

Macklin Care Homes - Who we are:

Can you make a real difference in the lives of others? We are looking to hire exceptional talent to work in care and in return, we will bring out the best in you.

At Macklin Care Homes you will work as part of an award-winning team who are valued for their contribution, with opportunities for career development, as well as a friendly and rewarding working environment. If you are a compassionate person who cares with heart, we would love to hear from you.

Our residents are at the heart of our homes; we are inspired not only by their stories and experiences of years gone by but also by knowing we are making a real difference in their lives.

We promote a culture of working as one team, using our knowledge and expertise to continually excel and improve the standards of care for our residents.

Role Overview:

As a Care Assistant, you will assist and support the nursing staff in providing care on an individual basis appropriate to the social, emotional, and physical needs of the residents, in line with the Patient Charter of Rights, and under the Nursing Home Minimum Standards. Successful candidates must be willing to register with NISCC.

Key Responsibilities:

Professional duties:

- Individual care for each resident by creating a relaxed and homely environment that maximises the individual resident's opportunity for independence.
- Assist in feeding, dressing, bathing, lifting, mobilising, and all other personal hygienic functions of each patient.
- Be fully flexible to support residents with one-to-one care as and when required.
- Make beds neatly and tidy drawers, lockers, and wardrobes within bedrooms.
- Assist in the general tidying and cleaning of the Care Home and all nursing equipment.
- Assist in maintaining a supply of clean laundry by carrying out laundry duties when requested.
- Collect residents' clean clothes from the laundry and return them to wardrobes/drawers of bedrooms.
- Work as part of a team to maintain a high standard of nursing care in the home.
- Assist in the organisation and implementation of social activities in the home.
- Continue the Company's policy of being courteous to all doctors, pharmacists, external medical staff, patient's relatives and friends, religious practitioners, and the Northern Health Board Nursing Home Inspection Unit Team.
- Continually update oneself on current procedures using literature available in the Home and attend internal and external courses when requested by the Staff Nurse/Matron.
- Comply with all infection control measures operating within the Care Home.
- Wear protective clothing as required.
- Take responsibility for the protection of vulnerable adults and report to management where you consider a person has caused harm or posed a risk of harm to any resident.
- Always remain compliant with the Company's Health and Safety Procedures.
- Adhere to the fire and accident prevention policy of the Care Home.
- Always observe confidentiality.

Administrative duties:

- Ensure the economic use of all supplies and equipment.
- Maintain all resources in a satisfactory condition and report any faults/breakages.
- Report all accidents, complaints, and defects in equipment to the Staff Nurse in charge.
- Ensure the safekeeping of resident's belongings and valuables per the Care Home's policy.
- Does not accept gifts from residents or witness a resident's will.

Personnel duties:

- Is compliant with the Company's Equal Opportunities Policy.
- Is familiar with the Care Home's fire evacuation procedures.
- Is compliant with the Company's personnel/HR policies.

Essential criteria:

- Ability to communicate with the elderly.
- Ability to work set hours, flexible to meet the needs of the organisation.
- Must have a good command of written and spoken English.
- General Health (medically fit).

Desirable criteria:

- Current NVQ in care.
- Knowledge of Care of the Elderly Patients Charter of Rights.
- Experience in a caring background or setting.
- Moving and handling patients.

Key Skills:

- Commitment to The Macklin Care Homes Mission, Vision, and Core Values.
- Core Values - Treat People Really Well, Continuous Development, Trust, and Dedication.
- Ability to deliver a high standard of resident care.
- Exceptional organisational skills.
- Ability to communicate, listen, and collaborate cooperatively with other staff members.
- Ability to work under pressure and use own initiative.
- High standard of personal presentation.
- Attention to detail.

Company benefits:

To reward the demanding work of our fantastic colleagues, we offer an excellent benefits package as follows:

- **£1000 Welcome Bonus***
- Collaborating with an award-winning team with family values.
- A comprehensive paid induction programme.
- Wide variety of training provided.
- Career development opportunities.
- Flexibility of shifts.
- Employee Assistance Programme.
- Discounted rates at Malone Hotel, Belfast.
- Health and wellbeing initiatives including team-building initiatives.
- Free car parking and uniform*.
- Incentives for employee referrals. *
- **T&Cs will apply.*

Please note:

Interviews may take place before the job advertisement closes as and when suitable applications are received. If a suitable candidate is appointed the role may close early, therefore please do not hesitate to submit your application promptly.

In addition, we also reserve the right to enhance the criteria at the shortlisting stage.

An Enhanced Access NI Check will be required for this post. If successful, please be aware that we do have a policy on the recruitment of ex-offenders. As per the Access NI Code of Practice, Macklin Care Homes also has a policy on the secure handling, use, storage, and retention of disclosure information. Copies of these documents along with the Access NI Code of Practice are available upon request by contacting the HR Department.

It is Macklin Care Homes Policy that any existence of a criminal conviction will not necessarily lead to the withdrawal of a job offer, but the failure to disclose all criminal convictions fully and accurately will lead to the withdrawal of a job offer.

Macklin Care Homes is an Equal Opportunities Employer.