

The Anne Sullivan Centre: Residential Support Worker (Full Time Day Shifts) (<https://www.activelink.ie/node/114639>)



Residential Support Worker (RSW) (Full Time Day Shifts)

Overview of role

In this role, you will be supporting Individuals with complex communication needs and a range of hearing and/or sight loss, to live self-directed lives in homes in the community. In some cases, the Individuals you support may have physical and cognitive difficulties and behaviours that challenge.

This Residential Support Worker role is based in Leopardstown, Co Dublin. It is fulltime, with 12-hour day shifts of 39 hours per week on average, worked over 7 days on a rolling rota.

Key Responsibilities

Supporting the Resident

- Facilitate and promote a person-centred approach, appropriate to the needs and wishes of the resident
- Work with Residents, to enable them live in a community of their choosing, facilitating their ongoing involvement in their interests and hobbies, ensuring access to local resources
- Work with Residents in a way that promotes safeguarding, equality, dignity, diversity and their rights
- Supporting Residents in directing their own lives, ensuring positive risk taking, in an environment that reflects the comforts of home
- Supporting Residents to enjoy the good things in life, make sense of their environment, learn new skills and maximise their independence
- Assist with cooking, cleaning, shopping and general domestic tasks in the Residents home
- Understand and facilitate Resident's needs, using appropriate communication system
- Establish, through continuity of work with Residents, trusting professional relationships.
- Ensure respect of the Resident's will and preference to take on new tasks, ensuring a positive risk assessment is carried out where necessary
- Provide assistance with aspects of personal care and people handling, ensuring dignity and safe practices for residents at all times
- Accompany Residents to appointments and other events as required.
- Act as advocate for Residents and Service users, who may have difficulty in expressing their needs.
- Support Residents to have meaningful relationships, keep in contact with family and friends and to develop their social networks if they choose to
- Adopt a positive behaviour support approach, to respond effectively to any potentially challenging situations
- Adhere to all ASC Policies, Procedures, Employee Handbook and work practices.
- Adhere to all relevant national policies, including (but not limited to) HIQA Standards, HSE Policies, including any safeguarding requirements

Health, Safety and Hygiene

- Adhere to the procedures and policies as outlined, to maintain the resident's home to the appropriate standards
- Adhere to Health & Safety standards and ensure that the health and safety of each Resident is central to day-to-day activities
- Maintain a high level of infection prevention and control within the Resident's home at all times.

- Report any health and safety issues to the Health and Safety officer.

Communication and Teamwork

- Ask questions to check when unsure of protocols.
- Share information with the team that has a direct impact on Residents/service users.
- Be clear and factual in communications.
- Attend Team Meetings.
- Complete daily logs in the EPIC system, using clear language that others can interpret and understand.
- Show consideration and respect to other team members and colleagues.

Professional Development

- Reach out to more experienced RSWs and learn from them. Demonstrate a desire to improve and learn. Accept feedback from the team and learn from experiences. Participate in staff training and development programmes and Continuous Professional Development.

Liaison with Other Professionals

- Work collaboratively and supportively with the multidisciplinary team, to ensure the highest-level quality of care, to address the specific needs of each Resident. Manage all such relationships with the highest level of professionalism to ensure that the needs of each Resident are met.

Other Duties

Undertake duties as may be assigned by the Manager or Team Leader to support the care of Residents/service users.

Essential criteria

- QQ1 Level 5 in Health and Social Care or an equivalent qualification
- Excellent working knowledge of regulatory compliance and HIQA Standards, Regulations, Safeguarding of Vulnerable Adults
- Eligible to work in Ireland

Desirable criteria

- Person centred rights focused
- Experience in implementing positive behaviour support programmes
- Strong communication and good decision-making skills
- Well-developed report writing skills (e.g. Accident/Incident report forms)
- Positive risk taking
- Good time management capabilities
- Excellent team player, as well as having an ability to work effectively on own initiative
- Be able to engage in and take responsibility for one's own professional development (CPD)
- QQ1 Level 3 in Sign Language or a commitment to attaining same
- A full, clean Driving Licence (for ASC Insurance, must be over 23 years)

How to apply

Please submit your CV and cover letter via email to recruitment@annesullivancentre.ie
(<mailto:recruitment@annesullivancentre.ie>)

The Anne Sullivan Centre is an Equal Opportunities Employer.

Region

Leopardstown, Co Dublin

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