



Job Description and Person Specification

Extra Care Support Worker

Responsible to:	Registered Manager
Location:	St Martins Extra Care Scheme, Gillingham
Salary:	£12.19 p/h for days. £15.24 p/h for weekend days £16.21 p/h for nights £24.38 p/h for bank holidays

Introduction

Are you looking to make a difference to people's lives and want to work in an environment where no two days are the same? If you do, then we have a fun and exciting opportunity for you to work within your local community supporting people to live independently. Whether you come from a Retail, hospitality, or a service industry background, or you are looking to find your career with your first job, choosing a role as a support worker will be the most satisfying decision you will make.

You don't need to have experience to be a Support Worker, you just need the passion for increasing or further improving people's quality of life. You will be encouraged to grow and develop as part of the organisation through our excellent training programmes which starts with a full induction, through to training that offer you career progression and job security.

You will become part of a team that is supported by a welcoming and inclusive employer, where all colleagues feel they belong.

What is St Martins Extra care?

St Martins is a newly built independent living development that has 55 flats, 45 one bedded and 10 two bedded, and is set in the beautiful village of Gillingham in the north of Dorset. St Martins gives people the opportunity to live as independently as possible, with the peace of mind knowing that support available 24/7. St Martins is based in the heart of the community that gives easy access to shops, health centres and transport.

What will I be doing as a support worker?

The day-to-day job of a support worker will vary depending on the needs of the person you are supporting. But can involve supporting people to manage day to day tasks such as caring for themselves, providing emotional support and enabling them to live as fulfilling life as possible.

All support is provided in a **person-centred** way where the focus is on the positive **outcome** that is being **led** by the person being supported, and you will experience a feeling of satisfaction and happiness when you see a person you support achieve their **outcomes**.

The difference that you will make to people's lives should not be taken for granted in anyway, because in the role of the support worker you are the one that enables people to live their lives in the way that they choose.

Being a Support Worker is incredibly rewarding for many reasons, and each Support Worker will have their own personal reasons. But the one thing that everyone says is that no day is the same, and the sense of pride you will get from making a difference to people lives is priceless. And you will make a difference!

Main duties of the Role

The day-to-day job of a Support Worker differs depending on the needs of the person they are supporting, and this can include some of the following, but this is not a complete list:

- Supporting people to carry out their daily tasks to take care of themselves which may involve providing physical support such as helping with household tasks and personal care.
- Assisting people to learn new skills that will support them to become more independent whether in their homes or out in their communities.
- Providing emotional support, by listening or guiding people to contact the right place or person that can give them the correct support that is needed.
- Supporting People who may have physical or mental health conditions to remain as independent as possible.
- Supporting people to manage their personal finances, and making sure that people are not at risk of any financial abuse.
- Providing the support required to enable people to have an active social life and participate in social events of their choice.
- Supporting people with attending health appointments or managing any medication, this could be through reminding to take or administering for them.

Health and Safety

To implement, operate and maintain safe systems of work in accordance with Care Dorset policies, procedures and guidance, training, and associated risk assessments.

To report to your manager or nominated person any issues for concern relating to significant risks, incidents (including near misses) and or accidents which give cause for concern in relation to safe systems of work (affecting your own health and safety or that of others affected by your work activities).

Who Are Care and why you should join us?

Care Dorset are a marketing leading provider of health and social care support to people within the beautiful county of Dorset. Care Dorset believe that where possible people should receive the care and support, they need in the place they prefer. Mostly, that means at home where possible. We are passionate about not only providing the highest quality of supports, but in also providing rewarding and meaningful career opportunities to our colleagues.

Our amazing team of support workers, along with our other equally valued care Dorset Colleagues, are genuinely our greatest assets, and are the ones who positively promote all of Care Dorset's values daily through the fantastic and passionate support that they provide. We welcome people that are either new into

the role, or people who are looking for their next opportunity in social care, whichever of these people you are, you will become a valued and important member of an already amazing team!

What Benefits Will I Receive

- Generous Annual leave entitlement - starting at 27 days, rising to 31 after 5 years (exc. Bank holidays)
- Enhanced Maternity Pay
- Occupational Sick pay entitlement from day one
- Funded Blue Light discount package (superb discounts on travel, leisure, entertainment and more)
- Access to Employee Assistance Programme
- Comprehensive induction
- Excellent training & development opportunities supporting career progression.
- Access to Litmos online learning platform – our one stop shop for learning & development
- Refer a Friend Bonus - up to £300 per person you refer (Uncapped and paid on successful appointment)
- Celebrated success through annual awards ceremony