

### Job Specification – Social Care Worker (Qualified)

<p><b>Statement of Purpose</b></p>	<p>Aurora Enriching Lives, Enriching Communities will enable people to live a good life, in their own home, with supports and opportunities to become active, valued and inclusive members of their local communities.</p> <p>Aurora will enable a supported self-directed living (SSDL) model of provision which is underpinned by our beliefs, values and vision.</p>
<p><b>Job Title and Grade</b></p>	<p>Social Care Worker (Qualified) (3029)</p>
<p><b>Remuneration</b></p>	<p>Permanent – Full-time hours (39hrs per week).</p> <p>The salary scale for this post as at (01.02.26)          €40,851, €42,408, €44,326, €45,729, €47,147, €48,572, €50,020, €51,500, €52,988, €54,522, €56,155, €57,216</p> <p>New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.</p>
<p><b>Location</b></p>	<p>Each post holder will be required to be based within the relevant community location. The exact location will be agreed with the Director of Services in advance of commencing employment in Aurora.</p> <p>You will be employed by Aurora, which includes all services run by the Company; you may be required to work from an alternative community location in accordance with the needs of the service.</p>
<p><b>Purpose of the Role</b></p>	<p>The role of the Social Care Worker is to provide holistic, person-centred care, promoting optimum independence, enhancing the quality of life for people with intellectual, physical or sensory disability in all aspects of daily living.</p> <p>The person appointed to the post should be flexible in their approach to service provision and should have the ability to work as a member of a team. He/she will ensure that the needs of the people we support are being met through professional work practices.</p> <p>You will be required to take an active part in ensuring that day-to-day operations of the Service are in line with policies and procedures.</p>

<b>Reporting Relationship</b>	<p>The Social Care Worker is a member of the Wellness Culture and Integration Team and reports to the PIC/Team Leader.</p>
<b>Key Working Relationships</b>	<p>As part of the Wellness Culture and Integration Team, the Social Care Worker will work and interact with the following:</p> <ul style="list-style-type: none"> <li>• The people we Support</li> <li>• Support staff (nurses, social care workers, supports workers etc)</li> <li>• WCI Managers, DOS, ADOS</li> <li>• PIC's, Team Leaders</li> <li>• Senior Management</li> <li>• Multi-Disciplinary Team</li> <li>• Community Liaison Nurses</li> <li>• Relevant support functions such as HR, Finance, Maintenance, Health &amp; Safety, and Quality etc</li> <li>• External stakeholders.</li> </ul>
<b>Principal Duties and Responsibilities</b>	<p>Under the direction of the PIC/Team Leader, the SCW will provide care according to:</p> <ul style="list-style-type: none"> <li>- Professional Clinical Guidelines</li> <li>- National and regional HSE guidelines</li> <li>- Local policies, protocols and guidelines</li> <li>- Current legislation as it applies to the role</li> </ul> <p><b>The Social Care Worker will:</b></p> <ul style="list-style-type: none"> <li>• Develop and maintain close links with the person and their family ensuring a partnership approach.</li> <li>• Work closely with the multidisciplinary team to achieve optimal input for the person.</li> <li>• Foster a philosophy of care that reflects the HSE and local services commitment to quality, using an evidenced based approach, in a safe environment maintaining the dignity of the people we support.</li> <li>• Ensure your familiarisation with the individual Care Plans of each person at your location of work.</li> <li>• Support people in directing their own lives in accordance to their individual plan (SSDL)</li> <li>• Provide ongoing support to the Health Care Assistants by modelling good practice in supporting self-directed living</li> <li>• Act as an advocate for people and their families and provide information to empower them in decision making, goal setting and problem solving</li> <li>• Support people in line with their money management plans</li> </ul>

	<ul style="list-style-type: none"> <li>• To promote a home-like atmosphere for people within the community home in a manner which will develop and promote the ability of each person to integrate and be included in local community life.</li> <li>• To foster, encourage and develop each person’s self-care skills, particularly in relation to personal hygiene, health matters and care for their personal appearance.</li> <li>• In supporting people to access the community by utilising transport options</li> <li>• To ensure that the community house and its surrounds are clean, tidy and presentable both inside and outside</li> <li>• To encourage, develop and maintain harmonious neighbourhood relationships and good communications with local residents and community organisations.</li> <li>• To recognise and develop appropriate channels through which each person of the community home can make a positive contribution to the neighbourhood in which they live.</li> <li>• Work as part of Aurora Key teams</li> <li>• Ensure that all prescribed drugs and treatments are administered to the person, that the required records are kept of same, and that all storage and administration of drugs comply with the Medication Policy.</li> <li>• Prepare and serve food as appropriate and carry out household tasks as required</li> <li>• Maintain and monitor appropriate levels of consumables supplies in the community home where required</li> <li>• To foster and help maintain good relationships between the person and their own families, and maintain liaison with the family of each person.</li> <li>• To accompany the person to hospital, clinics or to G.P.'s surgery as appropriate.</li> <li>• To work the agreed roster policy which at all times is person driven, this requires flexibility to ensure that the persons needs are met. Waking nights will be part of any rostering system.</li> <li>• Ensure the safe use and care of equipment in the community house and to report faulty equipment, etc. should it arise.</li> <li>• Ensure the health, safety and welfare of people at all times through excellent professional practice and adhering to safety policies and procedures</li> <li>• Report all issues that arise in respect of health, safety, welfare and protection (including Risk) to the Manager immediately</li> <li>• Attend staff meeting, actively contribute, foster good practice</li> <li>• Participate in service audits</li> </ul>
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	<ul style="list-style-type: none"> <li>• Comply with all legal requirements pertaining to care of people</li> </ul> <p><b>The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently the post holder may be required to perform other agreed duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office</b></p>
<p><b>Professional Expectations:</b></p>	<p>The SCW must have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc and comply with associated HSE protocols for implementing and maintaining these standards.</p> <p>The SCW must not undertake any duty related to people for which he/she is not trained</p> <p>The SCW must be aware of ethical policies and procedures which pertain to his / her area of practice including:</p> <ul style="list-style-type: none"> <li>• Statutory legislation in particular but not exclusively the Health Act 2007 Regulations</li> <li>• National and Aurora agreed Policies and Codes of Good Practice, including Safeguarding Vulnerable Persons at Risk of Abuse, Confidentiality &amp; Data Protection, Medication Policy (TBC)</li> <li>• Notification of incidents/accidents and other Health and Safety requirements in compliance with Aurora’s instructions</li> <li>• Fire precautions</li> <li>• Health &amp; Safety</li> <li>• Equal Opportunity principles</li> <li>• Attend training as and when required</li> </ul>
<p><b>Qualifications/ Experience/ Criteria</b></p>	<p><b>Candidates must have:</b></p> <p>Qualification in Social Care or Qualification in Applied Social Care Studies or Qualification in Applied Social Studies/Social Care <b>Under the Health and Social Care Professionals Act 2005 (amended) to regulate the profession of social care worker. Completed formal registration with CORU including (where applicable) recognition of international qualifications.</b></p> <p><b>Satisfied the Social Care Workers Registration Board that they are a ‘fit and proper’ person to engage in the practice which is supported by Garda vetting and (where applicable) international police clearance.</b></p> <p><b>Health</b></p> <p>In order to be successful a candidate must be fully competent and capable of undertaking the duties as above and be in a state of health such as would</p>

	<p>indicate a reasonable prospect of ability to render regular and efficient service.</p> <p><b>Character</b> Satisfactorily undergo Garda vetting procedures prior to commencing</p> <p><b>Essential</b> Full clean drivers' licence</p>
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Experience working and supporting people with Intellectual Disabilities</li> <li>• Experience of working with persons with behaviours that challenge</li> <li>• Relevant experience in providing care in a community setting</li> <li>• Experience in supporting individuals to live a good life</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Excellent experience of report writing desirable</li> </ul>
<b>Skills, competencies and/or knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to work as part of a mixed skill set team</li> <li>• Strong communication &amp; interpersonal skills</li> <li>• Planning &amp; organisational skills</li> <li>• Basic hygiene and infection control knowledge</li> <li>• Ability to work on own initiative and as part of a team</li> <li>• Computer literate including Microsoft Suite and reporting writing</li> <li>• Must be willing and able to participate in swimming pool-based activities</li> <li>• Must be willing and able to drive the Aurora transport vehicles</li> </ul>

*All position descriptions are liable to change following proper consultation and agreement of all relevant parties as this is a national grade alignment to the HSE Pay Scale, the above may be subject to changes agreed nationally in the HSE.*

