JOB DESCRIPTION

**Job title:**

**Positive Behaviour Care Assistant (PBCA)**

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| **Salary** | *£*10.00 per hour with enhanced rate for overtime | **Hours**  | Part time and full-time hours available | **Contract**  | Permanent  |

**Reporting to:**

Registered Staff Nurse and Management team

**Location:**

Bradley court is situated in the same grounds as Bradley Manor Nursing Home, Crumlin Road in North West Belfast. Bradley Court is a newly built state of the art home.

**Overall purpose of the job:**

Meeting the daily needs of residents in Bradley Court using a positive behaviour, person centered approach. Helping our residents fulfill their potential.

Bradley Court is a new Nursing Home for 11 individuals with learning disability and complex care needs including behaviours that challenge. Bradley Court will open to residents in 2020.

We will deliver a homely environment providing each resident with the highest quality of care by using a positive behaviour person centred approach. We want to enable residents to have opportunities for life enrichment using an approach tailored to meet each individual and enhance, then maintain quality of life.

The PBCA will work as part of a multi-disciplinary team, including Registered Nurse and Deputy Nurse Manager, Registered Nurses, Behaviour Practitioner, Social Inclusion Coordinator and Senior PBCA.

**Key activities of the post:**

1. Build a positive and supportive rapport with residents. Putting Human Rights at the centre of all care delivery.
2. Implement individual programmes of care with support from the Bradley Court team.
3. Meet the daily care needs of residents, providing a high standard of care and support with guidance from the Bradley Court team. This includes personal care tasks such as washing, dressing, meal support and using the bathroom.
4. Provide care in a safe environment through participation in learning and development programmes. Examples of this are, MAPA (Managing Actual and Potential Aggression), Understanding and Implementing Positive Behaviour Support, Reflective Practice Sessions and understanding your role in Safeguarding.
5. Assist residents to take part in meaningful individualised activities and provide support for social inclusion.
6. Participate in maintaining a high quality of daily records with support from the senior care team at Bradley Court.
7. Understanding of individual risk management plans and how to ensure these are implemented safely and with a person’s Human Rights at the centre.
8. Understand the health and safety requirements of the role from training, ensuring to report any concerns to management.
9. To perform the job in accordance with the company’s policy and procedures, Northern Ireland Social Care Council Standards and to report any concerns appropriately and in a timely manner.
10. Work closely with health professionals and people who are important to each individual resident to ensure positive care delivery for the individual.
11. Take part in the training and development activities in order to carry out the role safely and successfully.
12. To take part and carry out any other duties as may be reasonably required.

**Who are we looking for, is this role for you?**

At Bradley Court we are looking for compassionate, caring and warm people who will enjoy helping promote and maintain well-being. We want to help residents achieve their full potential.

We want to hear from people who can positively communicate to nurture a calm and safe environment. The role is challenging but deeply rewarding when caring for people transitioning to their new home. *We value the individuality of each of our members of staff and what they can bring to the role.*

We will provide all staff with the necessary training for their role and increased development meetings to ensure staff feel confident and supported to deliver excellent care. All staff will take part and complete a full induction programme over a 6-month period to support them in their role.

**Person Specification**

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| **CRITERIA**  | **ESSENTIAL**  | **DESIRABLE**  |
| Education  | A satisfactory level of numeracy and literacy  | QCF level 3 or equivalent in Health and Social care |
| Experience  | At least 6 months experience working in a regulated care or support environment | Working in a care or support environment for people with learning disability and or complex needs  |
| Skills | Can work as part of a team Good prioritization skills Good communication skills A confident approach Willing to learn and adapt skills  |  |
| Character and Values  | Compassionate and CaringPatient, Resilient and Friendly Honest and Reliable  |  |

**Benefits of the role:**

* 5.6 weeks Annual Leave per annum on a pro rata basis
* Pension auto enrollment
* Enhanced rates for public holidays
* Enhanced rate for overtime
* Opportunity to apply for accredited training after successful completion of probation period.
* Learn and develop new skills such as MAPA training, Positive Behaviour Support, Understanding and working with Autism, Mental Health Awareness, Mental Health First Aid, Mindfulness Coaching, and also Human Rights training. The training above are only a few examples, staff will be provided with a full training package on an ongoing basis.
* Support to complete Northern Ireland Social Care Council Induction Work and Continued Professional Development.
* Free meals and refreshments provided when on shift
* Payment of Access NI and NISCC

**Any special requirements:**

**All staff will be required to work as part of a rota consisting of shift and weekend work.**

**We believe that a work life balance is important for staff well-being and job satisfaction. Bradley Court has designed their service rota to meet the needs of the residents taking in to account a work life balance for staff.**