

DEMENTIA SPECIALIST SUPPORT WORKER

Purpose of the Role:

To provide care and support to people within their own homes, in the way that they wish to receive it. You will help people to achieve aspects of their individual daily living tasks including personal care, meal preparation, administration of medication, shopping & general household tasks.

You will strive to deliver the Alzheimer's & Dementia Support Services ethos of being person centred; promote best practice so that the service(s) achieve the highest possible standards and always maintain confidentiality and dignity. You will enjoy working as part of a wider service delivery team that works together to champion the rights of people affected by dementia to participate in family and community life.

Reporting to:	Dementia Care Manager/Supervisor(s)/Senior(s)
Location:	The home addresses of the people we support within Dartford, Gravesham & Swanley.
Hours:	Part-Time and Full-Time roles available (20-40 hours per week)
Salary:	Between £13,520 & £27,040 per annum
Reimbursement:	Mileage accrued at the rate of 45p per mile
Holiday allowance:	25 days pro rata full-time allowance PLUS Bank Holidays
Employee Benefits:	Life assurance (3x annual salary), Medicash scheme, flexible working arrangements

Full terms, including compliance with all relevant policies and procedures, are as outlined in the written terms of employment and the Alzheimer's & Dementia Support Services employee handbook.

Main Responsibilities:

1. Provide care and support with all aspects of daily living, including personal care, medication administration, shopping, emotional well-being and domestic tasks by following each persons' individualised Care Plan.
2. Actively promote informed choices and decisions, inclusion and emotional well-being, enabling people to remain autonomous within in their own home and their local community.
3. Ensure you achieve the highest standards of Care against agreed standards. Strive to achieve the highest possible levels of comfort & dignity for the people we support.
4. Ensure that all monitoring processes are followed and that accurate records are kept digitally.
5. Work in a compassionate, empathetic and caring way; affording the people who use the service, the highest levels of patience, understanding and kindness.
6. Work with the Senior Support at Home Team to achieve objectives and outcomes within agreed parameters set, such as engaging with feedback and incentives.
7. Actively promote and protect confidentiality and dignity in all areas of the organisation.
8. Positively engage with training, supervisions, team meetings and appraisals and contribute to the development of the service.
9. Work in accordance with Alzheimer's & Dementia Support Services policies and procedures and act as an informed advocate for the Charity.

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This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The Chief Executive Officer may stipulate other reasonable requirements.

THIS POST IS SUBJECT TO A FULL DISCLOSURE AND BARRING SERVICE REPORT

PERSON SPECIFICATION:

	Essential	Very Desirable	Desirable
EXPERIENCE			
Significant experience of working with / caring for people with dementia and meeting their emotional and physical needs		✓	
Significant experience of working undertaking personal care in a sensitive and thoughtful manner that safe guards dignity and clients well being		✓	
Experience of supporting people whose behaviour may challenge us		✓	
Significant experience of keeping accurate and effective records.		✓	
Significant experience of working in a person centred way where the needs and aspirations of the individual are promoted.		✓	
SKILLS & ABILITIES			
Able to engage positively with each individual to ensure they maintain their independence and achieve emotional, physical and financial wellbeing		✓	
Able to be methodical in your work, paying particular attention to detail			✓
Able to think reactively and understand where to get support.		✓	
Effective in verbal and non-verbal communication with a good level of English speaking/writing		✓	
Ability to speak a language other than English			✓
Able to manage time effectively		✓	
KNOWLEDGE			
An understanding of dementia, the needs of people with dementia and their carers		✓	
Knowledge of relevant legislation including Health & Safety, Mental Capacity Act, Safeguarding / Adult protection			✓
An understanding of the need for client confidentiality		✓	
PERSONAL QUALITIES			
Responsible, reliable and conscientious		✓	
Flexible and enthusiastic team worker		✓	
Committed to on-going personal professional development		✓	
Able to manage the impact of working with and alongside potentially distressing information		✓	
A non-judgemental response to the behaviours exhibited by people with dementia		✓	
Committed to promoting equality, diversity and inclusion		✓	
QUALIFICATIONS			
A minimum of NVQ Level 2 /QCF or equivalent (or willingness to work towards)		✓	
LICENSE			
Full UK Driving License	✓		