

Disgrifiad Swydd

Enw'r swydd	Rheolwr Cofrestredig – Llety Preswyl i Oedolion
Gwasanaeth	Porth Gofal
Gradd	11
Cyfeirnod at ddibenion Gwerthuso'r Swydd	JD 1549-01
Cyflog	£40,221 - £42,403
Pwrpas y Swydd	<p>Gweithio ym Model Gwasanaethau Integredig Gydol Oes a Llesiant i gynorthwyo â'r gwaith o gynllunio, cefnogi, goruchwylio a gwneud gweithgareddau penodol a gwaith arall gydag oedolion a'u teuluoedd.</p> <p>Fel un o ofynion allweddol y rôl rhaid cofrestru ag Arolygiaeth Gofal Cymru (AGC/CIW) a bod yn Rheolwr Cofrestredig. Y rôl yw rheoli gwasanaethau Cartrefi Gofal Preswyl yr Awdurdod Lleol o fewn adnoddau y cytunwyd arnynt a sicrhau darpariaeth o ansawdd uchel, sy'n canolbwyntio ar y cleient, yn unol â Deddf Gwasanaethau Cymdeithasol a Llesiant (Cymru) 2014 a Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru).</p> <p>Bod yn ymatebol ac yn hyblyg i anghenion y Model Gwasanaethau Integredig Gydol Oes a Llesiant gan gynnwys datblygu a chynnal ataliadau ac ymyriadau sy'n sicrhau canlyniadau da ac a fydd yn cynyddu diogelwch a gwydnwch defnyddwyr gwasanaethau.</p> <p>Bydd y rôl hon yn gweithio yn y Gwasanaethau Uniongyrchol sy'n cynnwys Gofal Preswyl a, phan nodir hynny, y gefnogaeth a'r ddarpariaeth gymunedol ehangach. Bydd y rôl yn rhoi gwasanaeth gofal a chymorth i bobl sydd ag ystod o anableddau, sy'n fregus ac sydd ag anghenion asesedig hirdymor, sef pobl sydd felly angen ystod o leoliadau parhaol, tymor byr a seibiant mewn lleoliad preswyl. Gallai hyn gynnwys defnyddwyr gwasanaeth sy'n byw â dementia.</p> <p>Bydd y rôl yn cynorthwyo oedolion i ddatblygu a gwneud gweithgareddau bywyd bob dydd, gan roi cefnogaeth sy'n canolbwyntio ar yr unigolyn.</p> <p>Ar adegau, pan fydd angen hynny, bydd gofyn i chi weithio mewn Tîm neu leoliad arall yn y Model Gwasanaethau Integredig Gydol Oes a Llesiant.</p>
Lleoliad	Cartref Preswyl Hafan Deg, Llambed
Oriau Gwaith	37 awr yr wythnos
Math o Gytundeb	Llawn amser
Hyd y Cytundeb	Parhaol
Teitl swydd Rheolwr Llinell	Rheolwr y Tîm
Cyfrifoldebau Goruchwylio / Rheoli	<ul style="list-style-type: none"> • Bod yn rheolwr llinell ar y Rheolwr Cynorthwyol ynghyd â hyd at 15 aelod o staff sydd ar Lefel 3, 2 ac 1. • Goruchwylio prentisiaid a gwirfoddolwyr yn rheolaidd.
Atebolrwydd	<p>Yn gyfrifol am:</p> <ul style="list-style-type: none"> • Lles ac ansawdd y gwasanaeth a ddarperir • Offer TGCh e.e. llechen/tailed, ffôn symudol ac/neu liniadur • Cyllideb y cartref

	<ul style="list-style-type: none"> • Cyflenwadau ac offer sy'n berthnasol i'r rôl megis cynnyrch gofal personol.
Telerau Cytundebol sy'n Gysylltiedig â'r Swydd	<p>Mae diogelu oedolion sy'n gwynebu risg yn flaenoriaethau allweddol i ni. Ein nod yw cefnogi oedolion sy'n gwynebu risg er mwyn sicrhau eu bod mor ddiogel â phosibl. Rydym ni yn cydnabod bod oedolion sy'n gwynebu risg a'r hawl i gael eu hamddiffyn a byddwn yn cymryd camau i ddiogelu'u lles. Disgwylir i bob aelod staff a gwirfoddolwr rannu'r ymrwymiad hwn a byddwn yn gofyn am Wiriad Manylach y Gwasanaeth Datgelu a Gwahardd (DBS), sef y CRB gynt.</p> <p>Gall uwch reolwyr eich cyfarwyddo i weithio yn unrhyw un o Gartrefi Gofal Preswyl yr Awdurdod Lleol ar fyr rybudd os oes problem gwasanaeth diogel.</p> <p>Gweithio ar rota gyda lleoliadau cofrestredig eraill i roi cymorth rheoli dros gyfnod o 7 diwrnod ar gyfer lleoliadau cofrestredig.</p>
Trosolwg o'r Model Gwasanaethau Integredig Gydol Oes a Llesiant	<p>Mae Model Gwasanaethau Integredig Gydol Oes a Llesiant Ceredigion yn ffordd newydd o ddiwallu anghenion pobl drwy sicrhau bod y bobl iawn yn eu lle i wneud y penderfyniadau iawn ar yr adeg iawn.</p> <p>Bydd y Model Gwasanaethau Integredig Gydol Oes a Llesiant:</p> <ul style="list-style-type: none"> • yn fan cyswllt cyntaf ar gyfer preswylwyr a phartneriaid allweddol • yn llunio ac yn darparu pecynnau atal ac ymyrraeth gynnar pwrpasol i ddiwallu anghenion unigolion • yn penderfynu ar y gwasanaethau mwyaf priodol i roi gofal a chymorth ar waith yn brydlon • yn monitro ac yn gwerthuso effaith y cymorth.
Dyletswyddau a Chyfrifoldebau	
<p>Rheoli Gofal</p> <ul style="list-style-type: none"> • Yn gyfrifol am sicrhau bod y gwasanaethau a ddarperir yn parhau i gydymffurfio'n llawn â Deddf Rheoleiddio ac Arolygu Gofal Cymdeithasol (Cymru) 2016 a'r rheoliadau cysylltiedig. • Datblygu ac adolygu cynlluniau a phrotocolau gofal i unigolion sy'n rhoi digon o ystyriaeth i anghenion corfforol a chymdeithasol pob person. • Sicrhau partneriaeth reolaidd ag unigolion, eu teuluoedd ac asiantaethau eraill mewn ffordd sy'n gyson ac yn rhagweithiol, gan ddefnyddio dull arwyddion diogelwch sy'n seiliedig ar gryfderau wrth gynllunio a chytuno ar gynlluniau gofal a chymorth i ddefnyddwyr gwasanaeth. • Cymryd rhan i roi gofal, yn ôl yr angen. • Monitro rhaglenni gofal unigol a nodi unrhyw angen i'w newid yn sgil hynny. • Rhoi meddyginiaeth ar bresgripsiwn i ddefnyddwyr gwasanaeth ac ysgwyddo cyfrifoldeb am reoli system effeithiol ar gyfer rheoli a rhoi meddyginiaeth yn ddiogel yn unol â pholisi a gweithdrefnau rhanbarthol a mewnol. • Derbyn cleientiaid i'r Cartref yn unol â'r broses asesu ac ymwneud ag adolygiadau dilynol. • Rhoi Technoleg Gynorthwyol ar waith yn y Cartref a monitro'r defnydd arni. • Sicrhau bod y cofnodion diweddaraf ar systemau TG, e.e. WCCIS, ac adolygu ansawdd a sicrhau bod ymchwiliadau wedi'u cwblhau pa fo angen. • Bod yn gyfrifol am sicrhau gweithredu systemau gweithio diogel a sefydledig a sicrhau y cedwir at y systemau hyn o ddydd i ddydd er mwyn galluogi'r gwasanaeth i fodloni gofynion RIDDOR, COSHH, codi a chario, cymorth cyntaf a meddyginiaeth. Adolygu pan gaiff pryderon eu codi. <p>Rheoli staff</p> <ul style="list-style-type: none"> • Recriwtio a dewis staff yn unol â gweithdrefnau a osodwyd. • Sicrhau trefnu gweithdrefnau sefydlu/cynefino digonol, a'u gweithredu maes o law. 	

- Gosod targedau a mesur y targedau hynny ar gyfer perfformiad staff trwy werthuso, cefnogi a goruchwylio.
- Nodi anghenion hyfforddi staff a threfnu rhaglenni hyfforddi cysylltiedig, a datblygu safonau.
- Cwnsela a disgyblu staff yn unol â gweithdrefnau y cytunwyd arnynt.
- Trefnu a chadeirio cyfarfodydd staff a rhoi camau gweithredu y cytunwyd arnynt ar waith.
- Cydlynu â Chynrychiolwyr Undebau Llafur yn ôl yr angen ac ar y cyd ag Adnoddau Dynol.
- Gwneud ymweliadau â chartrefi, e.e. mewn achosion o salwch tymor hir, profedigaeth deuluol.

Rheoli Ariannol

- Rheoli lefelau staffio a chyllidebau yn unol â gweithdrefnau y cytunwyd arnynt.
- Rheoli gwariant nad yw'n ymwneud â staffio yn unol â Pholisïau Caffael ac Ariannol y Cyngor.
- Darparu trefniadau digonol ar gyfer cadw'n ddiogel eitemau megis arian mân, trafodion ychwanegol, y defnydd o Gerdyn Credyd y Cyngor a derbyn incwm yn unol â pholisïau ariannol y Cyngor.

Cynllunio a Datblygu Gwasanaethau

- Gweithio gyda Rheolwr Corfforaethol y Gwasanaethau Uniongyrchol (Unigolyn Cyfrifol) a Rheolwr y Tîm i adnabod anghenion y gwasanaeth i'r dyfodol.
- Cynorthwyo Rheolwr y Tîm i ddatblygu cynlluniau realistig wedi'u costio.
- Bod yn gyfrifol am ymgysylltu â phreswylwyr, staff, teuluoedd a gweithwyr proffesiynol i oruchwylio Sicrhau Ansawdd gan weithio ar y cyd â'r Cydlynnydd Gweithrediadau.
- Cynorthwyo yn y broses o gynllunio wrth gefn a chynllunio at argyfwng ar lefel leol ac Aadrannol. Bydd hyn yn cynnwys bod yn rhan o sefydlu a rheoli Canolfan Orffwyso pe bai argyfwng.

Cysylltiadau Cyhoeddus

- Cydlynu â staff yr Awdurdod Iechyd a Gwasanaethau Cymdeithasol eraill ynghylch prosiectau cydweithredol.
- Datblygu perthynas effeithiol gyda chymunedau lleol ac asiantaethau ac annog gweithgareddau codi arian.

Iechyd a Diogelwch

- Sicrhau y cedwir at bolisïau a gweithdrefnau Iechyd a Diogelwch gan gynnwys Rheoliadau Codi a Chario'r EEC.
- Sicrhau bod y Cartref yn cyflawni gofynion mesurau Rheoli ac Atal Heintiau (IP&C).

Cyflenwi Rheolaeth

- Gweithio ar rota gyda lleoliadau cofrestredig eraill i roi cymorth rheoli dros gyfnod o 7 diwrnod ar gyfer lleoliadau cofrestredig.
- Gwneud unrhyw ddyletswyddau eraill sy'n gymesur â lefel a disgwyliadau'r swydd, gan gynnwys pan fo angen gweithio mewn Tîm ac/neu mewn lleoliad arall.

Manyleb Person

Hanfodol

<p>Cymwysterau Academaidd / Proffesiynol / Technegol / Galwedigaethol</p>	<ul style="list-style-type: none"> Wedi cofrestru ag AGC (CIW) fel Rheolwr Cofrestredig Cartref neu'n fodlon cofrestru o fewn 12 mis. Diploma Lefel 5 mewn Arweinyddiaeth ar gyfer Gwasanaethau Iechyd a Gofal Cymdeithasol (Ileoliadau cofrestredig i Oedolion) Cymru a Gogledd Iwerddon neu gymhwyster rhagflaenol a roddwyd gan Gofal Cymdeithasol Cymru neu barodwydd i'w gwblhau o fewn 12 mis. Tystiolaeth o ymrwymiad i ddatblygiad a hyfforddiant proffesiynol parhaus. 	
<p>Sgiliau Ieithyddol Cymraeg</p>	<p>Gwranddo/Siarad: Lefel 3 Darllen: Lefel 2 Ysgrifennu: Lefel 2</p>	<p>Rhaid meddu ar y sgiliau ieithyddol Cymraeg a nodir o fewn dwy flynedd i benodiad.</p>
<p>Sgiliau Ieithyddol Saesneg</p>	<p>Gwranddo/Siarad: Lefel 3 Darllen: Lefel 3 Ysgrifennu: Lefel 3</p>	<p>Rhaid meddu ar y sgiliau ieithyddol Saesneg a nodir ar benodiad.</p>
<p>Sgiliau Ymarferol / Personol gofynnol</p>	<ul style="list-style-type: none"> Profiad blaenorol yn goruchwylio ac yn rheoli. Profiad o Reoli Gofal. Profiad o ddatblygu a monitro Cynlluniau Gofal Unigol Profiad o ymgynghori a chydlynu â Chleientiaid a'u teuluoedd. Profiad o adolygu gweithdrefnau. Profiad o reoli staff o ddydd i ddydd. Gwybodaeth a phrofiad codi a chario. Gallu delio â gweithdrefnau cyllidebol megis arian mân ac archebu nwyddau. Profiad o gydlynu ag asiantaethau statudol a gwirfoddol. Gallu datblygu cysylltiadau effeithiol â chymunedau lleol. Angen sgiliau rhyngpersonol rhagorol, gyda'r gallu i ymgysylltu'n effeithiol â phlant, pobl ifanc, oedolion a'u teuluoedd. Gallu ffurfio perthynas weithio adeiladol gyda chydweithwyr, cymunedau a rhwydweithiau eraill. Gallu cyfathrebu'n glir ac yn effeithiol gydag oedolion a phlant, gan ddangos sgiliau ysgrifenedig a llafar yn y Gymraeg neu'r Saesneg. Gwneud hyfforddiant priodol i gyfrannu at ddatblygiad proffesiynol a sgiliau. Deall y rolau a'r cyfrifoldebau mewn amgylcheddau a disgyblaethau proffesiynol gwahanol. Gweithio'n adeiladol fel rhan o dîm ac ar eich liwt eich hun. Gallu cefnogi defnyddwyr y gwasanaeth a allai fod yn bryderus ac yn ofidus ar adegau gan gynnwys achosion cymhleth. Gweithio mewn ffordd gynhwysol er mwyn hyrwyddo cydraddoldeb a chefnogi unigolion i gyflawni eu potensial. Bod ag ymwybyddiaeth o faterion diwylliannol ac ieithyddol. Sgiliau TG ar draws amrywiaeth o systemau ac offer, e.e. cronfa ddata cleientiaid gofal cymdeithasol, e-bost, rhaglenni dysgu ar y rhyngwrwyd a rhaglenni Microsoft. Gallu cyfathrebu'n effeithiol yn ysgrifenedig ac yn llafar; wyneb yn wyneb a thrwy ddefnyddio technoleg o bell. Gallu rheoli eich amser eich hun, a blaenoriaethu llwythi gwaith a gweithio fel aelod o dîm. Gallu gweithio'n hyblyg o dan bwysau ac er lles y person sy'n cael ei asesu, boed hwnnw'n ddefnyddiwr gwasanaeth neu'n ofalwr. 	

	<ul style="list-style-type: none"> • Gallu cefnogi defnyddwyr gwasanaeth i gymryd rhan mewn gweithgareddau i hyrwyddo lles corfforol a meddyliol, gall hyn gynnwys gweithgareddau yn yr awyr agored. • Wedi cofrestru â Gofal Cymdeithasol Cymru.
Profiad gofynnol	<ul style="list-style-type: none"> • 2 flynedd o brofiad o weithio gyda phlant, pobl ifanc neu oedolion mewn perygl. • Profiad o weithio'n uniongyrchol gyda phlant ac/neu bobl ifanc ac/neu oedolion a hynny mewn grwpiau/fel teulu neu un-i-un. • Gallu llunio cofnodion ac adroddiadau cywir a deall pwysigrwydd cadw mewn cysylltiad â'r rheolwr llinell bob amser. • Asesu unrhyw risg mewn sefyllfa a risgiau i'r tymor canolig a sicrhau bod unigolion sydd yn eich gofal bob amser yn ddiogel. • Gwybodaeth am anghenion teuluoedd, plant ac/neu oedolion sy'n agored i niwed.
Hyfforddiant/addysg y mae'n ofynnol eu cyflawni/gweithio tuag atynt	<p>Bydd yn rhaid i chi wneud y cyrsiau e-ddysgu gorfodol canlynol: Diogelu Plant ac Oedolion mewn perygl – Lefel 1 Trais yn erbyn Menywod, Cam-drin Domestig a Thrais Rhywiol (VAWDASV) Chwythu'r chwiban Deddf Llesiant Cenedlaethau'r Dyfodol Cydraddoldeb ac Amrywiaeth Diogelu data Ymwybyddiaeth o'r Gymraeg Iechyd a Diogelwch</p> <p>Yn ogystal â'r uchod, bydd gofyn i chi wneud hyfforddiant perthnasol arall megis:</p> <ul style="list-style-type: none"> Modiwlau Diogelu Codi a chario Hyfforddiant blynyddol Rheoli ac Atal Heintiau Rheoli sefyllfaoedd heriol Team Teach ac/neu Reoli Ymddygiad Cadarnhaol FITS wrth ymarfer a hyfforddiant ychwanegol ar Ddementia y cytunir arno Hyfforddiant ymlyniad Profion Tân a Gadael mewn Argyfwng. Gwaith Uniongyrchol mewn grwpiau neu 1-1 Ymwybyddiaeth gyffredinol o Ddeddf Gwasanaethau Cymdeithasol a Lles (SSWB) 2014 Arwyddion Diogelwch a Lles Cymorth Cyntaf Rheoli a rhoi meddyginiaeth Rheoli ac Atal Heintiau Dadansoddi ac adfyfrio wrth asesu Hyfforddiant SALT Fframwaith Sefydlu Iechyd a Gofal Cymdeithasol Cymru Gyfan (AWIF) <p>Bydd rhaid i chi wneud o leiaf 90 awr o hyfforddiant dros gyfnod o 3 blynedd. Trafodir y gofynion hyfforddiant mewn sesiynau Goruchwyllo.</p>

Dymunol	
Cymwysterau / Hyfforddiant	

Sgiliau Ymarferol / Personol

Mae'n ddymunol i ymgeiswyr gael y canlynol:

- Profiad o gydlynu ag asiantaethau statudol a gwirfoddol ynghylch mentrau cydweithredol.
- Profiad o weithredu cynlluniau perfformiad staff.
- Profiad o wneud gwaith gofal personol.
- Profiad o oruchwyllo neu reoli.
- Tystiolaeth o ddatblygiad proffesiynol parhaus.
- Profiad o dechnegau codi a chario priodol.
- Hyderus eich bod yn gallu gweithio gydag unigolion a grwpiau.
- Gwybodaeth am ddefnyddio technoleg gynorthwyol, teleofal, cymhorthion/offer ar gyfer byw bob dydd.
- Deddf Llesiant Gwasanaethau Cymdeithasol (Cymru) 2014.
- Gwybodaeth a dealltwriaeth o gyflyrau cynyddol e.e. dementia, clefyd Parkinson
- Gwybodaeth a dealltwriaeth o alluedd meddyliol.
- Gallu llunio cofnodion achos byr a chryno am unrhyw gamau gweithredu a wnaed a chofnodi'r canlyniadau.
- Gallu cyfrannu ar lafar ac yn ysgrifenedig at asesiadau ac adolygiadau.
- Dealltwriaeth o ddadansoddi ac adfyfrio yn eich gwaith.
- Gallu gweithio'n effeithiol gartref, gan gynnwys cyflymder band eang dibynadwy o ansawdd da.
- Profiad o gefnogi oedolion a theuluoedd sydd ag anghenion ychwanegol ac/neu gymhleth gyda pholisïau a gweithdrefnau yn ymwneud â diogelu, iechyd, diogelwch eiddo a diogelwch personol, cyfrinachedd a diogelu data.

Job Description

Post Name	Registered Manager – Residential Adults Accommodation
Service	Porth Gofal
Grade	11
Job Evaluation Post Ref	JD 1549-01
Salary	£40,221 - £42,403
Job Purpose	<p>To work in the Through Age and Wellbeing Integrated Services Model to assist in planning, supporting, supervising and undertaking specific activities and other work with adults and their families.</p> <p>As a key requirement of the role there is a requirement to register with the Care Inspectorate Wales (CIW) and be the Registered Manager. The role is to manage the Local Authorities Residential Care Homes within the agreed resources and to ensure the provision of high quality, client centered in line with the Social Services & Wellbeing (Wales) Act 2014 and Regulation & Inspection of Social Care (Wales) Act.</p> <p>To be responsive and flexible to the needs of the Through Age and Wellbeing Integrated Services Model including developing and running preventions & interventions that promote good outcomes and that will increase the safety and resilience of service users.</p> <p>This role will work in the Direct Services which includes Residential Care provision and when identified the wider community support and provision. The role will provide care and support service for people with a range of disabilities and those who are frail with long term assessed needs who require a range of permanent, short term and respite placements within a residential setting. This could include service users living with dementia.</p> <p>The role will provide person centred support to adults, to develop and maintain activities of daily living.</p> <p>On occasions where there is a need you will be required to work in another Team or location within the Through Age and Wellbeing Integrated Services Model.</p>
Location	Hafan Deg Residential Home, Lampeter
Hours of Work	37 hours per week
Type of Contract	Full time
Contract Duration	Permanent
Line Managers Job Title	Team Manager
Supervisory / Managerial Responsibilities	<ul style="list-style-type: none"> • To line manage the Assistant Manager along with up to 15 Level 3, 2 and 1 staff. • To supervise volunteers and apprentices on a regular basis.
Accountability	<p>Responsible for:</p> <ul style="list-style-type: none"> • The wellbeing and quality of service provided • I.C.T. equipment e.g. tablet, mobile phone and/or a laptop. • The home budget. • Supplies and equipment relevant to the role such as personal care products.

<p>Contractual Terms Associated with the Post</p>	<p>Safeguarding adults at risk is a key priority for us. We aim to support adults at risk to ensure they are as safe as they can possibly be. We acknowledge that adults at risk have a right to protection and will take action to safeguard their welfare. Each member of staff and volunteer is expected to share this commitment, and we will require an Enhanced Check by the Disclosure and Barring Service (DBS), formerly CRB</p> <p>Senior management may direct you to work in any of the Local Authority Residential Care Homes at short notice if there is a safe service issue.</p> <p>To work on a rota basis with other registered settings to provide management support over a 7 day period for registered settings.</p>
<p>Overview of the Through Age and Wellbeing Integrated Services Model</p>	<p>The Through Age and Wellbeing Integrated Services Model is a new way of meeting people's needs by ensuring that the right people are in place to make the right decisions at the right time.</p> <p>The Through Age and Wellbeing Integrated Services Model will:</p> <ul style="list-style-type: none"> • be the first point of contact for service users and key partners • design and deliver early prevention and intervention packages bespoke to individuals' needs • decide upon the most appropriate services to deliver care and support in a time-related manner • monitor and evaluate the impact of support
<p>Duties and Responsibilities</p>	
<p>Care Management</p> <ul style="list-style-type: none"> • Accountable for ensuring that service delivery remains fully compliant with Regulation and Inspection of Social Care (Wales) Act 2016 and associated regulations. • Development and review of individual plans and protocols for care which adequately take into account each person's physical and social needs. • To ensure regular partnership with individuals, their families and other agencies in a consistent and proactive way, using a signs of safety strengths based approach in the planning and agreeing care and support plans for service users. • Personal involvement with care delivery, as necessary. • Monitoring of individual care programs and identification of the need for subsequent change. • To administer prescribed medication to service user's and take responsibility for the management of an effective system for the safe control and administration of medication in accordance with regional and internal policy and procedure. • Acceptance of clients for admission to the Home in accordance with the assessment process and participation in subsequent reviews. • To implement and monitor the use of assistive technology within the home. • To maintain up to date recordings on IT systems e.g. WCCIS and review quality and complete investigations where required. • To be responsible for ensuring that established and implemented safe working systems are adhered to on a day to day basis which will enable the service to meet requirements under RIDDOR, COSHH, manual handling, first aid and medication. And to review in where concerns are identified. <p>Management of staff</p> <ul style="list-style-type: none"> • Recruitment and selection of staff in accordance with laid down procedures. • Ensuring the provision of adequate induction procedures and their subsequent implementation. • Setting and measuring targets for staff performance through appraisal, support and supervision. • Identification of staff training needs and arrangement of associated training programmes, and development of standards. 	

- Counselling and discipline of staff in accordance with agreed procedures.
- Convening and chairing staff meetings and implementation of subsequent actions.
- Liaison with Trade Union Representatives as required and in conjunction with HR.
- Undertaking Home Visits, e.g. in cases of long-term sickness, family bereavement.

Financial Management

- Control of staffing levels and budgets according to agreed procedures.
- Management of non-staffing expenditure in accordance with the Council's Procurement and Financial Policies.
- Provision of adequate arrangements for safe keeping, petty cash, additional transactions, the use of the Council's Credit Card and receipt of income in accordance with the Council's financial policies.

Planning and Development of Services

- To work with the Corporate Manager for Direct Services (Responsible Individual) and Team Manager to identify future needs for the service.
- Assisting the Team Manager with the development of costed and realistic plans.
- To be responsible for engaging with residents, staff, families and professionals to maintain oversight on Quality Assurance working in conjunction with the Operations Coordinator.
- To assist in the process of contingency and emergency planning on a local and Departmental level. This will include being involved in the setting up and management of a Rest Centre in the event of an emergency situation.

Public Relations

- Liaison with the Health Authority and other Social Services personnel regarding collaborative projects.
- Development of effective relationships with local communities and voluntary agencies and encouragement of fund-raising activities.

Health and Safety

- Ensuring the observance of Health and Safety policy and procedures including the EEC Manual Handling Directives.
- Ensuring that the home meets the requirements of Infection, Prevention and Control (IP&C) measures.

Management cover

- To work on a rota basis with other registered settings to provide management support over a 7 day period for registered settings.
- To undertake any other duties commensurate with the level and expectation of the post, including when required working in another Team and/ or location.

Person Specification

Essential		
Academic / Professional / Technical / Vocational Qualifications	<ul style="list-style-type: none"> To be registered with CIW as a Home Registered Manager or willing to register within a 12 month basis. And a Level 5 Diploma in Leadership for Health and Social Care Services (Adult's registered settings) Wales and Northern Island or a predecessor qualification laid down by Social Care Wales or with the willingness to complete within a 12 month basis. And a proven commitment to ongoing professional development and training. 	
Welsh Linguistic Skills	Listening/Speaking: Level 3 Reading: Level 2 Writing Level 2	The Welsh linguistic skills noted must be attained within two years of appointment
English Linguistic Skills	Listening/Speaking: Level 3 Reading: Level 3 Writing Level 3	The English linguistic skills noted are required on appointment
Required practical and personal skills	<ul style="list-style-type: none"> Previous Supervisory/management. Experience in Care Management Experience of developing and monitoring Individual Care Plans Experience of consulting and liaising with Clients and their families Experience of reviewing procedures Experience of day to day staff management Manual handling knowledge and experience. Ability to deal with budgetary procedures such as petty cash and ordering of goods. Experience of liaising with statutory and voluntary agencies Ability to develop effective relationships with local communities Excellent interpersonal skills required, with an ability to effectively engage with children, young people, adults and families. Ability to form constructive working relationships with colleagues, communities and other networks. Ability to communicate clearly and effectively with both children and adults, evidencing good written and oral skills in Welsh or English. Undertake appropriate training to contribute to professional development and skills. Understanding of roles and responsibilities within different environments and professional disciplines. Work constructively as part of a team and on own initiative. Able to support service users who may be anxious and distressed at times including complex cases. Work in an inclusive way to promote equality and support an individual to meet their potential. Have an awareness of cultural and language issues. IT skills across a range of systems and tools, e.g. social care client database, e-mail, internet based learning programs and Microsoft applications. Be effective in written and verbal communications; both face to face and using remote technology. Be able to manage your own time and priorities workloads and work as a member of a team Be able to work flexibly when under pressure and in the best interest of the assessed person, be that service user or carer. 	

	<ul style="list-style-type: none"> • Able to support service users to engage in activities to promote physical and mental wellbeing, this may include but is not limited to outdoor activities. • Registration with Social Care Wales
Required Experience	<ul style="list-style-type: none"> • 2 years' experience of working with Children, young people, or adults at risk. • Experience of working directly with children and/ or young people and/ or adults in groups/as a family or on a 1-1 basis. • Able to compile accurate records and reports and understand the importance of keeping in touch with the line manager at all times. • To assess situational and medium term risk and ensure that individuals are safe at all times whilst in your care • Knowledge of the needs of vulnerable families and children and/or adults.
Training/education required to be undertaken for the post/worked towards	<p>You will be required to undertake the following mandatory e-learning courses:</p> <p>Safeguarding Children & Adults at risk – Level 1 Violence against Women, Domestic Abuse & Sexual Violence (VAWDASV) Whistleblowing Well-being of Future Generations Act Equality & Diversity Data Protection Welsh Language Awareness Health & Safety</p> <p>In addition to the above you will also be asked to do other relevant training such as:</p> <p>Safeguarding Modules Manual Handling Annual Infection and Prevention Control Training Managing challenging situations Team Teach and/ or Positive Behavior Management FITS into practice and additional agreed Dementia training. Attachment training Fire Evacuation and fire testing. Direct Work in groups or 1-1 SSWB Act 2014 – General awareness Signs of Safety and Well-being First Aid Management and administration of medication IP&C Analysis and reflection in assessments SALT Training AWIF</p> <p>It will be a requirement that you must complete a minimum of 90 hours of training over a 3 year period. Training requirements will be included in Supervision sessions.</p>

Desirable	
Qualifications / Training	

<p>Practical / Personal Skills</p>	<p>It is desirable for candidates to have:</p> <ul style="list-style-type: none">• Experience of liaising with statutory and voluntary agencies regarding collaborative ventures.• Experience of implementing staff performance schemes• Experience of undertaking personal care.• To have supervisory or managerial experience.• Evidence of continuous professional development.• Experience of appropriate manual handling techniques.• Confident in being able to work with individuals and in a group setting• Knowledge of use of assistive technology, telecare, aids to daily living equipment• The Social Service Well-being Act 2014.• Knowledge and understanding of progressive conditions e.g. dementia, Parkinson's• Knowledge and understanding of mental capacity.• Ability to compile brief and concise case recordings of any actions undertaken and record the outcomes.• Ability to contribute verbally and in written form to assessments and reviews.• Understanding of analysis and reflection in your work• The ability to work effectively from home, including good quality reliable broadband speed.• Experience of supporting adults and families with additional and/or complex needs with policies and procedures relating to safeguarding, health, safety and security, confidentiality and data protection.
------------------------------------	--