

Job Description

Role:	Care Practitioner
Reports to:	Service Manager or Registered Manager
Salary Scale:	£23,588 pro rata - additional payments for night shifts (£12 per night - £55 for sleep-in) and call out service (£10 per night)
Hours:	Up to 37.5 hours per week on a shift system, which includes evenings, weekends, and bank holidays. Part-time roles available.
Job Benefits:	<p>Enhanced pay for Bank Holiday working & night shifts</p> <p>Comprehensive induction and refresher training</p> <p>Mileage paid for travel during work hours.</p> <p>For contracted staff:</p> <ul style="list-style-type: none"> • 28 days holiday per year pro rata inclusive of bank holidays • Increased holiday entitlement with service • Pension Scheme • Medicash – includes access to 24hr GP, money off shopping and going out, wellbeing aids. • Life Insurance Scheme (after 6-month probation) • Excellent internal and external training offered. • Monthly staff prize draw

Essential Criteria

Basic IT skills – Microsoft Word & Email
 Basic reading and writing skills.
 Commitment to all training relevant to the role including having or working towards a level 2 or 3 RQF/NVQ
 Flexibility in covering shifts.
 Be able to communicate effectively.

Job Requirements

To work as part of a care and support team in Residential Services or Community Services.

To provide person centred support for individuals who have a range of physical and learning disabilities including people with profound, multiple learning disabilities and complex health needs. Working in partnership with the staff team, internal and external stakeholders, professionals, and the local community to achieve best practice in line with Stockdales' Mission statement.

The duties of a care practitioner will be directed by the Management Team, these can change dependant on the needs of the service and service users at any one time. The care practitioner role involves pushing wheelchairs and using hoists so post holders must be physically capable to complete these tasks.

The post holder will be provided with on-going professional development training and receive guidance and support from experienced managers. You must be committed to your own personal development and training needs.

Key Duties

- Complete health care tasks to a high standard.
- Be able to communicate effectively with people.
- Provide support to the team and to staff who are in their probation period.
- Provide dignified, person-centred care to service users in accordance with their assessed need. This includes facilitating personal care, supporting individuals with all identified self-help skills, helping people who are showing signs of distressed behaviour, following support plans, showing empathy, and contributing to multidisciplinary meetings.
- Promote fair access to health services by supporting service users to health appointments where appropriate.
- Be committed to the core training certificate, and an individual professional workbook.
- Carrying out all health care procedures in line the persons support plan.
- Assume shift leader responsibilities when directed and fulfil these responsibilities fully in line with the competency assessment framework.
- When delegated to be Shift Leader the responsibilities will include - delegating duties to the team on shift, medication ordering, stores orders, liaising with families and professionals, relaying messages accurately to seniors, escalating any safeguarding concerns reported to them following the organisational protocol & procedure.
- Actively engage in training and demonstrate a high level of commitment to personal and service development to enable Stockdales to maintain a competent, confident, and skilful workforce.
- Undertake core and professional training as stipulated by the organisation.
- Attend team meetings and supervisions and make a positive contribution to team and service development.
- Maximise service user outcomes and enhance their experiences by promoting new opportunities and achievements promoting community integration. This includes supporting service users on their holidays in the UK or abroad and/or working in service user homes providing home care packages of support.
- Demonstrate a good sound value base promoting dignity and respect at all times in line with policy and procedures.
- Ensure the health and safety of service users, staff and other people in the services is a priority. Follow and contribute to the risk assessment process for every task and activity undertaken by staff or service users.
- Monitor and maintain a high level of recording and report writing from all team members. Ensure that records are completed to a consistently high standard and that all incidents are properly and accurately recorded and reported.
- Maintain accurate and up to date records of the work undertaken with service users using both written and electronic media, maintaining confidentiality at all times.

- Prepare professional reports and attend meetings where necessary with service users, relatives, Service Managers, and all other identified workers.
- Contribute to assessments of need, formulation of plans and reviews. This involves working in partnership with other agencies and considering the wishes and feelings of the service users, their families and other relevant persons, in line with current legislation.
- Develop and maintain an awareness of safeguarding issues, the assessment process, and the management/recording of risks. Report concerns in line with the safeguarding policy.
- Demonstrate effective time management and be able to work without direct supervision including lone working as appropriate.
- You will be required to be occasionally involved in the residential out of hours emergency call out service. You will receive an additional payment for the nights you are on rota for the emergency call out service, and if you are called out Stockdales will pay for your transport costs.
- Ensure you are knowledgeable about Stockdales' Policies and Procedures and undertake any task deemed appropriate to the post and the remit of the service.
- Comply with the standards of conduct and practice established by regulatory bodies including CQC and Ofsted and ensure that you adhere to them at all times.

This job description is not intended to be either prescriptive or exhaustive; it is issued as a framework to outline the main areas of responsibility and is open to change and review at any time. The nature of Stockdales' work is varied and at times unpredictable. All staff are required to work flexibly to meet the needs of the Service Users and any demands on the service, this may result in additional tasks being undertaken that have not been covered in the job description.

This post is subject to a satisfactory DBS check and references as well as completion of an acceptable probationary period of 6 months and completion of all required training.

Stockdales is committed to being an equal opportunities employer, with a values-based recruitment process.

I have read and understood the above job description and understand the terms of which I agree to.

Name - _____

Signed - _____

Date - _____