

Job Description

Job title: Reablement Support Worker (RSW)
Department: PramaCARE
Reporting to: Registered Manager

About the post:

To provide appropriate support to our clients, either within their own homes, or within the community. Our aim is to enable and promote all clients to reach a certain level of independence and maintain a community presence.

All staff are expected to carry out their duties without any discrimination towards others, and maintain dignity at all times. Clients have the right to choice, which must be respected and promoted at all times.

General Duties:

The role of a support worker can be variable and can include some, but not limited to, the following:

- Personal care
- Domestic duties
- Meal preparation and assistance with eating and drinking
- Social and emotional support when accessing the community
- Day trips and respite care
- Development and maintenance of independent living
- Support with finances
- Management of correspondence
- Support with taking and managing medication
- Record keeping

Each client is assessed and a specially tailored support plan is compiled to meet their individual needs. Support workers are expected to carry out all tasks detailed in the client support plan, this is both in and outside their home. These detailed support plans are present in each client's home. Any concerns or need for change should be reported to the Care Manager as soon as identified.

Training

All staff will be trained to carry out their duties in a safe and professional manner and deliver the quality of service that is expected. We offer all of our employees on-going training and the option to develop their own skills. Each member of staff is treated with dignity and is considered a valued and essential member of the team.

We believe in choices for independent living and the delivery of a high quality service, and seek to employ those who share our beliefs.

Key competencies:

1. Respectful and empathetic.
2. Strong spoken English skills, to be able to effectively understand and communicate with clients.
3. Able to make quick decisions and work well under pressure.

Terms and Conditions

Pay

- Starting rate of £12.80 per hour enhanced to £14.00 at specified times. Full details contained in your employment contract.
- Option of a guaranteed hours contract after you have passed probation.

Travel

- Current mileage rate is £0.45p per mile (maximum of 10,000 miles per year).
- Mileage between home and the first/last client of the day is paid subject to a deduction of up to 5 miles per day which will not exceed the actual distance travelled.
- Mileage can be claimed to between work/home when there is a 2 hour or more gap in your schedule.
- You must have access to your own vehicle, and have Business Use 1 level insurance for your policy.

Training and Induction

- A full face-to-face induction will be provided.
- You will be enrolled onto an online training system (MyLearningCloud) and be asked to complete courses before and after attending the face-to-face sessions.
- You will be paid for your online training and induction, subject to completion of training and managerial sign-off.
- You can claim mileage incurred through training at the rate above.
- You can be put forward for a Diploma in Care (formally NVQ) after you have passed probation.

DBS check

- Prama will fund the cost of your enhanced DBS check.

Holidays

- Holidays are calculated as 5.6 weeks per year pro-rata to the amount of days you work.
- This includes bank holidays. E.g. 5.6 weeks x 5 days = 28 days (including bank holidays).
- You will be expected to work a bank holiday if it is part of your working week. If you would like this off, please request it as holiday. You will need to give 4 weeks' notice of any holiday you wish to take.

Pension

- All eligible staff are auto-enrolled to the statutory pension scheme. You will be sent information with instructions on how to opt out if desired.
- Prama also offer a Stakeholder Pension. You can contribute between 1–5% of your salary and Prama will match this after you have passed probation.

Sick pay

- Sick pay is applicable after your first 3 continuous days of sickness, after you have passed probation.

Dress code

- There is no uniform, but please dress respectfully. Some things we do not allow: strappy tops, short skirts, heeled shoes. False and/or painted nails are not allowed for risk of infection to clients.

Referral scheme

- Staff referral scheme – Care Friends App. Contact people@prama.uk for more information.

Equipment

- All equipment is provided.

Other

- Within our ethos of putting our clients first, there may be a requirement to cover sickness and holiday of other staff.
- You will be enrolled on to a Health Care Cash Back Scheme after 3 months at no cost to you.