

Care Assistant Nights - Shearwater

Salary: Band 4 £24,420 - £25,652 pro rata (£13,200 - £13,865 for 20 hours) - Plus shift pattern enhancement of 33%

20 hours per week

The rota for this post is:

Friday - 21:30 - 07:30

Saturday - 21:30 - 07:30

Portsmouth is a vibrant university city, with a rich maritime history on the South coast enjoying excellent transport links to the rest of the country.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Portsmouth City Council is committed to safeguarding and promoting the welfare of adults with care and support needs and expects all staff and volunteers to share this commitment.

The Service

Shearwater is in Milton area of Portsmouth and is a purpose built 40 bed dementia residential home, which opened in August 2009. The accommodation is spread over 2 floors in units of 20 per floor. All bedrooms have a private ensuite with a shower.

We currently have around 100 staff working different floors throughout the home. The second floor is currently not occupied and is being used for the council's contingency plan, plus activity area for residents.

Our philosophy is to encourage independence, though we recognise severe dementia may require residential care. We promote well-being through person centered activities and supporting diversity.

What is the purpose of Adult Social care from a service user perspective?

Help me, when I need it, to live the life I want to live.

As a service we take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference. Our values are outlined in our Ways of Working and if they reflect who you are as a person and how you work, then this could be the role that meets your expectations.

What is the role?

Using a person-centred approach, you will look after the physical, emotional, cultural and social needs of service users. This will include personal care, assisting clients to settle into bed and providing support if they wake. This will include all aspects of person-centred at mealtimes and all aspects of daily living. You will provide personal centered care, night-time activities for those who do not wish to sleep, promoting the resident's mental health and well-being, providing good fluid and nutritional intake.



You will be key to specific residents, taking responsibility to ensure information about their health is recorded and communicated to the night senior. This is a legal requirement under the Care Quality Commission CQC and is designed to meet our fundamental standards so resident's individual needs are met and care plans can be kept up to date with this information.

It will be your responsibility to ensure monitoring and hourly checks, with detailed recording of your observations, are carried out.

You will look after the needs of a diverse group of service users with a wide range of care needs, including challenging behaviour.

This role will include some person moving and handling duties.

The role will include assisting in keeping the environment clean and free of hazards whilst on duty.

There will also be the need for light food preparation.

Who is the person?

You need to have:

1. The ability to converse at ease with residents with cognitive impairment and provide advice in accurate spoken English is essential.
2. Have patience and empathy, with an understanding of the needs of people with different types of dementia and physical disabilities.
3. Experience in a caring role as a formal paid or unpaid carer.
4. An understanding of the importance of resident's dignity, privacy and choice, and applying this in practice.
5. The ability to be flexible and adaptable, able to work in a team as well as being able to work independently and able to use your own initiative and make decisions.
6. Have good communication, interpersonal and written skills.
7. Computer skills will be required to enable you to update care plans electronically and use e-learning.
8. An understanding of the cultural and linguistic needs of people from a diverse range of backgrounds.
9. You will be required to take part in training and development which will contribute towards your framework and study for QCF at level 2 / 3 (or equivalent) in Social Care and undertake learning to complete the Care Certificate (previously CIS) within your probation period.
10. The ability to deal with emergencies in a confident manner.
11. An understanding of the principles and practice of client confidentiality and Data Protection.

How to apply:



When completing the application form, please thoroughly tailor your application to the 'Who is the Person' points with the use of examples from your experience.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.

This role is eligible for a DBS check and the DBS have published a privacy notice to ensure individuals are fully informed of the use of their personal data; their rights and that Portsmouth City Council are meeting the necessary requirements when submitting DBS checks. It is important that you read and understand this privacy policy before any application is submitted to the DBS.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.