



Role Profile

Care Practitioner

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|---------------|----------------|-------|---------|
| Reference No. | A4523 | Type | Generic |
| Service | Adult Services | | |
| Job Family | Care 4 | Grade | FC5 |

Purpose

Promoting social inclusion by working with people to maximise their personal independence, health and wellbeing to access opportunities in their local communities. Undertake a key role in the development/amendment of care plans. To deliver care and support to meet the assessed needs of each service user. The post holder will provide direct care and support to the service users. The range of care and support tasks and activities will be undertaken is detailed in the care plan and in accordance with the relevant risk assessments. The workload management and facilitation will be determined by Senior Social Care Worker.

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:

Providing a wide range of care and support to service users to meet their assessed needs through goal setting objectives and in accordance with best practice taking account of Practice Standards.

Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility

To ensure you achieve registration with SSSC as a **Support Worker in a Care at Home Services, Support Worker in a Care Home Service for Adults and a Support Worker in a Housing Support Service** within 6 months of starting in a new role, you must apply to register within 3 months of your start date.

To maintain your registration, you must hold or work towards the SSSC benchmark qualification for the role.

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| | <p>This includes SVQ Social Services and Healthcare at SCQF level 6. The benchmark qualifications are listed here: https://www.sssc.uk.com/registration/help-with-register-parts-fees-and-qualifications/.</p> <p>If you do not currently hold a benchmark qualification, your registration will be granted subject to the condition that you achieve the required qualification within your first period of registration.</p> <p>Ability to provide a regular and effective service</p> | <p style="text-align: center;">✓</p> | |
| <p>To act as Keyworker including monitoring and ensuring the service user is being offered the opportunities, experience, care and support identified in their support plan.</p> <p>Keeping accurate records of outcomes focused support planning and review for the people whom you support.</p> <p>Ensuring changes in service user health and wellbeing, care plans, risk assessments etc. are recorded and communicated across the team</p> <p>To work as part of a team liaising with colleagues to ensure an integrated, multi-disciplinary approach to service delivery.</p> | <p>Ability to work and negotiate with other professionals</p> <p>Good verbal and written communication skills</p> | <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> | |
| <p>Be proactive in the care planning monitoring target outcomes to meet and achieve identified service user goals. Ensuring that the support plan includes up to date risk assessments and risk management plans. Case notes, communication documents are kept up to date. Planning and organising reviews and ensuring all documents are signed and dated.</p> | <p>Ability to organise and take part in a range of activities both indoors and outdoors and promote a healthy active lifestyle</p> <p>Experience in being adaptable being able to respond to planned and unplanned situations in a calm but flexible manner</p> | <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> | |

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| Implementing goals and objectives contained within the support plan. Engaging purposefully with individuals and promoting self-care and independence. | Knowledge of working in a trauma informed manner Knowledge of Adult Support and Protection Ability to use own initiative | ✓ ✓ | |
| To work effectively within a multi-disciplinary environment to ensure best outcomes for the service user. | Team work skills | ✓ | |
| To be able to undertake Physical Intervention training and to implement physical intervention care plans and maintain accurate records in relation to this. To apply theory to practice and to be committed to the principles of restraint reduction. | The ability to provide support for service users including physical intervention taking into account the legislative framework | ✓ | |
| Supporting personal care tasks e.g. washing, bathing, maintaining personal hygiene, continence care, nutrition and fluid intake. Organise, support, and participate in a range of social, sporting, and cultural activities with service users. | Ability to use manual handling equipment Experience of people and object handling Accuracy Skills | ✓ ✓ ✓ | |
| Undertaking Housing Support tasks including: General counselling and support, providing life skills coaching and training to maintain tenancy standards, assist with housework tasks, provide support with claiming the correct benefits and payment of utility and other bills. Assisting with the security, general maintenance, reporting repairs and upkeep of the house. Advising, or assisting with other tenancy related issues including dealing with relationships and disputes with neighbours etc. Ensure fire safety tests and equipment checks are completed and recorded in line with HMO or tenancy requirements. | Knowledge of Social Security benefits Able to resolve conflict in a solution focussed manner | ✓ ✓ | |
| Support service users via the management of their medication including, the safe storage of controlled drugs, record keeping, administration, ordering, reviewing and regular audits. | Able to maintain accurate records | ✓ | |

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| Support Service Users in the management of their benefits and finances, Including maintaining financial record keeping. | | | |
| Ensuring that all duties and responsibilities are performed in a safe manner to minimise risk to service users, carers, colleagues, and members of the public. | Able to identify and manage risk in line with procedures | ✓ | |
| | IT skills | ✓ | |
| Ensuring that all information received is appropriately disseminated in accordance with the data protection legislation taking into account the Scottish Information Sharing concordat. | Knowledge of National Care Standards | ✓ | |
| | Experience of maintaining and retaining confidential information relating to sensitive or personal matters | ✓ | |
| | Knowledge of data protection requirements | ✓ | |
| The ability to review their own learning and developmental needs, participating fully in supervision, team meetings, training and taking responsibility for post registration training and learning. | Undertake a programme of continuous professional development (ongoing training) | ✓ | |
| Undertake and participate in various service audits and quality monitoring tasks. This includes Support Plan audits, Finance audits, Health and Safety audits, Medication audits, Restraint audits etc. | | | |
| Undertaking all other duties as required for the role. Duties will be in line with the grade. | | | |

| Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following: | | | |
|--|---|----------|----------|
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Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.

Additional Information – the following information is available:

- Skills Framework (if applicable)
- **How** we work matters

Expected Behaviours

Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values.

Please refer to How We Work Matters Guidance to learn more.