

OUTLOOK CARE

Senior Health Care Assistant – Foxburrow Grange

Role title	Senior Health Care Assistant (SHCA)
Location	Colchester
Reporting to	Residential Unit Lead or Nurse (depending on Wing)
Responsible for	Shift Management and Health Care Assistants on Residential Wing

Role purpose
To ensure effective management of a shift to deliver high quality person centred services in partnership with residents, families and members of the wider multidisciplinary team.

Key Outcomes Required from the post
• Ensure Outlook Care Policies and procedures are met. • Ensure regulatory compliance is met. • By demonstrating positive role modelling ensure Outlook Care's Values are embedded within service delivery, ensuring person centred care for residents. • Supervise, coach and manage the performance of designated staff ensure a safe and effective person centred service is delivered. • Address performance concerns as they arise with open and supportive conversations and role modelling offering coaching and support where required • Be an advocate for the service by role modelling professional behaviour • Foster positive relationships with residents and their visitors whilst maintaining appropriate professional boundaries. • By contributing to the development of the service ensure practice is current and conforms to good practice standards • By having a good understanding of the importance of nutrition, hydration and infection control, ensure the wellbeing of service users and staff • Undertake delegated health related tasks for which you are appropriately trained e.g.dressings, medication administration • Develop person centred care plans with input from the resident and those important to them • Participate in reviews with members of the MDT as required, advocating for the residents best interests where they are unable to do this themselves.

Role specification	
Experience, Qualifications and Specific Knowledge	Essential: • Level three care qualification or equivalent • Experience of working in a nursing home • Evidence of CPD Desirable: • Knowledge of long-term health conditions such as heart failure, stroke, neurological conditions • Knowledge of Dementia • A commitment to organisational values.

	• Leadership experience with the relevant client group is desirable, however transferrable skills will be considered in the absence of direct experience • Understanding of care management processes or willingness to learn • Experience of working alongside professionals from other disciplines/organisations to provide diverse packages of care. • To act at all times in accordance with the Standards of the, GSCC and other relevant social care bodies. • An understanding of the specialist needs of the client / user group
Other role specific requirements	• Ability to work a flexible shift pattern . • Undertake such duties as may be reasonably required by the organisation. • Work as a member of a sub-group/working group to develop and implement changes within the organisation • Works in accordance with the values of Outlook Care at all times