

Lancashire County Council Combined Role Profile

Grade Profile - Grade 3 – Support Roles

Applies to **all** posts at Grade 3

Purpose To carry out a range of tasks in support of, or the delivery of, the service.
Scope of Work Role holders will undertake a range of routine procedures and use associated tools and equipment. Some personal initiative may be required.
Accountabilities/Responsibilities The following are a range of duties that are appropriate to this grade. The Operational Context Form will specify duties appropriate for the role. ▪ Solve straightforward problems; or ▪ Exchange routine information with members of the public; or ▪ Carefully use expensive equipment; or ▪ Handle and process information; or ▪ Instruct, and check the work of, others; or ▪ Personal care tasks including the administration of prescribed medication or the provision of support to people who require physical or medical intervention.
Skills, knowledge and experience ▪ Experience or the ability to demonstrate the competence to carry out of the job. ▪ Possession of, or the ability to demonstrate the capability to gain, relevant certificates of competence or equivalent where applicable. ▪ The ability to work without close supervision. In addition to the skills, knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.
Performance Indicators ▪ Completion of tasks to required standards and deadlines.

Lancashire County Council

Operational Context Form

Post title: CARE ASSISTANT (RESIDENTIAL) 3					
Directorate: Adult Services – Older People's Care Services				Location:	
Establishment or team:		Homes for Older People		Post number:	
Grade:	Grade 3	Staff responsibility:	No	Essential Car user:	No

Scope of Work:

Our Vision

'To be the best quality service, safely supporting Older People with kindness, dignity, care and compassion to live their life, their way.'

The core value of Adult Services – Older People's Care Service is to promote Dignity in Care, independence, and respect whilst providing high quality and competitive residential and day care for older people. The organisation aims to be the first-choice provider of care services in the Lancashire area.

The purpose of this job is to provide personal care and general support to older people and people with a cognitive impairment living within a residential care home.

- Accountabilities/Responsibilities:**
1. Physical tasks include: supporting and assisting people with their personal hygiene, supporting and assisting people with their meals, including those with specific requirements arising from physical or cognitive deterioration.
 2. Social duties include: engaging with and encouraging people to maintain contact with their loved ones and the community, assisting/supporting with shopping, and organising group social activities
 3. Assisting in the creation of a supportive and homely atmosphere where people we support can achieve maximum independence.
 4. Liaising with domestic staff and other professionals to best meet the personal needs of the individual.
 5. Where appropriate, contributing to the establishment records, including support plans and digital records.
 6. Escorting people outside the establishment as required, e.g. to hospital, opticians etc
 7. Attending relevant training courses as agreed by management staff.
 8. Acting in a general supervisory capacity with students and volunteers
 9. Assisting with laundry duties and care of individual's items including general housekeeping tasks, such as, making and changing beds, cleaning and tidying lockers
 10. Caring and supporting people that are in receipt of end of life care and ensuring the persons

wishes and preferences are adhered too along with providing comfort and support to the persons loved ones.

11.Assisting management with the administration of medication

Prepared by: Chris Bagshaw

Date: 05/07/2024

The above form sets out the area of work in which duties will generally be focused, and gives an example of the type of duties that the postholder could be asked to carry out. **PLEASE NOTE** that this is for guidance only. Postholders are expected to be flexible and to operate in different areas of work/carry out different duties as required.

Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Customer Focus

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards a level 2 qualification in literacy and /or numeracy if they do not have one already.

Lancashire County Council

Person specification		
Post title: Care Assistant (Residential)	Grade: Grade 3	
Directorate: Adult Services – Older People's Care Services	Post number:	
Establishment or team: Homes for Older People		
Requirements	Essential (E) or Desirable (D)	To be identified by: application form (AF), interview (I), test (T), or other (give details)
Qualifications		
Level 2 Qualification in Care or commitment to study to achieve the qualification	D	Certificate, AF, I
Experience		
Care of Older Adults	D	AF, I
Working in a residential/care setting	D	AF, I
Ability to promote and participate in recreational activities	D	AF, I
Knowledge and skills		
Knowledge of First Aid	D	AF, I
Ability to work as part of a team	D	AF, I
Awareness of Health and Safety requirements	D	AF, I
Knowledge of the cultures and religions of the local community; ability to work across cultures	D	AF, I
Understanding of basic care tasks	D	AF, I
Ability to liaise with other health care professionals	D	AF, I
Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. Commitment to attendance at work	E	I
4. Work weekends and bank holidays	E	I
5. Day hours are between 0800 and 2200.		
6. Some domestic duties and occasional escort duties involved.	E	I
7. Willingness to undertake training.	E	I
8. Display the LCC values and behaviours at all times and actively promote them in others.	E	I
Date: 05/07/2024		
Note: We will always consider your references and DBS before confirming a job offer in writing.		

LANCASHIRE COUNTY COUNCIL

PRE-EMPLOYMENT RISK IDENTIFICATION FORM (R.I.F.)

(NB Completion of this form does not fulfill the requirement to undertake a general risk assessment under the management Health and Safety at Work Regulations 1999)

A Pre-employment Risk Identification Form must be completed by the Head of Service/ Headteacher/Line Manager. If any assistance is required in completing this form, please contact the Health and Safety Team.

CONFIDENTIAL

Team/Establishment	Homes for Older People
Post title	Care Assistant (Residential) 3
Description of main activities the employee will be required to undertake (or attach role profile)	
Form completed by: (print name) Chris Bagshaw	

A. The post to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)

Managers should note that if any of the following 10 activities are involved, there is an automatic requirement for a pre-employment assessment by Occupational Health and, possibly, for subsequent Health Surveillance.

		YES	NO
1	Work at heights (<i>e.g. over 2m from tall step/extension ladders; scaffold towers, roofwork etc</i>).		X
2	Work in excessively noisy environments above statutory control limits (<i>Highly unlikely to include examples associated with any office environments. Examples might include use of woodworking machinery, road drilling, masonry cutting etc</i>).		X
3	Work in unusual environmental conditions (<i>e.g. where access or egress or free flow of air may be restricted or where there may be a build up of gases, vapours or fumes or the use of breathing apparatus is required</i>).		X
4	Use of hand operated tools and equipment known to be associated with hand arm vibration syndrome (<i>e.g. percussive metalworking tool; rotary handheld tool [not floor polishers]; grinders; percussive hammers and drills etc</i>).		X
5	Driving a heavy goods vehicle, coach, bus or minibus belonging to Lancashire County Council, transporting others in their own vehicle, or regularly transporting more than three other people as part of normal duties.		X
6	Some contact with hazardous substances (<i>e.g. chemicals with an orange warning label indicating: very toxic; toxic; harmful; corrosive; sensitising by inhalation/skin contact; carcinogenic; mutagenic; toxic for reproduction; professional bio/pesticides; organophosphates; gluteraldehyde; latex gloves</i>).		X
7	Prolonged or frequent exposure to machine generated wood dust, or other heavy or excessive concentrations of mineral dust.		X
8	Work with lead or lead-based products (<i>e.g. some paints</i>).		X
9	Food handling/preparation (of raw or uncooked food only).		X
10	Occupational fieldwork or work in extreme conditions (<i>e.g. involving excessive heat or cold or frequent walking for long distances over rough terrain in all weather conditions, forestry/countryside work</i>).		X

B. The post to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)

This section is for the information of applicants and does not facilitate a referral to Occupational Health.

		YES	NO
11	Face to face contact with the public/people we support (<i>e.g. at sensitive front line posts re abuse, aggression, assault</i>).	X	
12	Working in isolation/lone working.		X
13	Work with electrical wiring (<i>e.g. colour blindness</i>).		X
14	Work where there may be an increased risk of needlestick injuries or blood borne infections HIV; Hepatitis B; Hepatitis C: (<i>e.g. site supervisors; site work, grounds or buildings maintenance, gardeners; some carers</i>).	X	
15	Work that may bring the employee into contact with rats, rat contaminated ground or other animals or livestock (<i>e.g. risk of weils disease, other animal borne diseases, zoonoses</i>).		X
16	Manual handling (<i>other than routine office/administrative lifting and carrying e.g. assisting / moving individuals with mobility difficulties, portering type activities</i>).	X	
17	Working with vulnerable People (<i>e.g. children with disabilities; the elderly; children/adults with learning difficulties; alcohol/drug abusers</i>).	X	
18	Work involving repetitive movements or forced posture (<i>e.g. twisting, screwing, movements of the hands wrists, arms and/or shoulders awkward body and limb posture or excessive force, bending, kneeling</i>).		X
19	Work as a regular display screen user (<i>where more than $\frac{1}{3}$ of a person's time is spent using DSE continuously over any 1 month period</i>).		X

Any other occupational hazards/comments that you consider to be relevant to the post which are not included above:

Head of Service/Headteacher/Line Manager <i>(please print)</i>		Chris Bagshaw	
Telephone Number:	01772 535899	Date:	05/07/2024