



Role: Social Care Worker

Location: This role will be located in one of the ChildVision residential houses located in the Drumcondra location.

Hours: 39 hours per week. As this role is located in one of the residential houses the successful candidate will operate within a 24 hour roster from Sunday to Friday.

Duration: 6-month contract

Key Working Relationships:

A wide range of stakeholders with whom strong professional relationships need to be forged and fostered on an ongoing basis.

Duties:

Planning and Organising of Activities and Resources

- Plans and organises activities and necessary resources efficiently and effectively.
- Understands the importance of time management for themselves and in particular how this translates to organising their assigned workload.
- Demonstrates the ability to arrange and schedule activities factoring in visual impairment requirements.
- Deals with unexpected scenarios under supervision with persistence and flexibility to ensure the achievement of goals.
- Maintains a disciplined and professional level of performance under sustained or situational pressure.

Advocacy and Rights

- Is familiar with the Assisted Decision Making (Capacity) Act 2015 and demonstrates good practice in supporting service users to make decisions for themselves in all aspects of their lives.
- Supports the development of decision-making and advocacy skills in service users.
- Liaises and coordinate with statutory, voluntary, community and other bodies to make it possible for service users to advocate for their own needs, and where appropriate, and with their consent, to advocate on behalf of service users.

Integrity & Decision Making

- Holds an appropriate and effective set of professional values and beliefs and behaves in line with professional standards as set down by ChildVision and CORU.
- Makes decisions in a well-judged and timely manner bringing all relevant information to bear.
- Uses logical analysis to break complex problems into their component parts.
- Promotes and consistently supports the demonstration and development of evidence based service delivery.

Service Delivery & Initiative

- Ensures that the delivery of social care services is in accordance with CORU's Code of Professional Conduct and Ethics for Social Care Workers, relevant legislation and ChildVision policies and procedures.
- Collaborates with the service user, their decision-making supporters and all

relevant stakeholders to identify and achieve their goals.

- Takes initiative to move the service forward and shows a willingness to try out new ideas under supervision that add service deliver value.
- Commits to achieving evidence based goals and continuous improvement of the service.
- Shows enthusiasm and a high level of motivation in completing work. Building and Maintaining Working Relationships
- Forms strong positive working relationships across all areas of the service, build on a common understanding.
- Demonstrates a supportive and reciprocating work style including strong empathy with the service user, their family/friends and their decision-making supporters.
- Communicates effectively with service users in order to provide a person centred service.
- Works appropriately with all stakeholders.

Team Working

- Actively contributes to effective team working.
- Attends and actively contributes to relevant clinical and professional and team meetings.
- Participates in training and developmental opportunities as identified and agreed.
- Supports and contributes to research initiatives as required

Health & Safety

- Be fully aware of the organisational and employee duties under the Safety, Health and Welfare at work Act 2005.
- Adhere to the directions within the organisational Safety Statement and associated policies and procedures.
- Comply with best practice in all aspects of work and specifically in relation to safe handling and health and safety and security.
- Be aware of and practice the correct use of all equipment e.g. hoists and notify any faults immediately.
- Ensure all accidents/incidents be they staff or service user, are reported and documented in keeping with ChildVision policies and procedures.
- Contribute to the maintenance of the risk register for the designated centre ensuring risks are addressed appropriately and in a timely manner.
- Contribute to the development of emergency actions and plans.
- Ensure fire and safety precautions are implemented and maintained and fire drills are organised regularly in line with agreed procedures.

Professional/Team & Organisational Quality & Development

- On the opening of the Registration Board for Social Care Workers with CORU, applies for and is successful in obtaining and maintaining registration for the duration of their employment in this role.
- Maintains standards of practice and levels of professional knowledge including participating in continuous professional development, attending training courses and participating in research.
- Participates in professional supervision and performance management and engages in reflective practice and ongoing Continuous Professional Development.
- Ensures that a high standard of personal professionalism is maintained at all times and in all aspects of work.
- Ensures that all standards are in line with HIQA regulations and standards under the Health act 2007 and any other legislative requirements.
- Adds value to the service.
- Actively participates in the setting of team and organisational goals.



- Participates as required by ChildVision in service training, study days etc.
- Supports other members of the team as appropriate and as required.
- Participates in the induction of new staff into the service as required.
- Understands and works within all ChildVision Guidelines, Policies and Procedures, and under the direction of the Director of Social Care, ensures their implementation.
- Maintains confidentiality.
- Adheres to requirements to the collection of data and record keeping in accordance with agreed procedures and as required with ChildVision services including HIQA requirements.

Quality Assurance

- Contributes to the ongoing development and implementation of ChildVision's quality assurance initiatives.
- Works in accordance with the HIQA regulations and standards under the health act.



Terms & Conditions:

Reporting to:

Director of Social Care

Annual leave:

Annual leave entitlement is 30 days pro rata per annum

Garda Clearance/ Police Clearance:

These will be required for all prospective employees who will undertake relevant work or activities relating to children or vulnerable persons. This will include any state outside of Ireland where the candidate has resided for a period of 6 months or more.

Pay:

Social Care Worker Scale, Range €37,219 to €52,706. Sleepovers are paid at minimum wage rate in line with residential sector practices.

Sick Pay:

All periods of sickness exceeding 3 days must be medically certified.

Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor.

Upon completion of 12 months, continuous service with the Company sick pay will be as follows. Full pay less social welfare for the first 12 weeks of sickness in any 12month rolling period and half pay less social welfare for a further (6) weeks of sickness absence in the same 12 month rolling period.

In exceptional circumstances, the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience

Probation:

A probationary period of 2 months applies. The probationary period may be extended or terminated for any reason at ChildVision's discretion.