

Job Description

Role Title:	Support Worker
Reporting to:	Staff Nurse / Senior Staff Nurse
Accountable to:	Ward Manager / Deputy Hospital Manager
Job Purpose:	The post holder will provide direct patient care and support as part of a multi-disciplinary team to a group of patients within a secure hospital service.

The Huntercombe Group is based on a positive philosophy of valuing people. This means that there is an expectation that all staff will treat patients, visitors and colleagues as individuals and with respect and dignity at all times.

Duties:

1. Operational:

The post-holder will:

- 1.1 Under the direction and professional leadership of the nursing staff ensure the highest standards of care and support are delivered to patients encompassing all activities of daily living.
- 1.2 To ensure that the main principles of care, namely choice, dignity, respect, empowerment, individuality and privacy are reflected in all aspects of practice.
- 1.3 To act at all times as a role model for patients and be actively involved in engaging patients with daily activities, educational programmes, behavioural support programmes and leisure / recreational activities, as outlined in individual care plans.
- 1.4 To implement patient needs lead educational and therapeutic activities to aid rehabilitation in accordance with a patients 24 hour individual timetable of events / activities, in accordance with direction and implementation plans provided by The Occupational Therapy Department.
- 1.5 Ensure the consistent delivery of all assessment and treatment programmes, providing factual, concise and legible written records / reports and communicating these effectively to colleagues as appropriate.
- 1.6 To ensure the health, safety, welfare and security of patients, colleagues and members of the public are maintained at all times.
- 1.7 In liaison with colleagues, ensure that the physical environment for patients promotes health in accordance with infection control guidance and is reflective of the highest standards of care.
- 1.8 To play an active role in mentoring and developing less experienced support workers through role modelling, coaching and performance monitoring.

- 1.9 To develop and maintain good working relationships with colleagues, visitors, carers, members of the multi-disciplinary team and senior professional and managerial staff.
- 1.10 To take an active role in ensuring effective communication and team working within and across the disciplines by utilising communication systems appropriately, attending meetings and training events as required.
- 1.11 To be risk aware and participate in a process of dynamic risk assessment, including identifying risks to self, colleagues, patients and the service and actively contributing to an effective risk management plan.
- 1.12 To undertake any other roles and responsibilities as requested and required.

2. Personal:

- 2.1 To ensure that they maintain their own skills and competencies through attendance at all training events identified as required by the role.
- 2.2 To ensure that they follow the professional guidance of the nursing staff in all aspects of care delivery.
- 2.3 To commit to a supervision process which is based on support and development.

3. General:

- 3.1 The post holder will at all times, treat everyone with dignity and respect, valuing and respecting patients and staff as individuals and be committed to equality of opportunities for all, embracing diversity.
- 3.2 To uphold the values and aims of THG at all times.
- 3.3 To conform at all times to the Policies and Procedures of the company.
- 3.4 To have a sound awareness of and abide by all relevant legislative frameworks, such as the Care Standards Act, Mental Health Act, NICE guidance etc.
- 3.5 To have a sound understanding of the role and responsibilities of all relevant regulatory bodies such as the Health Care Commission, Mental Health Act Commission and Health and Safety Executive.

This role description may be subject to amendment to take account of changing circumstances but such amendments will only be made following consultation between the post holder and the Ward Manager or Deputy Hospital Manager.

The post-holder will be expected to be flexible and adaptable.