

Job Title	Carer
Reports to	Head of Care / Deputy Home Manager
General scope of post	Provide support and personal care to residents as specified in the personal plan and to work in accordance with the Orders of St John Care Trust Standards and Values.
Key Accountabilities	• Attend to the personal care and wellbeing of residents; act as a key worker for a number of residents to ensure their needs are identified and met • Understand responsibilities in relation to providing outstanding care, adhering to health and safety, food hygiene, fire precautions and emergency procedures, infection control and emergency aid and other Trust policies. • Ensure the safeguarding of all residents, employees, volunteers and visitors to the Home through adherence to relevant legislation, procedures and codes of practice relating to care, health and safety, food hygiene, fire precautions and emergency procedures, infection control and emergency first aid. • Active participation in training to ensure personal development and to build knowledge and competence relative to the role. • Work effectively in a team and supporting the Senior Carer/ Care Leader in caring for residents during a shift. • Take responsibility for identifying and resolving non-compliance or possible improvements including health and safety and other legislative and procedural requirements, through the line manager or Whistle-blowing route. • Ensure residents are supported to make their own decisions in accordance with the mental Capacity Act. This will include ongoing assessment of capacity, gaining resident consent and supporting positive risk taking.
Number of Direct Report	This role has no direct reports
Financial Responsibility	This role holds financial responsibility
Knowledge, skills & Abilities	Must be able to demonstrate literacy and numeracy skills in the English language Basic IT Skills Maths and English at GSCE level or equivalent Must complete the Care Certificate within 12 weeks of joining the Trust Diploma/NVQ Level 2 in Health and Social Care or equivalent is desirable

Role Profile for Carer

Person Specification

ESSENTIAL	DESIRABLE
<u>Education and Experience</u> Demonstrates a desire to work in care Understands the implications of working in a care setting Previous experience of caring for someone or experience of working in a residential care setting	Level 2 Diploma in Health and Social Care or equivalent (or is willing to work towards)
<u>Technical and Job Specific Requirements</u> Working knowledge of Care Standards Act, HSAW Act, Food Hygiene, Infection Control, Risk Assessment , Care Plans and Reviews Experience of working with and completing Care Plans Awareness of CQC Competent using Microsoft Outlook including Word and Excel	Trained in Dementia Care
<u>Behavioural Qualities</u> Takes time to really understand the thoughts, feelings, views and opinions of others. Clear communicator with persuasive verbal and written skills Ensure that everyone is heard; respect and value other peoples beliefs, knowledge and experience Planning and organising skills, time management and detail focused Comfortable dealing with conflict situations Commits time to building relationships; works with others to jointly plan and achieve actions Commitment to equal opportunities and non discriminatory practice	