Kent County Council

Job Description: *Care Worker*

Directorate:	**Adult Social Care and Health**
Unit/Section:	**Service Provision, Older People's Short Stay Services**
Grade:	**KSC**
Responsible to:	**Team Leader/Deputy Manager/Manager**

Purpose of the Job:

Provide a complete range of social, physical and personal care to older people that are living with dementia or frailty, promoting independence at all times.

Main duties and responsibilities:

1. Deliver personal care and emotional support to people we support that are staying on the units.
2. Support people we support to regain their independent living skills by working in a way that promotes independence, and buy implementing plans set by OTs and physiotherapists.
3. Encouraging people we support to participate in activities on the unit, and deliver 1:1 activities with people if they prefer that.
4. Keep clear, understandable and succinct care records, and notify the team leader of any concerns they have about people we support.
5. Attend regular one-to-one meetings, team meetings, and training courses, and ensure mandatory training is in date at all times.
6. Support the team leader to deliver a safe and effective service.
7. Promote inclusivity, embrace diversity and ensure equality and ensure that people we support are at the centre of their care at all times.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Care Worker*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	Desirable 1. Level 2 Diploma in Adult Care or equivalent 2. Care Certificate or equivalent If you do not hold these qualifications, you must be willing to undertake them while in this role.
EXPERIENCE	• Experience of care and support of vulnerable people, preferably older people
SKILLS AND ABILITIES	• Ability to empathise with older people, their unpaid carers and their families • Ability to communicate in a clear, patient and encouraging and effective manner • Ability to understand non-verbal communication • Ability to provide care in accordance with person we support's care plan • Ability to escalate concerns to the team leader when the person we support appears to be deteriorating • Ability to accurately record the person's condition/progress on their care plan • Ability to travel to and attend training sessions
KNOWLEDGE	• Knowledge of older people's needs • Awareness of Health & Safety procedures relevant to the job iA • Awareness of data protection and confidentiality issues • Awareness of and compliance with equality policy, procedure and legislation
KENT VALUES AND CULTURAL ATTRIBUTES	**Kent Values:** • We are **brave.** We do the right thing, we accept and offer challenge • We are **curious** to innovate and improve • We are **compassionate**, understanding and respectful to all • We are **strong together** by sharing knowledge • We are all **responsible** for the difference we make Our values enable us to build a culture that is: **Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and

	respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering -** Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making