



JOB DESCRIPTION

Job:	Social Care Worker.
Location:	Children's Services, CHO East.
Base:	Silverpine House, Bray, Co. Wicklow. This post is based fully on site.
Contract Hours:	Full Time Post, 39 hours per week. (169 hours per month worked on a weekly roster basis). Successful candidates will be required to work day/night/weekend shifts. Relief posts are not allocated to set hours
Contract Type:	Full Time, Part Time and Relief Posts
Reporting to:	Person in Charge (PIC), or delegated manager.

Overall Purpose of the Post:

To work as part of a dedicated and innovative team in a community-based house providing respite and holiday breaks for children with physical and/or sensory disabilities or mild to moderate intellectual disabilities, within a quality framework.

Key Working Relationships:

Enable Ireland delivers services using the Social Model of Disability and as such has a wide range of stakeholders with whom strong professional relationships need to be forged and fostered on an ongoing basis. These stakeholders will be clearly identified.

Key Duties and Responsibilities:

1. Professional Knowledge and Skills

- Responsible for the delivery of a quality service in line with best practice and adhering to CORU guidelines.
- Be CORU registered, or awaiting registration.
- To work with a broad range of Service Users with disabilities to promote independence, social integration, and personal development.
- To facilitate Service Users to identify, plan and implement their goals, and support them to participate in the activities of their choice.
- Act as a proactive advocate for the Service User
- As requested, act as a keyworker for Service Users we support.
- Any other appropriate duties as assigned by the PIC or delegated manager.

2. Communication, Collaborative Practice and Team Working

- Contribute to team leadership by demonstrating best practice, supporting peers, and fostering a collaborative culture that promotes high standards of care.
- Actively participate in multidisciplinary team meetings, contributing as an equal professional voice.
- Work closely with the multidisciplinary team to devise, implement, and review individualised care plans that reflect Service Users' goals, needs, and preferences, ensuring cohesive and person-centred support.
- Act as an advocate, ensuring that Service Users' individual needs and choices are respected, communicated, and fully integrated into care planning and decision-making.

- Liaise with other staff in agencies involved with the Service User, as required, including therapy staff and respite services.
- Act as a team member, sharing information and ideas with co-workers, participating in staff meetings and keeping a daily record of events.
- Establish and maintain good working relationships with colleagues and Service Users.
- Adhere to Guidelines for working with Children and Families, as outlined in the Code of Practice.

3. Professional Autonomy and Accountability

- To support the PIC with the day-to-day running and responsibilities for the service.
- Operate independently within their role, including leading shifts and making professional judgements.
- Be aware of health issues for each Service User and administer medication in line with Enable Ireland's medication policy.
- Maintain high standards in care practice at all times in accordance with organisational policies and procedures.
- Write and keep accurate records in line with procedures within the respite service, respecting the need for confidentiality at all times.
- Drive the service vehicle as required, in line with Enable Ireland policy and procedures and in keeping with national legislation.

4. Safety and Quality

- To follow the Service Users' individual care plan to ensure their independence, comfort and health.
- To assist Service Users with all activities of daily living, as required.
- To be familiar with the correct and safe usage of all equipment in use by Service Users.
- Carry out duties in accordance with Enable Ireland Health & Safety procedures, ensuring Service Users' safety is always paramount.
- Maintain high standards in care practice at all times in accordance with organisational policies and procedures.
- Contribute to informed decision-making within the service, using professional judgement and evidence-based practice to support quality outcomes for Service Users.

5. Professional Development

- Actively stay up to date with developments in best practice and participate in appropriate staff training/development programmes.
- Supervise students when on placement.
- Act as a mentor to new staff members to support them through their probationary period.
- Work collaboratively with the PIC to identify opportunities for improvement and implement changes in best practice.

Any other appropriate duties.

To minimise exposure to breaches of GDPR, strict compliance is required in the course of carrying out the duties of this job and working with others. This will include but is not limited to compliance with Enable Ireland's suite of GDPR Policies & Procedures, attending all GDPR training sessions and ensuring personal responsibility for implementing safeguards and measures as directed.

Terms & Conditions:

Responsible to:	Person in Charge (PIC), or delegated manager.
Probation:	A probationary period of 6 months applies, wherein three probationary meetings will take place to review your performance and suitability for appointment. The probationary period may be extended or terminated for any reason at Enable Ireland's discretion.
Salary:	The current salary scale for this post is €39,160 – €54,746 pro rata per annum. <i>This pay scale is subject to increases in 2026 in accordance with the recent WRC agreement towards enhanced pay adjustments in Section 39 organisations.</i>
Annual leave:	Annual leave entitlement is 31 days pro rata per annum and proportionately less for less than 12 months service.
Pension Scheme:	Enable Ireland operates a contributory pension scheme which all employees may join following their start date.
Medical:	The successful candidate will be required to undergo a medical assessment.
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.
Sick Pay: (If applicable)	All periods of sickness exceeding two days must be medically certified. Weekly medical certificates are required thereafter. The Company reserves the right to have you examined by its own Doctor after 3 months continuous sick leave. Upon completion of 6 months continuous service with the Company sick pay will be as follows: Full pay less social welfare for the first 13 weeks of sickness in any 12 month rolling period and half pay less social welfare for a further (13) weeks of sickness absence in the same 12 month rolling period
Redeployment	In exceptional circumstances the organisation reserves the right to redeploy you to an alternative role that is suitable to your skills and experience.