

VACANCY: Healthcare Assistant
SOC Code: 6145

CONTRACT TYPE

Full-time – Fixed Term (3 years)

HOURS

39 hours per week

SALARY

£20,488.00 per annum/£10.10 per hour

(2022 salary scale, please refer to compliance audit checklist for the historical changes in home office salaries for care workers. Salaries will vary dependent on when you recruited)

PLACE OF WORK

Your primary place of work will be: J. M. KAMAU LIMITED T/A PROFIELD CARE, Northampton, UNIT 111 Regents Pavilion, 4 Summerhouse Road, Northampton, NN3 6BJ. **However**, you will also be expected to work across various part of UK.

REPORTING TO

Registered Manager/Care Coordinator

JOB SUMMARY

We are currently recruiting **Healthcare Assistants** who are passionate, reliable, and committed to delivering high standards of care. In this role, you will carry out duties which include the provision of personal care, companionship, support. The role of a Healthcare Assistant is to work without direct supervision in the home of the service user providing care and support including personal, social, and domestic support whilst adhering to the service user's individual care and support plan.

The aim of the position is to enable service users to remain safely in their own home with as much independence as possible. Alongside providing care and support in a professional, discreet and caring manner, always ensuring the service user's right to privacy and dignity is maintained.

Roles and Responsibilities

- Personal care: Assist with personal hygiene, washing assistance with using the toilet, assistance with incontinence inc. pads, commodes, and catheter bags
- Support with eating and drinking: Ensuring that clients are encouraged to eat a healthy, balanced diet and the correct quantities, prepared meals look appetising and make sure the way they eat is appropriate for the client
- Assisting with shopping: This is completed on the client's request and a finance form must be completed with a receipt
- Assist with mobility: Use of a hoist or other aides, or assistance in standing and movement. Dressing or assisting with any physical activity whereby the client's needs support
- Domestic duties: Cleaning, emptying bins, washing where requested
- Record keeping: MAR chart (for medication), logbook (recording each visit to communicate to the next carer), care plan updates.
- To ensure confidentiality is maintained at all times, in keeping with the data protection act (DPA) 1998 – ensuring that a service user's personal details are not disclosed to any unauthorised person and all records are maintained within the DPA 1998 requirements.

- To ensure that all service users understand the care and treatment choices that is available to them.
- To positively promote the service user's right to choice and independence whilst ensuring that they are treated with the utmost respect, privacy and dignity at all times.
- To be aware of local and national services and sources of support so that information can be provided to service users upon request.
- To promote effective communication and relationships with service users and work colleagues and to be aware of communication differences and adopt an approach that minimises the effect of such differences.
- To attend any meetings in order to contribute to the effectiveness of support delivery.
- To undertake any training required in order to perform the role more effectively, acknowledging any deficits in knowledge or practice, identifying training needs and formulating training plans with the direction of Managers.

PURPOSE OF ROLE

- To meet the physical, emotional, cultural, and social needs of clients using a person-centred approach
- To promote independence, dignity, and choice
- To ensure junior staff uphold high standards of care
- To represent J.M. KAMAU LIMITE t/a PROFIELD CARE professionally and uphold its values
- To follow all company policies, procedures, and regulatory requirements

CRITERIA

Essential Requirements

- Minimum 1 year of experience in care
- Good spoken and written English
- Must have a valid passport
- Must pass an enhanced DBS check or overseas equivalent
- Must meet Home Office suitability criteria for sponsorship (if applicable)
- Must be a driver with access to a car (mandatory)

QUALIFICATIONS & SKILLS

- Basic Care Certificate and experience
- Training in patient handling and safe movement (desirable but not essential)
- Excellent timekeeping, reliability, and interpersonal skills
- Patience and the ability to remain calm in stressful situations
- Strong leadership, teamwork, and multi-tasking skills
- Clear verbal and written communication skills
- Ability to follow procedures and work independently

ADDITIONAL REQUIREMENTS

- Proof of English language proficiency (per Home Office requirements)
- Full employment history and references
- Right to work in the UK / visa (or readiness to apply if overseas)
- Covid-19 vaccination proof (as applicable)

WORKING PATTERN

Shift patterns may rotate weekly and depend on operational needs. Sponsored workers must meet the minimum 39 hours per week under visa requirements. Overtime may be available.

BENEFITS

- Competitive pay rates
- Holiday pay (28 days per annum including bank holidays)
- Company uniform and PPE
- Mileage contribution/travel time covering travel between service user locations
- Workplace pension via Peoples Pension (auto-enrolment)
- Career progression opportunities
- Supportive and inclusive team culture
- Flexible working and local assignments
- Monthly pay payroll
- Free training including Moving & Handling sessions

DATA PROTECTION & HEALTH AND SAFETY

- All staff must respect confidentiality and comply with the Data Protection Act 1998
- Staff must follow health and safety policies under the Health and Safety at Work Act 1974
- Copies of these codes are available at our office

RECORDING AND REPORTING

- Record and report all care and support provided
- Log changes in client condition, medication assistance, emergency responses, accidents, safeguarding concerns, and interactions with families or professionals
- Maintain secure and confidential client records

HOW TO APPLY

If you are dedicated to delivering exceptional care and want to be part of a company that values both staff and service users, we would love to hear from you.

- **Email** : recruit@profieldcare.co.uk
- **Tel**: 01604 266 555
- **Closing Date**: 30/April/2023