CENTRAL REMEDIAL CLINIC

JOB DESCRIPTION

Job Title and Grade	**Social Care Worker: CRC Adult Services (Grade 3029)**
Purpose of Post	The Social Care Worker will support adults with disabilities to live meaningful, self-directed lives and achieve outcomes that are important to them. The role is focused on promoting social inclusion, citizenship, independence, personal development, self-advocacy, community participation and supported decision-making. Working within a rights-based and person-centred model of support, the Social Care Worker will partner with people using the service, families, multidisciplinary colleagues and community organisations to create opportunities that enhance quality of life and participation in ordinary community life. The post holder will contribute to the delivery of the CRC Adult Day Services Strategy by supporting the transition from traditional service models towards individualized, community-based supports.
Reporting Relationship:	The post holder will: • Report directly to the designated Team Manager. • Work collaboratively with Community Support Workers, Health and Social Care Professionals, Nursing staff and support personnel. • Liaise with families, advocates, external agencies, community groups and employers as required. • Act as a key worker for designated individuals attending the service.
Location of Post	This post will be based at the CRC Adult Services Centre in Clontarf and Community Hubs in Dublin, and the post holder may be required to travel to other sites.
Details of Service	The post holder will have responsibility for: • Providing holistic, person-centred supports to adults with disabilities, including those with complex physical, health, communication, behavioural and social support needs. • Leading the development, implementation, monitoring and review of Person-Centred Plans, ensuring supports are outcome-focused and responsive to the individual's goals, aspirations, strengths and changing needs.

	• Acting as Key Worker for designated adults, coordinating supports, facilitating reviews, maintaining effective communication with families, advocates and professionals, and ensuring agreed actions are implemented and reviewed. • Promoting rights-based practice and implementing the principles of the Assisted Decision-Making (Capacity) Act 2015, ensuring that the individual's will, preferences and voice inform all aspects of service delivery. • Providing and overseeing personal care, activities of daily living, medication management and healthcare supports, including feeding, eating, drinking and swallowing supports, in accordance with individual support plans, safeguarding requirements, CRC policies and training received. • Supporting adults to achieve meaningful outcomes through participation in individual and group programmes, community activities, education, employment, volunteering, recreation and other opportunities in line with the New Directions framework. • Working independently and undertaking lone-working duties within community settings, supporting adults to access their communities safely while promoting positive risk-taking, social inclusion and active citizenship. • Supporting the day-to-day coordination and effective operation of the service, including programme delivery, activity planning, communication across the team and deputising for the designated line manager as required. • Providing day-to-day guidance, mentoring and support to Community Support Workers, contributing to staff development, the sharing of best practice and the maintenance of high-quality supports. • Driving designated CRC vehicles and supporting the safe transport of adults attending the service to and from programmes, appointments and community activities, while maintaining compliance with all CRC transport and vehicle safety procedures. • Working collaboratively within a multidisciplinary team and maintaining high standards of governance, safeguarding and professional accountability through adherence to all relevant legislation, national

	standards, HSE policies, CORU requirements and CRC policies and procedures, together with the maintenance of accurate records, reports and documentation.
Key Working Relationships:	The post holder will: • Work directly with adults attending the service to deliver high-quality, person-centred supports that promote choice, independence, participation, and achievement of personal goals. • Operate as an integral member of the Adult Services team, working under the direction and supervision of the designated Line Manager. • Collaborate effectively with multidisciplinary colleagues across the CRC, including clinical, therapy, and support services, to ensure coordinated and holistic support for adults attending the programme. • Engage and communicate with families, advocates, and significant others, where appropriate and with the consent of the adult, to support positive outcomes and continuity of care. • Develop and maintain effective working relationships with external agencies, employers, education providers, and community organisations to enhance opportunities for social inclusion, skills development, progression, and meaningful employment. • Contribute to a culture of teamwork, collaboration, and continuous improvement, supporting the delivery of high-quality services in line with CRC values, policies, and strategic objectives.
Principal Duties and Responsibilities	• The Social Care Worker will: • Act as Key Worker for designated individuals, coordinating supports across the service and acting as a primary point of contact for individuals, families and relevant stakeholders. • Lead person-centred planning for designated individuals, ensuring goals, strengths, aspirations and outcomes inform all supports. • Develop, implement and review person-centred plans in partnership with the individual, their family (with consent), advocates and relevant professionals. • Complete social care assessments and contribute to multidisciplinary assessments, identifying strengths,

Principal Duties and Responsibilities (cont.)	support needs, risks and opportunities for development. • Contribute to the development, implementation and review of individual support plans and risk assessments. • Coordinate reviews and ensure actions arising from person-centred planning meetings are implemented and monitored. • Monitor progress towards agreed outcomes and adapt supports to meet changing needs and preferences. • Identify emerging support needs and escalate concerns appropriately • Ensure the person's will, preferences and voice are central to all planning, decision-making and service delivery. • Promote and uphold the principles of the Assisted Decision-Making (Capacity) Act 2015 and support individuals to make informed decisions. • Facilitate access to advocacy and decision-making supports as required. • Support and guide Community Support Workers in the implementation of person-centred and supported decision-making practices. • Support individuals with personal care and activities of daily living, where required, in a manner that promotes dignity, privacy, independence and choice. • Deliver personal care in accordance with assessed needs, individual support plans, safeguarding requirements and best practice standards. • Support adults who attend the service with the safe administration of medication in accordance with CRC Medication Management Policies, individual support plans, prescribed protocols and training received. • Implement Positive Behaviour Support (PBS) strategies and behaviour support plans as required. • Work collaboratively with psychology and multidisciplinary colleagues to support individuals experiencing behaviours of concern. • Promote proactive approaches that enhance quality of life and reduce restrictive practices. • Support individuals to participate in their communities in line with their goals, interests and support plans.

	• Work safely and independently in community settings, including lone-working arrangements, in accordance with CRC procedures. • Promote positive risk-taking and community inclusion while maintaining appropriate safeguards. • Develop and maintain effective partnerships with community organisations, employers, educational providers and local services. • Work collaboratively as part of a multidisciplinary team to achieve positive outcomes for individuals. • Attend and contribute to reviews, planning meetings, case conferences and professional discussions. • Liaise effectively with health and social care professionals regarding support needs, health concerns and service planning. • Provide day-to-day guidance, mentoring and support to Community Support Workers. • Promote best practice, professional standards and CRC values across the team. • Participate in the induction, training and development of new and existing staff. • Contribute to service development, quality improvement initiatives and organisational priorities. • Deputise for the designated line manager as required. • Support the day-to-day coordination and effective operation of the service. • Ensure appropriate communication, information sharing and escalation of risks, incidents and safeguarding concerns. • Participate in supervision, performance development and reflective practice processes. • Maintain all mandatory training requirements and engage in continuing professional development. • Share learning and best practice with colleagues to enhance service quality. • Participate in the development, implementation and review of individual and service risk assessments. • Adhere to all CRC policies, procedures, guidelines and codes of practice. • Work in accordance with relevant legislation, national standards, HSE policies and CORU requirements. • Maintain high standards of governance, safeguarding, dignity, confidentiality and professional accountability.

	• Contribute to quality improvement, audit and service development activities. • Maintain accurate and timely records, reports and documentation in line with organisational requirements. • Hold and maintain a full, clean driving licence appropriate to the role. • Drive CRC vehicles and transport service users as required to support service delivery. • Complete vehicle safety checks and report defects or concerns in line with CRC procedures. <u>Values</u> • The post holder will be expected to live the CRC values of person centredness, respect, quality, collaboration, courage and stewardship. • Demonstrate behaviour consistent with the Values of the CRC.
Skills, competencies and/or knowledge	The candidate must demonstrate: • Excellent communication, interpersonal and advocacy skills, including professional report writing and record keeping. • Strong person-centred values and a commitment to rights-based practice. • The ability to build positive relationships with adults, families, colleagues and community partners. • Experience in facilitating person-centred planning and supporting individuals to achieve meaningful outcomes. • Knowledge and application of the Assisted Decision-Making (Capacity) Act and supported decision-making principles. • Flexibility, adaptability and openness to working effectively within a changing service environment. • The ability to work independently and as part of a multidisciplinary team. • Strong organisational and time management skills. • IT skills including Microsoft Office, Outlook, Teams and electronic record systems. • A good awareness of health, safety, safeguarding and risk management practices.

- The ability to act as a Key Worker and coordinate supports for individuals attending the service.
- An understanding of and commitment to CRC Values of Person-Centred, Collaboration, Respect, Quality, Stewardship and Courage.

Essential Criteria

- A recognised Degree in Social Care Practice or equivalent qualification eligible for CORU registration.
- A minimum of one year's experience supporting adults with disabilities, autism and/or complex support needs.
- Experience facilitating person-centred planning processes and outcome-focused reviews.
- A working knowledge of the New Directions Policy and principles of community inclusion.
- Full clean manual Irish driver's licence.
- Ability and willingness to drive CRC vehicles and support adults accessing community-based activities.
- Excellent communication and interpersonal skills.
- Good awareness of health and safety, risk management and incident reporting requirements.
- Good IT skills, including Microsoft Office, Outlook, Teams and electronic systems.
- Ability to adhere to all CRC policies, procedures, standards and governance requirements.

Desirable competencies:

- Experience supporting adults with autism.
- Ability to support informed choice and decision-making in line with Assisted Decision-Making principles.
- Experiencing in rolling out interventions in relation to communication supports.
- Ability to work independently and manage a varied caseload.
- Experience supporting adults with complex health needs, behaviours of concern and Positive Behaviour Support plans.

The above Job Description is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be

	required to perform other duties as appropriate to the post which may be assigned to him/her from time to time and to contribute to the development of the post while in office.