

MENTAL HEALTH AND ADULT DISABILITY SERVICES

TEAM LEADER – ALDERNEY

BAND 5

JOB DESCRIPTION

JOB SUMMARY:

This service provides support to a service user in their own home or in community setting. The Staff team are expected to participate in all aspects of the service and work in partnership with the family of the service user.

The Team Leader will co-ordinate activities on a regular basis. This includes responsibility for assessing, planning, and implementing and evaluating the care packages, supervising junior staff, and delegating effectively. Staff are involved in all aspects of care for the service user.

Staff assist the service user with intimate personal care, including management of continence products, physical illness, and in emergency situations.

KEY TASKS:

- Assess, develop, implement, and evaluate programmes of care making sure that these are appropriately recorded in the TRAK record in a timely fashion.
- Autonomously intimate emergency interventions as service user's condition dictates.
- Provide planned care without supervision, within the level of the post-holder's experience, referring to a more senior staff member when necessary.
- Participate as a team member supporting relatives and friends of the service user.
- Maintain accurate records, both electronic and paper, of the care given in accordance with agreed standards.
- Act in accordance with the standards, codes, and guidelines laid down by the postholder's regulatory body and adhere to HSC policy and procedure.
- Independently liaise and communicate effectively with members of the multidisciplinary team and other associated agencies.
- Demonstrate evidence-based practice
- Within sphere of responsibility purchase goods and services deemed appropriate to the needs of the service user and the maintenance of the environment in which they reside.
- Participate in contributing to the continuing development of the department's philosophy, training/education
- To undertake in-house annual mandatory training in what is deemed essential to the role.
- To undertake the role of health promoter and educator for the service user and their families/significant others.
- To maintain and develop their own skills to promote evidence-based practice within field of practice.

- To participate in clinical supervision and provide clinical supervision to more junior staff.
- To assist in the learning, development, and assessment of unregistered staff.
- In liaison with line manager, gain experience in providing leadership to junior staff.
- Co-ordinate complex care arrangements through communication with multidisciplinary team members and associated agencies.
- To give due consideration to language and cultural differences of service user, their significant others, and colleagues.
- To communicate effectively with service users and significant others. This will include service users with communication difficulties and challenging behaviours.
- To participate in clinical audit as required.
- With training, access organisational electronic information systems relevant to the role.

KEY CRITERIA:

MINIMUM QUALIFICATION

1. Registered Health or Social Care Professional, e.g. Nurse, Speech and Language Therapist, OT, Registered Behavioural Technician, or Social Worker.

ESSENTIAL

2. Valid category B driving licence.
3. Excellent level of verbal and written communication skills.
4. Experience of working within a small team and able to work unsupervised.
5. Experience working in a care environment with children or adults.
6. Willingness to undertake CPD.
7. Innovative with a track record of producing ideas for service improvement.
8. A flexible approach to work in order to work unsociable hours to meet the needs of the service user.
9. Personal qualities:
 - a. Reliability
 - b. Honesty
 - c. Patience
 - d. Resilience
 - e. Motivation
 - f. Leadership skill

DESIRABLE

10. Experience of working with families and children with learning disabilities, complex needs and challenging behaviours and families.
11. Experience in non-verbal communication.