

SUPPORT WORKER



Scope of the job:

Azure Support Services is commissioned by a number of agencies to provide support to various adults who have learning disabilities who reside in their own homes.

Azure's Supported Housing provides a range of supported housing services in Washington, Newcastle and Northumberland. Houses are staffed predominately on a 24 hour basis with some on a peripatetic basis. The role of the Support Worker is to enable the client to live as independently as possible. The clients are supported to develop skills and abilities and to be able to maintain their tenancies.

Azure Community Access provides support to a wide range of clients, aged 13+ through and into adulthood. Services are flexible and respond to a variety of needs. Staff support clients throughout the day and during evenings and weekends. This may include sleep-in cover (personal care is not provided). Staff support clients to access a wide range of community activities both locally and regionally.

Key Tasks:

- To work directly with the service users in:
- promoting independence
 - developing budget skills
 - developing domestic skills
 - developing life skills
 - accessing community facilities
 - developing community relationships
- You will contribute to:
- writing support notes
 - the development of support plans
 - written communication systems
- You will have an advocacy role in:
- tenancy related issues/matters
 - care/review meetings
- We provide on-going support through:
- guidance
 - supervision
 - comprehensive training (including LDAF and NVQ)
 - appraisals
 - team meetings

Salary: **£12,250 per annum** (rising to **£12,629** following successful probation)
= **£6.040 per hour** (rising to **£6.227** per hour following successful probation)

Sleep-in allowance: **£25.58 per night worked** (if applicable)

Client holiday/excursion support allowance payable (if applicable)

Working with Children: **£1.07 enhanced payment per hour worked** (if applicable)

When working directly with service users the Company covers the cost of a meal when taken with the service user. Any travel incurred as part of the job role will also be covered by the Company.

Staff entitlements (see separate sheet)

Person Specification (overpage)

Oct 2007 - Oct 2008

PERSON SPECIFICATION

corresponding to the position of "Support Worker"



CATEGORY	ESSENTIAL	DESIRABLE
<p>a) Gender (only applies to certain posts)</p>	<ul style="list-style-type: none"> • certain posts specify MALE or FEMALE applicants only - see advert • For Washington based posts (only) applicants must be 21⁺ 	<ul style="list-style-type: none"> • N/A
<p>b) Qualifications - education/ professional</p>	<ul style="list-style-type: none"> • good general education 	<ul style="list-style-type: none"> • In Service Course in Social Care (ICSC) or equivalent • Preliminary Certificate in Social Care (PCSC) • appropriate NVQ Level II/III
<p>c) Skills/aptitudes (including technical or specialist skills)</p>	<ul style="list-style-type: none"> • effective communication • ability to identify/meet client needs • full clean manual UK or EC/EEA driving licence 	<ul style="list-style-type: none"> • good literacy/numeracy • wide range of interests which may be brought to bear at work
<p>d) Attitudes/motivation</p>	<ul style="list-style-type: none"> • team player • warm and caring personality • non judgmental attitude • commitment to the philosophy of care in the community/empathy with people with disability • mature and responsible approach 	<ul style="list-style-type: none"> • sense of humour • flexible approach to rotas and duties recognising client needs prevail
<p>e) Work experience</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • experience with adults who have learning disabilities • basic understanding of normalisation principles
<p>f) Leadership experience</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A
<p>g) Other factors</p>	<ul style="list-style-type: none"> • ability to work alone at times and use initiative • willingness to undergo further training • for specific Community Access posts you may be required to use your own car or have access to a car that you can use for work - see advert 	