 **An Cala, Kinross and Perth Outreach Service**

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| **Overview of the Services** |
| **An Cala** is a small Housing Support and Care at Home accommodation service based in Kinross, Perthshire.  The service supports adults, male and female, with learning disabilities and complex needs. They each have their own bedroom with en-suite showering facilities. The house is designed to be wheelchair friendly with adequate space to move around. There are communal facilities – kitchen, large lounge, dining area and bathroom. Staff provision within the services includes sleepover staff rooms and office facilities. We also offer a small outreach service providing support to individuals in their own home in the local community.  Our **Perth Outreach** service supports individuals in their own homes and the wider community. The outreach service covers Perth City and the rural areas of Perth and Kinross. The Outreach Service supports individuals with mental health diagnosis, learning difficulties, autism, drug and alcohol use, financial difficulty or vulnerability, hoarding, community and occupational assistance. |
| **Areas of Support** |
| Individuals at **An Cala** have varying degrees of support needs including:   * Daily living skills (cooking; cleaning; shopping) * Intimate personal care, including toileting and showering. * Financial support (budgeting) * Medication support * Communication using a variety of tools such as Makaton. * Assistance with mobility * Emotional and behavioural support * Accessing local amenities and social activities * Personal safety * Communal living * Nighttime support   Within **Perth Outreach Service**, support is provided in a person-centred way to promote and enhance their quality of life and gain the skills to maintain their own tenancy and access the community.  Support is given to individuals to develop and maintain skills and confidence in a variety of areas, such as:   * Emotional support * Promotion of positive mental health * Accessing community-based resources * Meeting People and sustaining friendships and contact with families * Budgeting * Shopping * Preparing meals * Contacting professional and agencies, making and keeping appointments, following through with action from appointments * Dealing with mail and welfare benefits system * Maintaining personal health and hygiene, this includes providing personal care. * Planning for leisure so that life is interesting and enjoyable and exploring opportunities for meaningful employment * Support with any issues that arise * Assisting with developing the skills to maintain a tenancy and the responsibilities that go along with this. |
| **Hours of Support** |
| In our **An Cala Service** in Kinross, we provide support twenty-four hours per day, three hundred and sixty-five days per year. You will take part in a flexible rota system designed to meet the needs of individuals. This will include early shifts, back shifts, and sleepover duties.  **Perth Outreach Support** is provided seven days a week between the hours of 8.00am and 6.00pm, with no sleepover or waking night requirement. However, hours of support, sleepovers and waking night can become a requirement if necessary due to changes in existing supports or new referrals. |
| **Additional Information** |
| * Lone working shifts * Manager on-call system * Supervision and direct observations take place regularly. * All necessary and mandatory training will be provided. * Working in partnership with external agencies and families to take a multidisciplinary approach. * Registered with Care Inspectorate - Housing Support and Care at Home Service * The Organisation is committed to staff achieving Scottish Vocational Qualifications (SVQ) in accordance with Scottish Social Services Council (SSSC) * Requirement to gain SVQ in Health and Social Care, unless already achieved, for staff to become registered with the SSSC. |



**ROLE PROFILE**

**Job Title:** Support Worker

**Department:** Hillcrest Futures

**Grade:** G

**Responsible to:** Operations Manager and Service Manager

**Organisational Structure**

**Role Purpose:**

To work as part of a team to deliver a high standard of care and support to individuals to help them to achieve their agreed individual outcomes.

Support Workers will be expected to adhere to the standards laid down by the Scottish Social Services Council (SSSC) Codes of Practice and Hillcrest Futures Policies and Procedures.

**Main Duties:**

* To provide direct support to individuals as agreed in individual Personal Outcome Plans as per service requirements.
* To undertake case co-ordination responsibilities with, and on behalf of individuals.
* To be an effective team member.
* Be an effective communicator;
* To contribute to service improvements.
* To develop knowledge base and skills in line with registration requirements for the SSSC.
* To undertake housing management tasks appropriate to the service as detailed in the service descriptor.
* To participate in shift patterns, as required by the service, which may include evenings, weekends, waking nights, sleepover shifts, lone working and on-call duties.

**Service Specific Duties:**

The service descriptor document is part of this Job Description and should be referenced in accordance with specific duties.

**Any Other Duties:**

Carry out any other reasonable duties as required by the organisation.

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**Person Specification – Support Worker**

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| **Attribute** | **Essential** | **Desirable** |
| **Experience** | * Ability to demonstrate transferable skills relating to care * Active listening * Communication * Effective time management * Daily Living Skills, for example, cooking, budgeting, appointments and cleaning. | * Relevant experience in a caring environment * Basic understanding and skill in the spectrum of tasks associated with role * Previous experience with individuals or groups relevant to the project * A general understanding of the needs of individuals or groups relevant to the project |
| **Proven Competencies** | * Good communication skills, both verbal and written * Ability to work within a team environment * Ability to use your own initiative * Willing to participate in social events, for example, outings with service user groups * Ability to support individuals with tasks such as cooking, cleaning, budgeting and obtaining welfare benefits * Personable, warm and kind * Good timekeeping, time-management and organisational skills | * Able to liaise with external agencies * I.T. skills * Flexible approach to service requirements, including flexible shift work patterns * Is adaptable and open to change and open to continuous learning and development |
| **Education and Qualifications** | * Candidates must demonstrate the ability and willingness to undertake required qualification for Scottish Social Services Council (SSSC) registration, SVQ level 2. * Candidates must be willing and able to obtain and maintain registration with SSSC as required by the service. Willing to undertake training as required | * SVQ 2 in Health and Social Care or equivalent |
| **Service Specific** | * As per service descriptor | * Car driver and use of car |



**(Support Staff)**

**CONDITIONS OF SERVICE**

**Hours:** **Various hours** are available, to be worked on a shift basis in accordance with the project rota which will be designed to ensure that staff are on duty at times appropriate to the clients and service delivery.

**Contract:** These are Permanent posts. All posts are subject to a 6-month probationary period. A formal review will take place at 2, 4 and 6 months.

**Grade and Salary:** This post is Grade G.

Salaries are paid monthly, directly into a bank account of your choice. The salary for the Support Worker for 39per week is **£25,623.07 per annum (£12.60 per hour).**

**Sleeping In:** Staff may be required to undertake sleep-in duty in accordance with the project rota. Hours on sleep-in duty are not counted towards normal weekly hours. Payment will be made at £113.40 per night (An Cala Only). The sleep-in allowance covers overtime of up to half an hour on nighttime call out.

**Waking Nights:** Staff may be required to undertake night duties; payment will be at time and a third for hours worked between 10.00pm - 7.00am.

**On Call:** The post holder may be required to carry out On Call duties from home. A payment of £16 per shift will be paid for this.

**Overtime:** Except for night-time call outs overtime is payable only where it is agreed in advance by the organisation.

**Pension:** Hillcrest Futures offers a pension under the Governments statutory auto-enrolment scheme, which is a Defined Contribution scheme with a company called NOW Pensions. At present staff contribute 5% with the employer 4% to the scheme as of 1st May 2023. Further details of the scheme are available from the payroll team.

**Health Plan:** Employees are automatically given free admission to the Health Plan Scheme. The cost for this is met by the Employer. Details will be sent out with the Contract of Employment.

**Annual Leave: The holiday year runs from 1st January - 31st December**. The full holiday entitlement is 249.6 hours per annum (6.4 weeks) rising to 288.6 hours (7.4 weeks) over 5 years. 5 days public holidays have been included in this annual leave entitlement. Operations Managers will commence on 288.6 hours per annum.

**Annual leave is calculated on a pro rata basis for part time staff.**

**Qualifications:** Any offer will be subject to proof of qualifications essential, and where appropriate desirable, to the post.

**Rehabilitation of** If you have any unspent convictions, you must declare this on your

**Offenders Act 1974:** application form.

In relation to ‘spent’ convictions, there is a list of convictions which must always be declared and a list of convictions that are declared, subject to rules. Failure to disclose relevant information will be regarded as a breach of trust and could lead to dismissal, disciplinary action or withdrawal of offers of employment.

If you are unsure whether or not you need to disclose a conviction/caution, please contact our Human Resources Department for further advice, or you can check by accessing Disclosure Scotland’s website at [www.disclosurescotland.co.uk](http://www.disclosurescotland.co.uk/) and check the ‘Frequently Asked Questions’.

Please note that all successful applicants will be subject to a

Disclosure checks through Disclosure Scotland.

**HAVING A CRIMINAL RECORD WILL NOT NECESSARILY DEBAR YOU FROM WORKING WITH HILLCREST FUTURES. THIS WILL DEPEND ON THE NATURE OF THE POSITION, TOGETHER WITH THE CIRCUMSTANCES AND BACKGROUND OF YOUR OFFENCES.**

**SSSC Registration:** Staff are required to register with the SSSC in the appropriate worker category within Care at Home and Housing Support Services. SSSC registration must be obtained within 6 months of commencing the post. Failure to register within the 6-month period, may result in your contract being terminated. Staff will be responsible for maintaining their registration throughout their employment with Hillcrest Futures.

**Trades Union:** Employees have the right to join a Trades Union of their choice, if they wish, although Hillcrest Futures do not recognise any Trade Union. A Staff Representative group is in place.

**No Smoking Policy:** Smoking is prohibited in all projects and at Head Office. Designed smoking areas are outside the buildings and should be out of view of service users. This includes the use of E-cigarettes. Employees who are required to carry out their duties in buildings which are out with the control of the organisation are jointly responsible for minimising their own exposure to risk factors such as passive smoking.

**Equal Opportunities:** Hillcrest Futures is striving to be an equal opportunities employer and has adopted a Policy which aims to ensure that no job applicant receives less favourable treatment on grounds of race, colour, ethnic and national origins, marital status, gender, age, religion, disability, political or sexual orientations, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

**Applications:** Please forward applications before the closing date**.**