

Job Description – Support Worker

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| Post | Support Worker – (Including Relief Worker) |
| Accountability | To the Manager of Inclusion Alliance and then to the Board of Management on behalf of the individual who is receiving the service and their support network. |
| Main Purpose | To protect and promote the rights and dignity of the person you support through building a committed relationship based on trust and enabling that person to become an active and valued member of their community. |

Key Areas of Work

Build an effective working relationship with the person using the service

- a) Listen to the person and learn how he/she communicates their feelings, preferences and interests, including through body language.
- b) Initiate interactions with the person, include them in conversations and discussions and support others to communicate with them.
- c) Support the person to experience new opportunities, express preferences and make informed choices.

Provide a high level of support and care to meet the person's needs

- a) Support a person's individual care needs which may include helping them with their
 - Mobility: assisting with walking or to use a wheelchair
 - Epilepsy: responding to a seizure/possibly administering medication
 - Personal care: providing some or all aspects
 - Safety: awareness of person's environment and ongoing risk assessment
 - Eating and drinking: minimal or high support depending on person
 - Behaviour which may be challenging
- b) Provide the support and care in a manner which respects their right to privacy and upholds their dignity.

Support the person to participate in activities and in everyday community life

- a) Support in an enabling or facilitative way i.e. one which maximises the person's participation in activities and routines and where the worker is doing things with and alongside the person, not for the person.
- b) Support the person to achieve their potential.
- c) Ensure existing activities happen and there is a planned structure to each day.

Work effectively with family members and other team members.

- a) Work out of person's home with respect for privacy and confidentiality.
- b) Establish good working relations with family/other team members.
- c) Provide daily feedback, verbal and written.
- d) Be open to learning and guidance from others.

Work within Inclusion Alliance's principles, policies and procedures

- a) Demonstrate a person-centred practice, an understanding of and commitment to inclusion and the rights of people with learning difficulties.
- b) Know and follow Inclusion Alliance's policies and procedures.
- c) Be responsible for handling expenses.