

Care Assistant (Days) - Harry Sotnick House

Salary: Band: 4, £25,201 - £26,473 (£23,157 - £24,326 for 34 hours) plus 17% shift enhancement added for days, if applicable, depending on rostered hours

34 hours per week, shifts are between 08.00-14.00, 14.00- 20.00, 08.00-20.00 and will include alternate weekend working and some bank holiday working. Shifts over six hours will have an unpaid break of half hour. These shifts will be worked over a fixed two-week rota.

Portsmouth City Council is committed to safeguarding and promoting the welfare of 'adults at risk' and expects all staff and volunteers to share this commitment.

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.

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

The Service

Harry Sotnick House is a 46 bed nursing home spread over two wings on the ground floor and is rated Good by the Care Quality Commission. At Harry Sotnick House we deliver a broad range of healthcare services to older people with mental and physical health needs, offering long term dementia care.

We are fully committed as a team and are involved in all aspects of our resident's lives. It can be hard work and mentally & physically strenuous but rewarding for the right person with the right skills and values. We provide person centred care to our residents and encourage them to make choices as part of helping them maintain their independence as much as possible. We encourage activity based care.

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 to our residents.

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 at mealtimes and all aspects of daily living. You will be providing person centred care in the form of social activities which promotes the resident's mental health and wellbeing and improves their quality of life.

You will be a key worker to specific residents taking responsibility to ensure information about their health and wellbeing is recorded on the electronic care planning system "Nourish" and communicate to the assistant managers as per our legal requirement under the Care Quality Commission (CQC) to meet our fundamental standards.

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.

There will 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. (Fundamental standard 2 Dignity & Respect).
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. (Fundamental standard 10 Staff should have the right skills & is competent).
7. Computer skills will be required to enable you to update care records, use e-learning, print of your payslip etc.
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 (on and off site) 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.

Additional information:

How to apply: Remember to demonstrate why you are suitable against each of the points described in the 'Who is the Person' points on the Job Profile using examples from your experience or transferable skills. This might be through qualifications or descriptive examples from your work / personal experience, which clearly illustrates what you did and the effect it had. Applicants will be shortlisted based on their ability to use good examples that meet the criteria of this role.

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.

Visit the Gov website to read the full notice.

Please include the below statement in your application. It is important you know your rights.

I have read the Standards/Enhanced Check Privacy Policy for applicants and I understand how the DBS will process my personal data and the options available to me when submitting an application

Signed.....Dated.....

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