



Robust Services Support Worker **Job Advert**

Job Title: Robust Services Support Worker

Reporting to: Senior Robust Services Practitioner

Salary: £11.00 per hour/£20,020 per annum

Hours: Full time – 35 hours per week with various shift patterns including Sleepover/Waking Night as required (Bank and Part-Time available if required)

Closing Date: 16th October 2022

Purpose of the Post:

The RSSW is a key new role within Fair Deal which has been developed in order to provide skilled direct support to individuals with very complex and varied needs, including behaviour that challenges. The RSSW will work in services where alternatives to traditional models of care may be explored and implemented.

In addition to working directly with individuals with complex and varied needs, the RSSW will play a pivotal role in working in partnership with a multi-disciplinary team, families and those being supported to ensure a robust and outcome focussed support plan is agreed and implemented.

Reporting to the Senior Robust Services Practitioner, the RSSW will provide day-to-day support to people within Fair Deal's services, ensuring that all support provided is of the highest quality. They have a responsibility for ensuring that they fully understand and are able to deliver support as per the individual's Support Plan and able to follow robust guidelines.

Key Responsibilities:

- To provide direct support to a person(s) we support (PWS) with very complex needs who can often display stress and distressed behaviour/behaviour that challenges
- To uphold organisational values and to ensure good working practice including understanding and awareness of health and safety
- To promote the independence and develop the skills of the PWS and assist with all tasks necessary to support the person(s) to fulfil potential and have a valued life.
- To work pro-actively with the team, other agencies, parents, carers, and other services to ensure a quality provision of care in line with the national health and social care standards – my support, my life, often taking a lead role in leading with partnership work

- Develop and contribute to the maintenance of robust records and support plans and act as a key worker when required.
- To ensure that the living environment is safe and appropriate to meet each individual needs
- To participate in regular and ongoing training relevant to the needs of the service users and maintain SSSC registration

Reference: Jordan

Jordan is in his early twenties and looking for people to join his staff team and help with the transition from living with family to living in his own home. People who know Jordan well describe him as intelligent, likeable, affectionate, and happy.

Jordan is very inquisitive and focussed and a keen problem solver. The mischievous side of his nature means that some of his problem solving will keep you on your toes! Jordan is very energetic, and you will need to be fast to keep up with him. Jordan's memory is excellent, and he is really observant; He is always watching and learning. Being active and mentally stimulated is important for Jordan and it is essential that his days are as predictable as they can be and have structure and routine.

Jordan's current team is quite small as he is supported a few days a week. Now that he is moving into his own home, he needs a bigger team which can provide 24-hour support. Although small, the current team is really committed and most of them have been with Jordan for a few years having supported him with transition from school. Jordan is looking to recruit additional staff who will be able to fit into his team and offer a similar level of commitment. Jordan lives with a learning disability, autism, and pica and he needs staff who will be confident in supporting him to manage the impact these have on his life.

Jordan is looking for support to move into his own home and adapt to having staff with him 24 hours a day. Jordan is very close to his family and may find this change quite difficult to adapt to at first. His goals are to feel and be safe at home and out in the community, to pursue his interests and develop new ones, and to stay well.

Jordan is looking for people who

- are able to work 2:1 as part of a large team
- are confident, adaptable and are fast thinkers
- can be innovative and creative in helping him to source and engage in meaningful activities
- can apply a consistent approach and provide routine, structure, and predictability to his life
- maintain relationships with his family
- can keep him mentally stimulated and not become bored

- are prepared to learn

The ability to drive is desirable as Jordan has a mobility car. The ability to speak Malayalam would be advantageous but not essential. Jordan is happy with both male and female staff.

In addition to a rewarding career, with competitive rates of pay, Fair Deal can offer a wide range of staff benefits including, competitive holiday entitlement, company sick pay scheme, workplace pension scheme and enhanced maternity/paternity benefits.

Please visit our website www.fair-deal.org for the full job description and application form or call us on 0141 634 4996. Or for a more detailed conversation regarding the post call Anne Marie Borthwick on 0141 471 5314.

Completed application forms should be emailed or posted as follows:

By email: info@fair-deal.org

By post: Jill Grace, Fair Deal, 355a Tormusk Road, Glasgow, G45 0HF