

Charlie Ratchford Court –Wellbeing Worker

Job Level: Level 2 Zone 1

Salary Range: £29,413 – £31,529

Contract type: Permanent

The Values of the Service

- Deliver with the people of Camden
- Be accountable to your team
- Take Personal Responsibility
- Take pride in getting it right
- Work with people to find ways that are better for them

Job Summary

Our team will do whatever it takes to support people to live well at home and be part of their community. We challenge the loneliness, boredom and helplessness that many older people experience, and support people to feel connected, to contribute, be active and have purpose, their own way. Wellbeing Workers use their head, heart and hands to support people and bring our values to life.

If you have never done care work before – we will provide you with all of the training and support you need. If you have not done care work before, you might want to look at this to check whether it is for you <http://www.aquestionofcare.org.uk/instructions-page>

If you have done care work before – we will provide you with all the training and support you need to work differently, as the Wellbeing Workers role is not the same as traditional care. If you have done care before you might want to look at this link that summarises the difference between traditional care and self-organising Wellbeing Teams <https://youtu.be/w5q4IYV7GaY>

You will be part of a team that works shifts across 7 days per week and you will be expected to participate in a weekly team meeting. There will be some negotiation about when you work your shifts, to meet the aspirations of the people living at Charlie Ratchford Court .

What we ask of you: what will you actually do as a Wellbeing Worker?

1. **Develop great relationships** with people using our services and colleagues, treating everyone with respect, kindness and generosity.

2. **Provide practical support** to help people live well at home, in the way that the person wants. This will include help with personal care (for example getting in and out of bed, washing, bathing, dressing), providing meals, support with taking medication, looking after their home, and getting out and about. Whatever the person needs, when they need it, in the way they want it. The number and time of the visits are decided with the person.
3. **Be part of a self-organised team.** This means working together, taking different roles, and creatively solving problems together. You will provide support and cover for each other, give each other feedback and celebrate successes as well. You will have a Buddy, and you are supported by a Wellbeing Leader who will provide coaching too.
4. **Manage your time well**, and use it in the best way to support people to achieve their outcomes. You have the autonomy and authority to organise your time to do this with your team, the team sets their own rotas, and the Wellbeing Leader will provide any support that you need.
5. **Bring your whole self to work** – your talents, interests, and passions. We will support you to pay attention to your wellbeing, as well as the wellbeing of your team and the people you support.
6. **Collaborate** with the person's family, friends, and community circles, as well as any colleagues from health and social care, to make sure that our work is co-ordinated and effective.
7. **Keep all information up-to-date** – the people you support, and your teams.
8. **Provide safe, person-centred, compassionate care** and work within the team agreements and how Wellbeing Teams work, these are all described in your handbook.
9. **Be respectful of people's homes and possessions**, and any equipment.
10. **Keep learning and developing individually and as a team** so we can keep improving how we work and flourish together.
11. **Be part of the Charlie Ratchford Community** and help the people you support to participate and develop activities on site#

What we promise

1. You will be part of a team that makes the decisions that matter together
2. You will develop through feedback and recognition from colleagues and

coaching

3. You will have a balance of structure and the space to be creative
4. You will feel like you belong and be connected to your team.
5. You will be inspired to bring your whole self to work.
6. You will be supported to focus on your own wellbeing.
7. You will have a range of opportunities to advance your career
8. You will be supported to develop your strengths, to learn and to flourish and help other members of your team do the same
9. You will see the impact and difference you make by working with purpose
10. You will be part of changing the future of how we support people in Camden

Time for a short animate?

Here are 8 ways that a self-managed team works:

<https://youtu.be/w5q4lYV7GaY>