

Job Title: Senior Support Worker

Reports to: Team Leader, Clinical Lead, Operations Director

Main functions of the job:

(Note: In addition to these functions, employees are required to carry out such duties as may be reasonably be required).

To maintain care skills at a current level, and undertake such training and development as may from time-to-time be required to maintain practices as up-to-date.

To provide leadership to the care functions of the scheme.

To provide care in accordance with current best practices, according to policy and procedures, agreed standards, legislative requirements. To supervise the support services within the scheme in accordance with agreed standards.

Supervisory Responsibilities:

To supervise the support functions within the scheme and support the Team Leader

<p>Main Duties (Not in any Order of priority) Main Duties (Not in any Order of priority)</p>	Management of the scheme
	Develop effective working relationships with the Team Leader of the scheme.
	Support an open, positive and inclusive management culture.
	Participate in the development of the schemes objectives.
	Participate in the evaluation of the scheme against agreed organisational goals, as well as business and quality objectives.
	Work to establish effective employer-employee relationships.
	Minimise legal risks.
	Participate in the maintenance of the schemes management information systems.
	Assist in the formulation and implementation of policies and procedures.
	Assist in the implementation and maintenance of the standards required by legislation related to the registration of the support provider.
	Work in a cost-effective manner.
	Be involved in the implementation and maintenance of the organisational quality assurance programme.
	Systematically solve day-to-day problematical issues which arise.

Main Duties (Not in any Order of priority) Main Duties (Not in any Order of priority)	Management of the scheme
	Assist in the development of the philosophy, goals and objectives of the organisation.
	Assist in the assessment of the effectiveness of support implementation and delivery.
	Implement action to meet and maintain care standards.
	Work in co-operation with members of multi-disciplinary health teams so as to maximise opportunities for tenant therapeutic care.
	Ensure that the tenants' rights are protected.
	Encourage a model of self-care and tenant rehabilitation.
	Evaluate Care / Support Plans
	Professional Long Term Care Leadership
	Encourage innovative methods for the delivery of support.
	Encourage health promotion within care strategies.
	Seek opportunities for personal and professional growth.
	Promote a positive image for residency / services provided and employment with the scheme.
	Management of the Human Resources
Co-operate with the implementation, evaluation, orientation and induction of all new employees.	
Assist individual staff members to develop in their roles and levels of compliance with agreed standards.	
Support the implementation of organisational policies and procedures	
Support the effective resolution of team conflicts	
Support a work atmosphere which promotes a high quality of work life.	
Support and maintain a culture of performance and excellence.	
Working Hours	Full Time and to work opposite the Team Leader in any of our schemes
Qualifications Required	NVQ Level 3 or currently achieving this award, a minimum of 2 years' experience in a Health and Social Care Setting