



**SWYDDI CYNGOR**  
RHONDDA CYNON TAF  
**COUNCIL JOBS**



**Pecyn  
Gwybodaeth  
i Ymgeiswyr**

**Candidate  
Information  
Pack**

# JOB DESCRIPTION

## Casual Social Care Worker

Post Reference Number: 16640

Date of Job Description: 01.07.2019

<b>Grade</b>	Grade 5
<b>Location</b>	Rhondda Cynon Taf
<b>Group</b>	Community and Children's Services
<b>Division</b>	
<b>Department/Section</b>	Accommodation Services
<b>Team/Sub Section</b>	Respite
<b>Responsible to</b>	Registered Manager
<b>Posts reporting to this post</b>	None
<b>DBS Required</b>	Enhanced

## Why work for Rhondda Cynon Taf Council?

Rhondda Cynon Taf Council is one of the largest Local Authorities in Wales and our vision is "for Rhondda Cynon Taf to be the best place in Wales to live, work and play, where people and businesses are independent, healthy and prosperous".

If you work for us, everything you do will be about making a positive difference to our community and the public sector.

Our excellent induction, training and development programmes will help you grow in your role. You will be challenged and supported, with the opportunity to learn new and transferable skills whilst playing your part in helping others.

Our generous annual leave allowance will provide you with 25 days holidays (pro rata, increasing to 30 upon 5 years of completed service), in addition to 8 public holidays. We

have an excellent pension scheme with employer contributions and our financial support benefits will help to give you a sense of security and wellbeing for the future. We care about the wellbeing of our staff and our family friendly and inclusive policies allow for flexibility when needed. We offer support and advice including counselling, health surveillance, nurse and physiotherapy services. There are also a number of staff networks for employees including the Allies Network, a Disability and Carers Network, Perthyn our LGBTQ+ Network and Spotlight, open to Black, Asian and minority ethnic staff.

In addition, you will have access to a wide range of staff benefits including discounted 'Leisure for Life' membership, 'Vectis Card' for discounts on hundreds of products and services, Cycle to Work scheme and a technology purchase scheme.

**Please see our [career pages](#) to find out more about working for us.**

## Purpose of the post:

To provide care and support on a flexible basis to service users with a learning or physical disability who may be residing within a Respite House.

## What you will deliver:

1. To meet the needs of service users in accordance with their plan of care.
2. To take responsibility for being aware of and adhering to the standards, policies and procedures of RCT in relation to the provision of care and/or support in the relevant setting.
3. Encourage and support service users to participate in all decisions relating to every aspect of their lives.
4. Focus on maintaining and increasing service users skills for independence in their daily life skills using agreed formats and plans.
5. Providing emotional support to service users through effective communication by; providing for the personal care needs of service users with sensitivity, to include

## What you will deliver:

6. Assist service users to maintain a high standard of personal / domestic hygiene and to be aware of and advised on personal health.
7. Participate with service users in managing their budgets (including but not limited to; paying bills, shopping, menu-planning and preparing meals).
8. Ensuring service users are given/prompted and encouraged to take prescribed medication in accordance with Divisional medication guidelines and the individual care plan (where applicable).
9. Attend provider-planning meetings as required.
10. Monitor progress on the implementation of individual plans, recording such monitoring as required.
11. Liaise with other relevant professionals to implement specifics of provider plans.
12. Refer information to the Manager to ensure that repairs are rectified promptly and the properties are well maintained. Staff are expected to make contingency arrangements in the event of emergencies of urgent repairs
13. Help service users to budget effectively, recording all financial transactions accurately.
14. Record all financial transactions relevant to Petty Cash
15. Transport Service Users in departmental specially adapted vehicles between 8 - 16 seats and/or service users mobility vehicles.
16. Report and record serious incidents and accidents to the Registered Manager using the agreed format.
17. Be aware of, and comply with the Council's Complaints Procedure.
18. Carry out and record any safety tests as specified reporting faults.
19. Take any necessary action to maintain adequate cover at all times following the agreed procedure for the replacement or increase of staff.
20. To participate in and contribute to continuous personal development through training, supervision and appraisal as identified by line management.
21. Comply and operate procedures and methods developed through participation on training courses.

## What you will deliver:

22. To carry out health and safety responsibilities in accordance with the Division's Health and Safety Responsibilities document.
23. All posts require you to work a range of shifts, including but not limited to; evenings, weekends, Bank Holidays (including Christmas and New Year), and sleep in duties/nights shifts as necessary, for which additional payments are made for working unsocial hours.
24. All staff working for the council are expected to respond appropriately to any concerns they may have regarding the abuse/inappropriate treatment of vulnerable adults. This will usually mean alerting their line manager. The protection of vulnerable adults is a core responsibility at all times.
25. To work in accordance with the Code of Professional Practice for Social Care.

To undertake such other duties and responsibilities commensurate with the grade, as may be reasonably required by the Service Director, or as a mutually agreed development opportunity.

To comply with the Council's Health and Safety Policies and procedures and undertake any relevant health and safety duties in accordance with local arrangements.

To support the Council to play its part in tackling Climate Change and meeting its Carbon Reduction targets across the services it delivers and also in the goods and services it buys or commissions from other organisations.

All staff have a valuable and vital role in keeping people safe. Any person with concerns regarding the safety of a child or adult at risk, OR the behaviour of a colleague towards a child or adult at risk, has a responsibility to report this immediately. This should be done via the person's Line Manager, Designated Safeguarding Lead or contact the Cwm Taf Multi Agency Safeguarding Hub.

**THE CONTENTS OF THE DOCUMENT WILL BE SUBJECT TO REVIEW FROM TIME TO TIME IN CONSULTATION WITH THE POST HOLDER. JOB DESCRIPTIONS MAY BE AMENDED TO REFLECT AND RECORD SUCH CHANGES.**





## PERSON SPECIFICATION

**This Person Specification sets out the knowledge and/or qualifications, past experience and personal competencies that would be ideal for this particular post.**

The **Knowledge/Qualifications** and Experience sections describe what is required in terms of the technical ability that is needed to do this job successfully.

The **Competencies** section describes the kinds of non-technical skills, abilities and personal characteristics that the ideal person for this particular role would have. The competencies describe how that person would ideally work with other people and how they would approach their responsibilities.

The **Special Conditions and Professional Requirements** section describes any other qualities appropriate to the particular circumstances associated with this role.

### Knowledge / Education:

Essential	Desirable
Possess or willing to work towards minimum QCF Level 2 in care	Understanding of the needs of people whose behaviour challenges services
Understanding of the issues facing people with learning difficulties, including equal opportunities, race equality and anti racism	Understanding of the needs of people who have limited communication
Understanding of confidentiality and privacy	Understanding of equal opportunities and anti-discriminatory practice
Welsh Language Level 1 - All employees will be required to undertake a basic Welsh Language Induction to reach this level. Please refer to The Welsh Language Skills Guidance online <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a>	Welsh Language Level 2 to Level 5. For details on the levels please refer to The Welsh Language Skills Guidelines, which can be found in the Welsh Services section of the RCT Council Website

### Experience:

Essential	Desirable
There are no essential experience requirements, as it is anticipated that candidates will bring to the job variety of employment and life skills and experience that will be of relevance	Experience of working with people who have learning difficulties

It is essential that you possess a full driving licence as your role will include transporting service users in their mobility vehicles or a vehicle owned by the Council	Experience of working in a care / support setting

## Welsh language skills:

Essential	Desirable
Welsh Language Level 1 <input checked="" type="checkbox"/> <i>All employees will be required to undertake a basic Welsh Language induction to reach this level</i>	Welsh Language Level 2 <input checked="" type="checkbox"/>
Welsh Language Level 2 <input type="checkbox"/>	Welsh Language Level 3 <input checked="" type="checkbox"/>
Welsh Language Level 3 <input type="checkbox"/>	Welsh Language Level 3-5 <input checked="" type="checkbox"/>
Welsh Language Level 3-5 <input type="checkbox"/>	Welsh Language Level 4 <input checked="" type="checkbox"/>
Welsh Language Level 4 <input type="checkbox"/>	Welsh Language Level 5 <input checked="" type="checkbox"/>
Welsh Language Level 5 <input type="checkbox"/>	
For details about the levels please refer to 'The Welsh Language Skills Guidance' online: <a href="http://www.rctcbc.gov.uk/WelshSkills">www.rctcbc.gov.uk/WelshSkills</a>	

## What skills you will use in the workplace:

Competency	
Competency Areas	Competency behaviours and values
Working with Partners	Contributes to a positive team spirit.
Working with Team Members	Contributes to a strong team spirit of shared responsibility and co-operation. Recognises that all members of the team have different skills and experiences that can be drawn on.
Communicating Effectively	Communicates clearly and concisely



Looking After the Service Users' Best Interests	Listens to the views of the service user, and includes those involved with the service users, to define the best ways forward.
Earning Service Users' Trust	Respects Service Users' individuality, feelings and beliefs, their rights to privacy and to make choices
Working with Change	Is willing to try new ways of working and is flexible to them.
Achieving Results	Takes responsibility.
Encouraging Professional Development	Continually actively reviews their own development, identifying opportunities to progress. Recognises that there is always room for self-improvement.
Complying with Health and Safety (H&S)	Always reports any risks or incidents to the correct people.

## Special Conditions and Professional Requirements

Ability to work short notice shifts (including mornings, evenings, nights, sleep-ins, weekends and public holidays).

Ability to travel to workplace settings around the Rhondda Cynon Taf area in line with service requirements.

Ability to drive and hold a current valid driving licence.