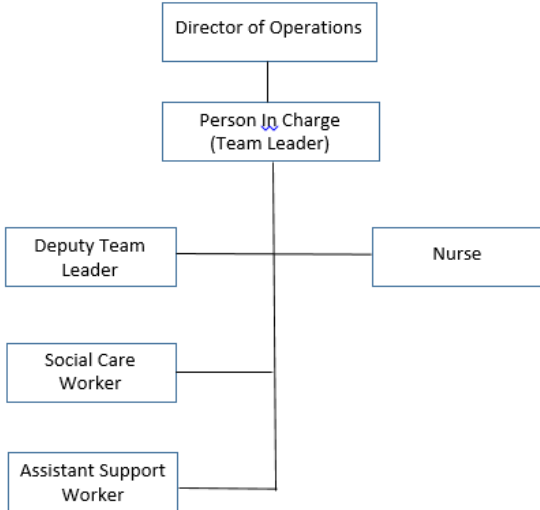




Job Description: Assistant Support Worker

Job Element	Detail
Overview of Nua Healthcare Services	Nua Healthcare specialises in providing Residential care, Community outreach and Day services to adults and children with complex support requirements on both the Intellectual Disability and Mental Health spectrums. We pride ourselves in providing true person-centred care for individuals in their own home or in appropriate community based care facilities.
Job Title	Assistant Support Worker (ASW)
Overview of Role	The role of the ASW is to support individuals with Aspergers Syndrome/Autistic Spectrum Disorder, Borderline Personality Disorder, Brain Injury and Mental Health issues. This challenging role requires particular flexibility to appropriately support people in the pursuit of their lifestyle choices.
Purpose of Role	<ul style="list-style-type: none"> • To provide front line social care to all Services Users within the business • To support in the implementation of Person Centered Plans in line with individual Service Users needs • To Assist in the overall management of the house through any tasks delegated by the Team Leader or Deputy Team Leader
Reporting To	The post holder reports directly to the Person In Charge.
Key Working Relationships	Social Care Workers, Deputy Team Leader, Person In Charge Nursing staff, Recruitment Manager, HR Manager, Director of training and Director of Operations



Organisation structure in regard to this Role	<p>Please note that Nua Healthcare Services reserve the right to amend or change the organisational structure at any time to meet business needs.</p>  <pre> graph TD DO[Director of Operations] --> PIC[Person In Charge (Team Leader)] PIC --> DTL[Deputy Team Leader] PIC --> N[Nurse] PIC --> SCW[Social Care Worker] PIC --> ASW[Assistant Support Worker] </pre>
Department/Location	<p>The role will be based at the post holder's delegated house/unit with occasional travel to other locations to meet business needs.</p>
Authority Levels	<ul style="list-style-type: none"> • Communicate – Other ASW, SCW, Person in Charge • Support other staff in regard to report writing in line with company policy
Overview of Responsibility	<ul style="list-style-type: none"> • Assist in delivering effective front line Social Care to all Service Users • Ensure that all Person Centred plans delivered appropriately to all Service Users as delegated out by the Team Leader



Key Duties	<p><i>Support people who use the service</i></p> <ul style="list-style-type: none">• Promote & nurture person centered planning using key worker systems and shared goal setting, maintaining confidentiality at all times• Identify supports and work in partnership with the individual, their family and other supports as outlined within individual plans• Support the development and implementation of relevant documents outlining supports for individuals including: personal plans, standard operating procedures etc• Support and promote maximum opportunities for community involvement for people who use the service <p><i>Communications</i></p> <ul style="list-style-type: none">• Assist PIC or other SCW in regard to compiling and presenting reports as required• Maintain strict confidentiality in relation to staff and service users. <p><i>Hygiene</i></p> <ul style="list-style-type: none">• General Cleaning Tasks• Ensure proper Hygiene Standards maintained• Complete Cleaning and Hygiene duties as per SOP's and Policies <p>This list of key duties is not exhaustive</p>
<i>Other Requirements of Post</i>	<ul style="list-style-type: none">• Genuine respect and empathy for diversity and individuality• Responsible and mature approach to work• Excellent interpersonal and communication skills with ability to adapt to new environments• Experience of / with people with additional and/or complex needs• Enthusiastic, proactive self-motivator who can provide holistic supports of the highest quality.• Self-driven with proven record of achievement• Ability to set high personal standards of performance and delivery of desired results



Key Competencies :	<ul style="list-style-type: none"> • Excellent Ways of Working • Excellent Problem Solving skills • Excellent Decision Making • Excellent Planning • Effective verbal and written communication • Ability to work to deadlines and under pressure • An understanding of the needs of individuals • Ability to work on own initiative • Willingness to learn • Reliability and flexible approach to work • Excellent organisation and IT skills • Self-motivated/Self-starter
Person Specification: Essential Criteria Desirable Criteria	<ul style="list-style-type: none"> • A relevant qualification in Social Care or equivalent - Fetac Level 5 minimum • Experience of personal support plans • Flexible and adaptable nature • Ability to work as part of a multi-disciplinary team <ul style="list-style-type: none"> • Full Clean Driver's licence • Prior experience in a similar role • MAPA, SAM's, OFA and Manual Handling Training Patient handling & moving • Experience in a service for individuals with Autism, Intellectual Disabilities and/or Mental Health
Career Development	<p>All employees of Nua Healthcare Services will be afforded Training and Development opportunities in regard to Career Development.</p> <p>In addition, there will be substantial training in legislative, Health & Safety and other job-related training provided on an on-going basis.</p> <p>The HR department will work closely with all staff to ensure that all necessary Training opportunities are fair and transparent for all staff.</p>



Additional information	<p>Nua Healthcare Services reserve the right to transfer any staff member to an equivalent post in another location so flexibility is required by the post holder. This may be on a temporary or permanent basis.</p> <p>The hours of attendance for the position are across a 24-hour period, 5 days over 7, and 365 days per year.</p> <p>Escalation On-Call System</p> <ul style="list-style-type: none"> • Staff • Deputy Team Leaders • Team Leader • Director of Operations • Chief Operating Officer 		
Post Holder Sign Off		Date	
Line Manager Sign Off		Date	