

Job Description and Person Specification

Rehabilitation Support Worker - Stroke

Band 3

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

Summary about the Service

- Providing care to service users in Bristol, North Somerset and South Gloucestershire (BNSSG) after stroke.
- The post will be based at Castlewood in Clevedon but the post holder will need be flexible and cover other areas of BNSSG as needed.
- In addition, in order to provide organisational and service resilience, you may be expected to support other teams or services, both within the locality and citywide when the need arises.

Job Purpose

As a Rehab Support Worker you will be supporting registered health care professionals to deliver rehabilitation programmes and assist with care and support of patients referred to the service. You will also provide non-clinical support to the Specialist Stroke Service.

Key Responsibilities

- *To carry out rehabilitation plans as prescribed by registered therapists, in accordance with instructions and recognised training received. This will involve a level of autonomy and decision making using protocols as drawn up by the service.*
- *Provide assistance to clinical staff in the assessment and treatment of patients in the rehabilitative process*
- *Follow a prescribed care plan to support service users at home including support with activities of daily living tasks and provision of aids to support independent living*
- *Practice, reinforce and progress activities of daily living e.g. personal care, dressing, meal preparation etc, as appropriate*
- *To participate and support in promoting healthy and independent living practices to patients, families and carers.*

- *To advise the Team Co-ordinator/lead therapist when patients support needs are no longer as per their care plan-e.g extra support is needed to help a service user achieve their goal or remain in their own homes*
- *To work collaboratively with other organisations across different sectors of health and social care.*
- *To support in the monitoring, ordering and receipt of equipment into the team peripheral store.*
- *To carry out general administrative and non-clinical work to contribute to the functioning of the team such as photocopying, filing, liaison and telephone calls.*
- *Provide and maintain a safe and comfortable environment all patients and carers, seeking support from senior staff if the need arises.*
- *Carry out safe and effective manual handling procedures to support service users to maintain safety throughout interventions.*
- *To document electronic case notes, which meet Sirona's Standards for documentation.*
- *To be flexible to meet the demands of the service as a whole across BNSSG, working evenings, weekends and bank holidays where required.*
- *Participate in regular team meetings and attend other meetings as deemed necessary for role.*
- *To undertake all mandatory and local training as required for your role.*
- *To undertake regular supervisions with your line manager and actively follow a programme of personal and professional development through setting and regular review of personal development goals.*
- *To demonstrate, uphold and promote Sirona's key values and behaviours.*

Scope of Accountability:

- Number of direct reports -Nil
- Number of indirect reports-Nil
- Budget holder -No

Skills, Experience and Knowledge Required

Essential:

- Able to work without direct supervision, as agreed within the team, to achieve the objectives of the post.
- Able to make correct decisions within a set of clear guidelines.
- Able to prioritise tasks.
- Able to prioritise work from more than one manager.
- Able to communicate clearly and succinctly using IT
- Clear and concise verbal communication.
- Able to build effective working relationships.
- Able to work effectively with senior colleagues
- Access to reliable transport and able to travel independently across the locality
- Experience of working with adults in a health and social care setting
- Qualifications in English and Maths GCSE A-C or equivalent
- Able to competently use IT (emails, word documents, excel)

Desirable:

- Previous experience as a therapy assistant in rehabilitation
- An understanding of the law surrounding data protection and confidentiality
- NVQ level 3 in direct care.

Team Structure Diagram



Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded

- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support
- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services
- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.

Infection Prevention and Control

Infection Prevention and Control is everybody's responsibility.

Compliance with all infection control policies, procedures and guidelines will form an integral part of practice for all staff.

All staff will be responsible for familiarising themselves with the Infection control policies and guidelines on the Intranet site.

Staff must keep up to date with new policies and guidelines and the subsequent implementation in practice.

Staff must seek support and advice from the Infection Prevention and Control Team in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance in the policies is not applicable.

