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| Camphill  Communities  of Ireland | **The Bridge Community**  **Main Street, Kilcullen**  **Co. Kildare, Ireland** | **Tel. 045 - 481597**  **Fax: 045 - 482962**  **Website:** [**www.camphill.ie**](http://www.camphill.ie/)  **E-Mail:** [**thebridge@camphill.ie**](mailto:thebridge@camphill.ie) | Member of the Association of Camphill Communities of Great Britain and Ireland |

Job Description for Social Care Worker

# Background to the post:

Camphill Communities of Ireland (CCoI) works to create sustainable intentional communities where children and adults of all abilities, many with special needs, can live learn and work with others in healthy social relationships based on mutual care and respect.

## Job title: Social Care Worker

## Reports to: House Coordinator / Person in Charge (Social Care Manager)

# Job Purpose & Role:

* Model and coordinate support to residents in the Community's residential household(s) providing a safe homely environment where each resident has access to comprehensive, person-centred and holistic personal support.
* Provide support to persons with intellectual disabilities in all aspects of daily living, including personal care.
* Manage and oversee the day to day running of the residential household(s) within the Community.
* Work within community budgets.
* Manage administrative and financial systems of the home and ensure that buildings are well maintained and in good repair. Bring any issues about the home to the attention of the House Coordinator / Person in Charge.
* Manage the house team ensuring that there is adequate cover for resident support at all times and organise schedules if needed.
* To ensure the provision of a quality service, working in partnership with the person being

supported, members of the Community and the person’s wider circle of support.

* Participate in and occasionally chair regular house meetings.
* Shift manage coworkers, employees and volunteers within the house team and assist in the process of induction of new coworkers, staff and residents.
* Coordinate and ensure the support needs of residents are met in their daily lives.
* Ensure that the Community provides the best standard of care and support, complies with legislation, policies, best practice and can demonstrate the same.
* Ensure a healthy and nutritious diet is offered that takes individual needs and choice into account
* Maintain comprehensive and up to date residents’ records.
* Undertake responsibility for health and safety in the home in line with policy and procedure and maintain necessary records.
* Ensure all appropriate records are maintained and up to date for each resident.

# Core Duties and Responsibilities

## Supporting people to achieve positive outcomes:

* Uphold and develop a person-centred culture within the context of Camphill's ethos and values.
* Support people to be at the centre of any planning about their own lives.
* Participate in ensuring that residents have comprehensive, person-centred and holistic personal plans that support each resident’s voice, choice and control.
* Support residents and the Community to develop and sustain a viable and thriving community.
* Support adults to achieve their goals and full potential including;
  + Enabling people to develop their cultural, spiritual and emotional needs as well as their health, relationships and communication requirements.
  + Involving people using communication/language that is meaningful to that person.
  + Providing the type of support that the individual wants and needs, at times requested by them, thus supporting the development of relationships of trust and confidence.
  + Encourage and support individuals to take part in communal activities and festivals
* Assist with appointments and events as and when required (e.g. planning, accompanying as required, etc. Occasionally accompanying a person on a short break or holiday if necessary)
* Supporting people that display challenging behaviour through the development and implementation of behavioural support plans and positive behavioural support
* Support, develop and engage with each resident’s circle of support and enable residents to access community support including advocacy support, where necessary.

## Maintenance of up to date residents’ records:

* Ensuring personal plans and records are comprehensive and up to date for each person whose support you are responsible for.
* Participate in residents’ reviews as required and engage with others where needed in the organisation of reviews.
* Ensure that complete and accurate records are maintained for each person supported, including as appropriate individuals’ personal needs assessment, risk assessments, file notes, communication plans, behaviour management support, heath action plans, medication management records and financial records.
* Maintain records of incidents and notifiable events and follow up on actions if required.
* Promote an open culture to learning, feedback, comment and complaints
* Liaise and work closely with a range of other support services, multi-disciplinary agencies, families and other professionals as required.

## Meeting the personal care and welfare needs of residents:

Be key worker to residents in the house community and ensure the individuals’ needs are met including:

* Physical Support (e.g. moving & handling, fire safety, cleaning, laundry, infection control, mobility and communication needs).
* Personal Care (e.g. dressing, bathing, toileting, assistance with eating, sleeping support, skincare, first aid, health promotion).
* Administration of medication, money management support and risk enablement.
* Promoting community activity, employment, education and leisure/social opportunities.
* Working as a team member, supporting the development of best practice and learning (e.g. attend team meetings, share learning from training).
* Developing consistent working practices and clear responsibilities for home interior, home exterior and supporting health and wellbeing of individuals in workshops, garden and grounds.
* Having a willingness to share duties and support each other (e.g. liaise with the workshops to make sure house-to-work transitions are managed according to individuals’ needs).

# Other Tasks:

Working within and supporting the delivery of services that meet current relevant national legislation and best practice standards. Adhering to Camphill policies and procedure at all time, including:

* Medication management
* Risk management framework
* Challenging behaviour and positive behaviour support
* Health & Safety
* Confidentiality
* Safeguarding Framework
* Code of conduct and duty of care.
* Keeping accurate and appropriate notes and records as may be required in terms of providing safe quality care and support for an individual (e.g. managing risks, accidents, incidents, concerns, complaints, medical matters and changes in people’s circumstances)
* Taking an active role in your personal and professional development through supervision and training opportunities.
* Being an active member of the Wellbeing Meeting and positively contributing to the management and development of the Community.
* To behave in a manner that reflects positively on The Bridge Camphill Community at all times.

This job description is not exhaustive and there may be times you will be required to undertake other duties in order to meet the needs of other individuals within The Bridge Community.

To undertake other reasonable comparable duties as requested by the management group.

**This post requires you to work flexibly, and will include working evenings, weekends and sleep over/waking night duties if required. We offer continuous care and welfare support, 365 days per year to the people who live in Camphill Communities. Arrangements for working hours will be agreed with individual employees based on the care and welfare needs of residents, and this may be subject to change.**

**Signed for and on behalf of Camphill Community, Camphill Communities of Ireland**

**Signature of Authorised Signatory \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name of Authorised Signatory \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**I accept employment on the Job Description outlined in this contract**

**Signature of Employee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Name of Employee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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|  | | **Person Specification for Social Care Worker Role** | | | |  |
| Competences | Essential | | Desirable | Short-listing | Interview |  |
| Qualifications | * Qualified Diploma in Health & Social Care or equivalent | | * Qualification at third level degree in Social Care Worker/ Social Care Leader * Commitment to work towards advancing learning in Health & Social Care | ✓ |  | Application Form & Verification of  Qualifications/ Certificates |
| * Holds a clean driving licence | |  | ✓ |  |  |
| Relevant Experience | * Has a minimum of 3 year’s work experience in social care or related field * Health and Safety experience in residential support. * Experience of housework tasks such as cleaning, cooking and laundry and maintaining fabric of the house in good repair. | | * Experience of living in a intentional community | ✓ | ✓ | Application Form & Interview |
| * Experience of providing support to people with complex needs or challenging behaviour | | * Have experience of enabling and developing citizenship rights. | ✓ | ✓ | Application Form & Interview |
| Skills | * Contributing actively to a team to provide consistent and quality support for people with complex needs in a residential community. * Display an ability to shift lead a team in a positive, assertive and sensitive manner. * Have an ability to plan, organise and prioritise workloads. * Experience of record-keeping such as day notes, medical records, personal financial data, and using IT to support management systems. * Have a comprehensive ability to communicate, liaise and co-ordinate with other professionals, family, colleagues and other agencies, both verbally and in writing. * Experience of producing high quality personal plans. | | * Practical Skills that could be shared e.g. DIY, and gardening, craft, art, dance, drama * Openness to working with group management practices that strive for collaboration and consensus where applicable * Experience of producing high quality assessments * Experience in Seizure management | ✓ | ✓ | Application Form, Interview & References |
| Knowledge | * Demonstrate a comprehensive understanding and have experience of working with people with learning disabilities. * Thorough knowledge of the HIQA quality standards and the relevant regulatory framework. * Excellent knowledge of best practice in personalised care and welfare support. * Knowledge of food hygiene/manual handling/health & safety standards and practices. * Confidentiality and duty of care. * Speak and write English fluently. Good numeracy skills. | | * Knowledge and understanding of safeguarding requirements including Trust in Care and Children First. | ✓ | ✓ | Application Form, Interview & References |
| Personal Competencies | * Ability to rapidly assimilate the ethos and ideals that underpin an intentional life-sharing community, and uphold the same in the organisations practises. * Resident-focus in your work. * Be able to solve problems and make decisions. * Positive, Empathy & Understanding * Flexible & Reliable * Be committed to the principles of rights-based, person centred support. * Respectful & non discriminatory * Physically fit and able to undertake safe manual handling practices | | * Perseverance & Motivation * Hobbies, interests, sports and other activity based skills that can be shared * Openness to a variety of therapeutic models including holistic complementary therapies | ✓ | ✓ | Application Form, Interview & References |
| Additional Requirements | * Commitment to work towards Anthroposophical learning.   🡺This post is subject to Garda vetting and enhanced disclosure. | |  |  | ✓ |  |