# Job Description

**Job:** Residential Support Worker- Night Duty (Sleepover)

**Location:** Castletroy, Limerick

**Contract Hours:** This role operates on a 13-hour shift pattern consisting of 5 working hours plus an 8-hour sleepover premium, from 9:00pm to 10:00am.

Successful candidates may work up to 91 hours per fortnight, based on a roster of 7 x 13-hour shifts over the two-week period.

**Contract Type:** Permanent full-time.

**Reporting to:** Team Lead Staff Nurse

**Overall Purpose of the Post:**

The role of the Residential Support Worker will be to provide night support to an individual with physical disabilities to enable them to live the life of her own choosing in accordance with the values of New Directions, which underpin the principles of inclusion, rights, choice and independence in the community while also ensuring their safety.

The candidate will be lone working with one service owner in their new home in a community setting and also as part of a team in the mornings and evenings to support and assist service owner to get ready for their daily activities.

**Duties:**

- To actively search for opportunities for the service owner to make personally satisfying contributions, to build positive relationships and to demonstrate their abilities and strengths in the community.
- Work as part of the team and lone work.
- To listen to the service owners wishes and to support them to advocate for themselves; while encouraging them to take responsibility for decisions in their day to day lives.
- Help create an atmosphere and which is inclusive and promotes participation in terms of choice, decision making and develop independence skills
- Assisting the service owner with their personal care needs and any other individual needs that may arise, including the administration of medication, working in accordance with Enable Ireland's policies and procedures.
- Be familiar with the health and medical needs of individual and ensure that these needs are met

- Maintaining record systems in accordance to Adult Services policies.
- Maintaining a code of confidentiality and discretion in all dealings with service owners, families and staff.
- To promote and safeguard the well-being and interests of the service owner at all times and to adhere to Enable Ireland policies and procedures around same.
- Assisting with the general upkeep of the house and complying with all relevant health and safety standards.
- Attend and participate in meetings and/or training as and when requested by the Team Lead.
- The support worker will work closely with the Team Lead to ensure that the service offered meets changing service owner needs.
- Keeping the Team Lead informed of all issues of importance affecting service owners.
- Ensures strict compliance with health and safety standards
- Any other duties which may be assigned from time to time.

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:** Team Lead /CNM 2

**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:** €35,771 to €43,288 pro rata per annum. (This shift consists of an 8hr sleep shift element which will be paid at the current minimum wage rate (14.15/hr). The remaining hours will be paid at the base salary scale for this post which is between €17.63 and €21.34 per hour, dependant on experience. Unsocial hours attracting an additional premium)

**Annual leave:** Annual leave entitlement is 30 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 staff may join following 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/colleagues who will undertake relevant work or activities relating to children or vulnerable persons.

**Sick Pay:** 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.