cover.

Conditions of service generally are those contained in the appropriate National Joint Council Schemes but have been supplemented in a number of areas by locally agreed conditions. The relevant Handbooks are available for reference in all departments.

Office Hours

The normal working week is 37 hours. Council offices are generally open to the public from 8.30 a.m. to 5.00 p.m. (4.30p.m. on Friday). The majority of office staff are able to take part in the Councils flexible working hours scheme. Elsewhere, fixed hours or shift working may be operated according to the needs of a particular service.

Annual Leave

The basic annual leave entitlement is 26 days plus 8 public holidays. Employees with 5 years continuous service receive 31 days annual leave.

Sick Pay

Most employees are covered by the provisions of the nationally agreed sick pay schemes which allow periods of absence on half pay and full pay according to length of service.

Pension

You will automatically be entered into the Local Government Pension Scheme (LGPS) unless you choose to opt out. This is a contributory pension scheme and meets Government standards for automatic enrolment. If you do not opt out within three months of joining the LGPS, you will not be eligible to receive a refund of your contributions but will instead be given deferred benefits within the Scheme. If you decide to opt out of the Scheme your employment, earnings and age will be monitored in line with automatic enrolment guidelines.

Medical Examination

Before commencing your employment, you will need to complete a medical questionnaire and may be subject to a medical examination.

Probation

New entrants to Local Government will be required to complete a six month probationary period.

Equal Opportunities

The Council is working towards an environment where all employees, residents and service users receive equal treatment regardless of gender or gender reassignment, marital or civil partnership status, sexual orientation, age, disability, race, religion or belief, social origin, pregnancy and maternity.

Job Sharing

A voluntary Job Sharing Scheme is in operation. Applications to job share are welcome and there is no requirement for you to apply with a partner.

Payment of Salaries

Salaries are paid monthly on the last working day of the month. All payments are made by credit transfer direct to a nominated bank or building society.

Smoking Policy

The Council operates a No Smoking Policy.

Politically Restricted Posts

The Local Government and Housing Act 1989, as amended by the Local Democracy, Economic Development and Construction Act 2009 designate certain posts as politically restricted. If this is the case it will be detailed on the job description and means that you would be disqualified from being a member of a Local Authority, the House of Commons or of the European Parliament. Further information is available upon request.

Rehabilitation of Offenders Act 1974

Having a criminal record will not necessarily bar you from working for the Council. This will depend on the nature of the post and the circumstances and background of your offence(s). To assist the Council in determining the suitability of your employment, certain posts are subject to a DBS check. If this is the case an appropriate statement will appear in the recruitment advertisement.