

Job Description

Job Title: Care Assistant

Hours: TBC

Reporting to: Senior Care Assistant

Base: Care Home based

Job Purpose

To be part of an inspirational and pioneering team establishing our care home business and delivering our vision to *“create a world where everyone feels special”*.

Responsible for: -	Person Specification
<p>Provide direct care to residents supporting and promoting their independence choice, dignity, and overall wellbeing. Care activities will include but not be restricted to the following:</p> <ul style="list-style-type: none"> • Washing, showering, bathing • Promoting continence and assisting with toileting • Assisting with dressing • Assisting with food and fluid intake • Mobility <p>2. Care will be provided in line with each resident’s Personal Care Plan. Carer Team Members are expected to notice when resident needs have changed in line with the Planned Care day and inform the person in charge accordingly.</p> <p>3. Provide ongoing support for the residents, their family, and the Care Team. This includes liaising with the residents and their family to ensure they have supplies of personal clothing and grooming or beauty products that the resident prefers to use. This also includes liaison with the Laundry staff to ensure all clothing is labelled.</p> <p>4. Ensure all equipment is stored in line with the manufacturer’s instructions and is cleaned and stored appropriately after use. Faults will be reported, with equipment taken out of action to promote resident safety.</p>	<p>Skills and Knowledge</p> <ul style="list-style-type: none"> • Ability to communicate effectively verbally and in writing. • Basic IT literacy. • Ability to organise and prioritise tasks and work under pressure. <p>Behaviour</p> <ul style="list-style-type: none"> • Kind and compassionate with the ability to build caring and therapeutic relationships. • Able to demonstrate integrity. • Ability to demonstrate a positive and resilient approach to work. • Prepared to take accountability and ownership for duties/role. Flexible in approach to working hours/days/times. • Team player. • Willingness to participate in training and development in respect of requirements of the role.

5. Participate in resident activities and events held at the home.

6. The Care Team Member has a duty of care to respond to and provide support for requests for help, including emergency calls, irrespective of the resident's care package status or location within the home.

7. Closely monitor and report on residents' daily progress, ensuring all observations and interventions are recorded on Nourish and verbally escalated to the person in charge within an appropriate timescale. However, where the situation appears urgent it should be escalated to the appropriate Senior Manager immediately.

9. Support residents to create a homely environment in their apartments, assisting with organising their environment to promote wellbeing and independence.

10. Care Team Members within Dementia should support and participate in the development of meaningful activities and therapies for residents.

11. Attend initial and updated mandatory training as required, and actively engage in supervision and one-to-one meetings and yearly reviews. Seeking guidance from your line manager to ensure competent and confident performance.

12. Participate in the delivery of action plans resulting from the audit and internal compliance process.

13. Initiate an Accident and Incident Form (via Radar) where appropriate. Seeking advice via person in charge where appropriate.

14. Deal with any concerns or complaints raised by a resident or relative in a prompt, polite and appropriate manner reporting to the person in charge where a matter is unresolved and may be regarded as a Complaint or Concern.

15. Attend Staff Meetings as required.

16. Work flexibly within contracted hours (days, nights, weekends, and bank holidays) to ensure resources are

used efficiently and, where chosen, sign an opt-out clause under Working Time Directives.

17. Wear the provided staff uniforms in order to reflect a positive Principle Care Homes image ensuring that they are clean and presentable at all times.

Health and Safety

1. The post-holder will maintain their personal responsibilities under Health and Safety at Work Regulations, and compliance with the company Health and Safety Policy, ensuring safe working practices and the recommended storage of equipment, including but not exclusive to:
Control of Substances Hazardous to Health, Electricity at Work Lift & Lifting Equipment
Manual/Object Handling
Gas Installation & Use
Provision and Use of Work Equipment
Fire Precautions
Personal Protective Equipment
Legionella/Water Treatment
Waste Management
Reporting of Injuries, Diseases & Dangerous Occurrences Regulations.
2. Appraise and assess measures used to prevent infection control hazards, considering the individual nursing, social, physical, and psychological needs of the resident.
3. Follow and report all concerns and incidents in line with the company incident reporting and whistleblowing procedure, including safeguarding adult's procedures.

This job description is not prescriptive; it merely outlines the primary aims and tasks and responsibilities which may evolve and change over time. Any changes will be made in consultation with the job holder and in agreement with the Senior Management Team.