

Praxis Care Job Description

Position, Title & Grade:	Support Worker
Location:	Isle of Man
Reporting to:	Service Manager
Function/Department:	Operations

Job Purpose/Summary:

Our support workers are central to ensuring that Praxis Care achieves our goal of providing quality care to the individuals we support. Each of our Support Workers will work as part of a dedicated team to provide a high quality and reliable support service. Our Support Workers provide friendliness and encouragement, supporting independence and providing the environment for individuals to achieve their desired outcomes. At Praxis Care we pride ourselves on delivering a high quality service ensuring that respect and dignity is at the forefront of all that we do.

Key Accountabilities:

- To support and empower individuals to develop / improve independent living skills as identified in person centred plans. This may include providing support to manage domestic or social skills and personal care
- To work closely with Team Leaders and managers in preparing and implementing individual and group support programmes
- To work with other Support Workers and Team leaders to promote a safe working and living environment. For some services this will involve resolving situations which may arise from conflict or behaviours that challenge and knowing the techniques and correct language to use to resolve
- To ensure that medication is held/stored and administered in accordance with Praxis Care's Medication Policy, where necessary
- To be familiar with all administration requirements of the service, ensuring relevant and important information is recorded and logged as per the services reporting guidelines
- To be fully aware of all policies and procedures in place within the service (including Health & Safety), ensuring attendance and participation at all related training

Requirements of the Role:

- You will be required to participate in the company appraisal and staff review process
- To adhere to and model the company values, behaviours and competencies at all times
- To carry out all duties of the post in accordance with Praxis expectations, regulations and

policies

- To carry out additional duties of the role and all other required duties as and when necessary
- To work the necessary hours to fit the needs of the service

The above mentioned duties are not exhaustive and the post holder will be required to carry out other duties as and when necessary. It should be noted that stated duties or location associated with the post may change to meet the future needs of the organisation.

Essential and Desirable Criteria:

	Direct/Internal	Indirect/External
Budget	• 0	• 0
Staff	• 0	• 0
Liaison & Influence	• Other Support Workers • Team Leaders • Line Managers • Supported Individuals	• Health Trust and regulatory bodies • Individual families • External suppliers

Criteria	Essential	Desirable
Education, Experience & Training Qualifications	• Numeracy and Literacy Skills • Effective Communication skills	• Working within the Health and social care field
Skills & Competencies	• Full valid driving licence and access to own vehicle <i>(If a disability precludes an individual from holding a driver's licence, it should be stated how they can meet the mobility requirement of the post)</i> • Risk Assessment skills • Leadership skills • Problem solving skills • Organisational skills • Time management skills	
Attributes	• Team Player • Understanding of diversity	

	Available to work flexibly	
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Decision Making Authority	Recommendation Types and Levels
Ability to make low-medium level decisions within clearly defined parameters as defined Team Leader or Manager	Can put forward suggestions and recommendations to Team Leaders regarding areas of improvements within the service and also suggestions for variations within individual care plans