

**Title of Post:** Support Practitioner  
**Reporting to:** Assistant Service Manager  
**Salary/Hourly Rate:** £12 per hour plus mileage  
**Location:** Various  
**Hours:** Full Time and Part Time Roles



## Introduction

Highland Home Carers (HHC) was founded in 1994. We are a vibrant and forward-looking organisation. We have grown to become one of the major independent providers of home care and support services in Scotland. We currently employ over 230 staff and have a financial turnover of over £6 million. Our company has been owned by our employees since 2004. The business is overseen by a Board which is made up of 3 Executive Directors, Employee Elected Directors and a Non-Executive Chairperson. We are a private limited company, with a strong commercial focus.

We provide a range of services for older and vulnerable adults in Inverness and across the Highlands:

- Care at Home
- Support Work
- Housing Support
- Supported Living Services

## Job Purpose

As a Support Practitioner you will provide person centred care in line with assessed need on an individual basis with a holistic approach. Supporting individuals to remain in their own homes, remain part of their local community and familiar surroundings.

## Main Duties

- Work in accordance with Support Plans through ongoing reviews to help meet the individuals physical and emotional needs.
- Support with personal care needs, mobility, medication and dietary requirements respecting choice and dignity at all times.
- Contribute to enhancing people we support with daily living which may include domestic duties, shopping and social activities.
- Maintaining factual records in accordance with HHC policies and procedures.

## Personal/Professional Responsibilities

- To be registered with the Scottish Social Services Council (SSSC).
- To complete HHC Induction and ongoing training programme.
- Undertake and attend any job-related training or review meetings as requested.
- Adhere to HHC policies and procedures.
- Understanding Risk Assessments in relation to your role within HHC.
- Respect and adopt HHC's Values in everything you do.



**HIGHLAND HOME CARERS****Person Specification: Support Practitioner****Essential:****Desirable:****Qualifications**

- Good basic education including numeracy & literacy.
- A willingness to become registered with the SSSC and to keep registration up to date.

- SVQ Level 2 in Social Care or willingness to work toward this.

**Knowledge:**

- Demonstrate an understanding of what the job role involves.

- A broad understanding and appreciation of the Health & Social Care Sector.
- Experience of providing care or being involved in the Social Care sector.

**Skills and Abilities**

- Commitment to learning and keeping skills updated.
- Excellent interpersonal skills; an effective and sensitive communicator.
- Ability to make decisions.
- The ability to communicate with the people we support, their families and a range of other health professionals.

**Equal Opportunities**

- Commitment to incorporating Equal Opportunities and diversity principles in all aspects of work

**Other Considerations**

- Have a flexible approach to work and a willingness to embrace and commit to person centred support.
- Full UK Driver's License with access to a vehicle which can be used for work purposes.