

DEMENTIA CARE PARTNERSHIP



DCP is a Newcastle based award winning charity that provides specialist services for people with dementia. In addition we enable and support adults and older people from diverse backgrounds with general frailty, physical and mental health problems, learning disabilities and similar to have fulfilled and enriched lives within their own community. We also provide support to carers and families and are committed to training and staff development.

Our Philosophy

DCP emphasises a person-led approach (P.E.A.C.H.)* to providing support. We believe that a person, whatever their illness or disability has the right and ability to take the lead, exercise real choices and retain control over their lives so that their lives are lived the way they want it.

*P.E.A.C.H. Person Led, Empowerment, Attachment, Continuity, Hope
The post holder will apply this philosophy in all aspects of their work.

JOB DESCRIPTION

Post Title: Support Worker – (In individuals' own homes, supported tenancies and day opportunities)

Responsible to: Team Leader

Purpose of Job

- To be considered the 'employee of choice' by the client/family, with the ability to connect, listen, understand and respond to their hopes, needs, aspirations and goals they want to achieve.
- To respect the rights of individuals to take risks, sustaining and supporting their desire to remain in their chosen homes and communities, feeling safe, secure, and enjoying improved health, well being and better quality of life.
- To prevent unnecessary admissions to hospitals, residential homes and carer breakdown through timely support to individuals and their families.
- To value and respect the individuals' ability and potential to form new attachments, relationships and to contribute through developing their existing skills, interests and aspirations, leading to a sense of achievement and purpose.

Corporate Responsibilities

- Strict adherence to the PEACH philosophy
- Familiarise with and work to DCP's governing document, business and strategy plan and job objectives for each client and their family
- To follow DCP's Code of Practice and all other company policies and procedures and quality standards.
- To respect and understand the need for confidentiality and professional boundaries.
- To strive to work in a non-oppressive way with regard to equality and diversity, challenging negative attitudes to age, disability, ethnicity, religion, gender, class and sexuality.

MAIN RESPONSIBILITIES

The job may vary depending on the individuals' (and/or their carers) specific care or support needs and as assessed by them or care managers/support planners. This may include carrying out tasks which a caring relative might normally carry out, responding to the physical, personal, emotional, religious, cultural and spiritual needs in a respectful and sensitive way.

1) Personal Tasks

Assistance may be required with

- getting in and out of bed, chair or to lift and transfer
- personal hygiene activities such as showering / bathing, washing, brushing hair, nail, teeth, feet etc per daily routine
- continence management as appropriate and safe disposal of waste
- skin care/pressure area care as required
- dressing and undressing
- eating and drinking
- supervision with and or administration of medication
- other tasks as specified by the client/carer

2) Domestic Tasks

Assistance may be required with

- Preparation and cooking meals either for the client or together with or assisted by the client, as appropriate
- Washing dishes and general cleaning of kitchen, vacuuming, polishing etc
- Making bed, laundry and ironing
- General cleaning and tidying of house, disposal of rubbish
- Assistance with shopping, paying bills, banking, managing budget etc
- Assistance with looking after pets
- Dealing with household emergencies and liaising with electricians, plumbers etc

3) Tasks associated with Social, Leisure and Learning needs, aspirations and potential:

The emphasis is on making links with local resources such as libraries, schools, colleges, dance schools and churches etc, to enable members to learn new skills, retain interests and keep to previous lifestyles in line with their agreed goals.

Assistance may be required with

- getting together with clients' friends or entertaining friends in clients' own homes
- meeting new people and forming new friendships, dealing with correspondence, phone calls, letter writing
- going to favorite activities or identifying new social and recreational activities of interest in clients own community. These may include crafts such as knitting, sewing, games, music and dancing as well as learning computing, art therapy and similar
- going to pubs, cinema, theatre with or without friends, board games, reading, creative writing etc
- going to healthy living and healthy eating activities
- going out for a walk, joining rambling clubs, horse riding, gardening, swimming
- shopping for pleasure
- going on holidays

4) Specialist tasks

Assistance may be required with

- creative communication, retaining sense of identity through reminiscence work, life history work, reassurance techniques, counselling and support and similar
- being aware of and observation of, and reporting, out of the ordinary behaviour and/or behaviour management
- meeting complex needs/end of life care with the guidance and support of local GPs/primary care teams.
- assisting in monitoring and evaluation of achieving goals, client satisfaction etc as agreed in the support plan.

Other Tasks:

Assistance may be required with

- maintenance of upkeep of aids, equipment eg wheelchairs
- gardening
- driving/assist with transportation and escorting to appointments
- maintaining own home
- any other reasonable task

Communication

- To be supportive and sensitive to the needs of people with clients and their carers; being respectful and tactful at all times
- To liaise with other professionals eg Nurses, Social Workers, GPs, etc. as required in the interests of the individuals.

Self Development Objectives

- To attend mandatory training and take responsibility for self development by identifying other appropriate courses.
- To undergo personal supervision and performance appraisals with line manager.

General

- To report to the line manager/employer any problems, concerns, training needs and other relevant issues.
- To carry out any other duties as may be deemed appropriate to the post.
- To ensure that all information regarding achieving goals, managing money etc are recorded timely and accurately.
- Please note that the post holder will be required to undertake a relevant NVO qualification if this has not already been attained.

Note:

The DCP Support Worker must at all times remember that they are guests in the house of the person they are caring for. The emphasis will be on working side by side, encouraging the person being cared for to retain control of their lives.

This job description is currently under review. The above list is typical of the level of duties the post holder will be expected to perform. It is not necessarily exhaustive or inclusive and other duties of a similar type and nature may be required. All posts within DCP require the highest levels of confidentiality and sensitivity.