



<b>JOB DESCRIPTION AND PERSON SPECIFICATION</b>	
<b>JOB TITLE:</b>	Care Worker (6135)
<b>REPORTS TO:</b>	Senior Carer/Care co-ordinator/Team leader/Manager
<b>JOB OVERVIEW:</b> (Note: In addition to these functions employees are required to carry out such duties as may reasonably be required)	<ul style="list-style-type: none"> <li>• To provide care in accordance with best practice and legislative requirements, reflecting policies and procedures and agreed standards under the direction of the manager</li> <li>• To assist vulnerable individuals with daily living, personal care (bathing, dressing, feeding), medication, mobility, household tasks, providing emotional support, and attending appointments</li> <li>• To support and enable Service Users to maintain skills and personal interests whilst delivering person-centred care unique to each individual</li> <li>• To maintain skills at a current level, undertake such training and development as required from time-to-time to maintain and progress knowledge</li> </ul>
<b>LOCATION:</b>	Within the homes of service users supported by Cherry Care Services Oxfordshire Ltd.
<b>WORKING HOURS:</b>	Varying shift patterns as agreed with the manager.



<b>RESPONSIBILITIES AND DUTIES OF THE JOB</b>	
<b>ROLE SPECIFIC DUTIES:</b>	<ul style="list-style-type: none"> <li>• Ensure Service Users are at the heart of care delivery and their wishes and preferences enhance their wellbeing</li> <li>• To contribute to the efficient running of the service</li> <li>• Support Service Users to maintain their relationships and connections with the local community</li> <li>• Ensure Care Plans and other information about how to support Service Users are followed</li> <li>• Be responsible for informing the manager of any changes in the needs of Service Users</li> <li>• Be responsible for promoting and safeguarding the welfare of those individuals they support</li> </ul>
<b>WORKING WITH OTHERS:</b>	<ul style="list-style-type: none"> <li>• Develop effective working relationships with other employees within Cherry Care Services Oxfordshire Ltd</li> <li>• Work in cooperation with members of the multi-disciplinary teams to maximise opportunities for Service Users</li> <li>• If desired by the Service User, maintain and develop relationships with family, friends and other people important in their life</li> </ul>
<b>LEADING BY EXAMPLE:</b>	<ul style="list-style-type: none"> <li>• Seek opportunities for personal and professional growth</li> <li>• Be a role model for other carers and be an ambassador for the service</li> <li>• Be professional, polite, and reasonable at all times</li> </ul>
<b>PERSONAL RESPONSIBILITIES:</b>	<ul style="list-style-type: none"> <li>• Knowledge of, and work within, the Fundamental Standards</li> <li>• Understand the regulatory framework that governs the service, including the role of CQC and their requirements</li> <li>• Commit to achieving the relevant qualifications commensurate with the role</li> <li>• Attend statutory training and any other training as directed by management</li> <li>• Understand and follow all policies and procedures relevant to the role</li> <li>• Be open to learning opportunities</li> </ul>



PERSON SPECIFICATION				
Specific Requirement for Qualifications	Essential		Desirable	
	Good English – Written and Verbal	Yes	No	Yes
RQF Qualifications in Social Care	Yes	No	Yes	No

Specific Requirement for Skills	Essential		Desirable	
	<p><b>Proficient Written Skills:</b></p> <ul style="list-style-type: none"> <li>Maintain all Care Plans/care records in accordance with Chery Care Services Oxfordshire Ltd policy</li> </ul>	Yes	No	Yes
<p><b>Leadership Skills:</b></p> <ul style="list-style-type: none"> <li>Ability to induct and orientate new employees to the job role and service</li> <li>Provide Service Users with support/assistance as they accomplish daily tasks, including bathing, eating, dressing, grooming, and using the bathroom</li> <li>Communicate any problems, concerns or changes to Service Users' family members as needed</li> </ul>	Yes	No	Yes	No

## JOB DESCRIPTION – CARE WORKER



<p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Carers must build rapport with Service Users by establishing personal connections and showing interest in their lives</li> <li>• Carers must be able to communicate effectively with Service Users</li> <li>• Carers must have the communication skills to inform colleagues, management, and professionals about the needs of Service Users</li> </ul>	<b>Yes</b>	No	Yes	No
<p><b>Problem-Solving Skills:</b></p> <ul style="list-style-type: none"> <li>• Carers need to be able to adapt and address situations quickly</li> <li>• Plan, develop, implement and assess approaches to promote health and well-being, whilst recognising and reporting situations where there might be a need for protection</li> </ul>	<b>Yes</b>	No	Yes	No

Specific Requirement for Previous Experience	Essential		Desirable	
	Yes	No	Yes	No
Previous experience of working in similar environment (minimum 1 year)	<b>Yes</b>	No	Yes	No
Previous experience of working in similar role	<b>Yes</b>	No	Yes	No
Experience of working with Service Users, specifically those that may have additional support needs	<b>Yes</b>	No	Yes	No

Other Requirements	Essential		Desirable	
	Yes	No	Yes	No
Car driver	<b>Yes</b>	No	Yes	No



VALUE-BASED PERSONAL QUALITIES	
Area	Specific Requirement
<b>Working Together</b>	<ul style="list-style-type: none"> <li>• Involve Service Users, family, external agencies &amp; colleagues</li> <li>• Speak up when things go wrong</li> </ul>
<b>Respect and Dignity</b>	<ul style="list-style-type: none"> <li>• Understand person-centred care and can demonstrate treating people as individuals and respecting choices</li> <li>• Promoting independence and encouraging appropriate risk taking</li> </ul>
<b>Everybody Counts</b>	<ul style="list-style-type: none"> <li>• Ensuring no one is discriminated against or excluded</li> <li>• Understand human rights and impact on care delivery</li> <li>• Facilitating people to 'speak up' about concerns and acting upon them</li> </ul>
<b>Commitment to Quality of Care</b>	<ul style="list-style-type: none"> <li>• Striving for quality in everything we do recognising and understanding what quality in care means for people using the services</li> <li>• Being accepting about criticism and focusing on improvement</li> <li>• Being open to new opportunities for learning and identifying the limits of skills and knowledge</li> </ul>
<b>Compassion</b>	<ul style="list-style-type: none"> <li>• Treating people with kindness</li> <li>• Understanding the importance of empathy in all areas of employment</li> <li>• Understanding the values of others and always providing a caring service</li> </ul>
<b>Improving Lives</b>	<ul style="list-style-type: none"> <li>• Focus on how things could be done better and sharing ideas</li> <li>• Understanding of wellbeing and what is important to people using the service</li> <li>• Improving outcomes for people</li> <li>• Ensuring appropriate services are provided for people using the services</li> </ul>