

OUTLOOK CARE

Care Assistant – St. George’s Care Home

Role title	Care Assistant
Service	St. George’s Care Home, Witham, Essex
Reporting to	Senior Carer’s / Nurse in Charge / Home Manager
Responsible for	No line managed staff

Role purpose
<ul style="list-style-type: none"> To work as part of a cohesive team in providing safe, reliable and compassionate care and support which meets the individual needs of our residents whilst promoting choice and dignity at all times.

Key Outcomes required from the post
<ul style="list-style-type: none"> Promote choice, well being and protection of all individuals To receive and carry out instruction from senior staff regarding the priorities of care etc. for that shift, and any events or activities that might be taking place To be aware of and follow the care plans and risk assessments for the individual resident To work in a way that is person-centred, continually recognising and promoting the choices and individuality of the resident To apply the Mental Capacity Act, assessing the individual resident for their mental capacity and applying the best interest decisions depending upon the outcome of the assessment To be observant of resident well being, recognising and reporting change or special issues, e.g. in the health condition of a resident, behaviours that are challenging, signs of pressure damage, changes in physical or mental ability, etc., and reporting back promptly to the nurse-in-charge To immediately report anything that may indicate issues of abuse and safeguarding To support staff new to the Home which will include: working alongside them as they develop into their role, sharing knowledge and practical skills as required; ensuring that they are always working with a colleague with the relevant experience and skills; ensuring that they are treated well by all colleagues and challenging poor attitudes where necessary To promptly report comments and complaints to the nurse-in-charge / Registered Manager/s etc. so that they may be responded to in a timely manner To take part in the monitoring of mealtimes which may include taking responsibility for ensuring that each resident’s nutritional needs are met (this may include serving food such as desserts) To be able to give a comprehensive verbal and written report on the resident's progress on a shift Understands and demonstrates the importance of maintaining and recording residents hydration and nutrition Understands and demonstrates the principles of good infection control and follows applicable policy

- Understands and demonstrates the principles of falls prevention
- Contributes to the development and maintenance of healthy and safe practices using risk assessments when indicated
- Personally work and ensure all colleagues work within nursing home policies procedures and guidelines.
- Contribute to review and updating to reflect changing standards and practices
- Takes responsibility to ensure that the home operates within the guidance of regulatory compliance at all times. Monitors, acts on and reports any areas of concern
- Report any concerns of poor practice immediately to the senior member of staff on duty and bring this to the attention of the nursing home manager
- The Nursing home is paperless and record keeping is undertaken electronically. The health care assistant will be expected to participate
- Take responsibility for handling physical resources and maintain stock controls as directed

Person Specification	
Experience, Qualifications and Specific Knowledge	<ul style="list-style-type: none"> • An understanding of the specialist needs of the client / user group particularly around working in a regulated environment. • Can demonstrate personal qualities of compassion, kindness, patience and respect with a willingness to learn and understand the principles of good care and support delivery • Hold or be willing to work towards a relevant work based qualification in Adult Social Care • An understanding of the CQC's Single Assessment Framework view of quality and performance with a willingness to share examples of good quality care • An understanding of Manual Handling, First Aid and Health and Safety, risks including environmental health and fire safety requirements in a health or care home setting • Infection Control and understanding of COSHH • Ability to maintain confidentiality is essential in relation to residents, their families, friends and to Outlook Care • Understanding of the requirements of working in a CQC regulated environment • Understanding of Safeguarding • Understanding of Data Protection and GDPR requirements • ICT literate with the ability to use computerised systems and application on a daily basis.
Other role specific requirements	<ul style="list-style-type: none"> • Able to work flexibly with unsocial hours. • Undertake other such duties as may be reasonably required by the Home Manager or senior management • Work in accordance with Outlook Care values at all times