

Job Title:	Care Assistant Nursing – New to care
Reporting to:	Senior Care Assistant/Registered Nurse
Direct Reports:	NA
Responsible for:	Consistently delivering optimum levels of person centred care. Also ensuring that they actively engage with all service users; assisting in creating a welcoming and stimulating environment
Job Purpose:	Contribute fully to the overall care team and work with other departments to ensure continuity of services to residents.

Essential Job Functions

The following basic and other qualifications are reflective of the types of work and commensurate with the level of education and experience indicated in this Job Description. All offers of employment are subject to a DBS check.

Care and Support

- Assist residents with all aspects of personal care including toileting, cleaning, bathing, dressing and undressing, whilst ensuring optimum independence, dignity and respect of individuals
- Ensure the highest levels of person centred care are delivered to all residents to enhance and promote the clients' quality of life
- Promote and deliver the full dining experience for all residents. This involves assisting in serving meals and beverages and encouraging residents requiring additional attention at mealtimes
- Regularly attend to residents with reduced continence control. This involves toileting, cleaning and changing continence pads and removing wet or soiled clothing to ensure the resident remains comfortable and the risk of skin deterioration is reduced
- Carry out care activities in accordance with the care plan for less mobile and poorly residents. This also includes turning and moving residents to reduce the risk of pressure sores
- Assist residents with restricted mobility to move to communal areas or to return to their bedrooms as requested, using the correct moving and handling procedures as per company policies
- Ensure bedroom areas are kept clean, tidy and pleasant for the residents by undertaking tasks such as making beds, regularly changing bed linen and emptying commodes
- Responsible for the regular cleaning of equipment involved in personal care of residents, including commodes and wheelchairs
 - Practice safe systems of work across a range of tasks in particular moving and handling of loads and ensuring the policies and procedures are adhered to at all times
 - Take responsibility for co-ordinating documentation of individual care plans, reporting back to the person in charge
 - Understand personal responsibilities with regards to Health and Safety at Work legislation; particularly in relation to moving and handling of residents and fire safety and evacuation procedures

- Act in a professional and courteous manner at all times towards residents and their visitors, respecting the dignity and individuality of each resident
- Encourage and contribute to working as a team - responding positively to colleagues and acting on all reasonable work instructions promptly.

Personal Requirements

An energetic, committed yet approachable team member, the person who fulfils this role will add real value with their obvious passion and commitment to both residents, families and staff alike, but will have the ability to multi-task in a high pressure environment with care and compassion.

Their talent and ability will be a reflection of the brighterkind culture and values and will help showcase the best of our organisation.

To succeed you will be:

- A team player - brighterkind is a low 'ego' organisation;
- Strong communicator and influencer;
- Energetic and hard-working;
- Passionate about offering superior services and want to make a difference in everything that they do.

A sense of humour and positive outlook on life – Glass half full rather than half empty is key!

Experience	Essential/Desirable	Method of Assessment
Previous experience advantageous but not required as full training will be offered	Desirable	CV/Certificate
Knowledge, Skills & Abilities	Essential/Desirable	Method of Assessment
Ability to communicate effectively both verbally and in writing.	Essential	CV/Interview
Ability to work under own initiative and in a fast paced environment	Essential	CV/Interview
Polite and courteous manner	Essential	CV/Interview
Ability to work as part of a team and carry out tasks as directed by other team members	Essential	CV/Interview
Willingness to positively contribute towards enhancing the quality and service levels for all service users.	Essential	CV/Interview