***“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”***

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| **Job Details** |  |
| **Job Title** | Domestic Assistant |
| **Reports to** | Domestic Services Manager |
| **Band** | 2 |
| **Department/Directorate** | Domestic Services / Facilities Management |

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| **JOB PURPOSE**  |
| The post holder will work as an integral part of the ward team ensuring a high quality service to patients. The main elements of the role are ensuring the delivery of general environmental cleaning on the wards including responsibility for the cleaning of all sanitary areas such as toilets, bathrooms, showers and sluice rooms. Daily and weekly cleaning of patient equipment. The service of breakfast to patients (food & beverages).The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection.To contribute to the maintenance of a hygienic and clean environment for patients, staff and visitors to ensure the highest standards are met at all times. |
| **KEY WORKING RELATIONSHIPS**  |  |
| * Ward Housekeeper
* Ward Matron
* Domestic Managers/ Supervisors/Quality Assurance team
* Fellow Domestic Assistants
* Catering Assistants (wards)
* Ward Sister/Charge Nurse
* Multi-disciplinary ward team
* Patients
* Facilities Service Manager
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| **ORGANISATIONAL CHART**  |
| Service Manager & Deputy Service Manager Domestic Services Manager& Operations ManagerOperations Manager & Assistant Domestic Services ManagersDomestic Services Supervisors**POSTHOLDER (Band 2)**Domestic Assistant colleaguesWard Housekeeper |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES**  |
| The post holder will work as an integral part of the ward team ensuring a high quality service to patients. The main elements of the role are ensuring the delivery of general environmental cleaning on the wards including responsibility for the cleaning of all sanitary areas such as toilets, bathrooms, showers and sluice rooms. Daily and weekly cleaning of patient equipment. The service of breakfast to patients (food & beverages). |
| **COMMUNICATION/RELATIONSHIP SKILLS**  |
| * To attend and participate in ward meetings and staff Comm cells.
* To maintain effective working relationships
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| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * To report faults on machinery to Domestic Services and the Ward Housekeeper and damage, faults etc. to the fabric of the building to Ward Housekeeper or Ward Matron.
* Carry out breakfast food service whilst observing best practice guidelines and operating procedures relating to specific dietary requirements due to allergens, intolerances or cultural and religious beliefs.
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| **PLANNING/ORGANISATIONAL SKILLS** |
| * The daily cleaning of bays and side rooms, nurses’ station and other areas on a designated ward area as specified on the allocated daily work schedule.
* To ensure cleaning is carried out in accordance with National Specification for Cleanliness In The NHS (2007) PAS 5748 Cleanliness in Healthcare Facilities, the Trust Cleaning Policy, Patient Equipment Cleaning Policy and the agreed cleaning schedule.
* To terminally clean bed spaces & side rooms as required.
* To change ward bay and window curtains as required and to liaise with the Domestic Supervisor to ensure that there is an adequate supply of spare curtains available.
* To ensure that all alcohol gel dispensers (and if necessary aprons, gloves, paper towels and soap for hand hygiene) are replenished, thus contributing to the prevention of cross-infection from one patient to another.
* To replenish hand towels, toilet paper and hand soap supplies as required in order to maintain high standards of infection control.
* Distribution of breakfast from bulk trolley including preparation of toast, cereal and beverages.
* To prepare hot and cold beverages for the breakfast service including the use of appropriate trolley/equipment and ensuring that all beverages are served at the correct temperature according to food hygiene regulations.
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| **PHYSICAL SKILLS**  |
| * Operate cleaning equipment and carry out daily cleaning.
* Emptying, cleaning and relining waste bins with appropriate coloured liner. Securing and placing them for disposal to ensure regulations for clinical and non-clinical waste (including compacting) are adhered to.
* Cleaning of internal glass and mirrors as detailed on the daily work schedule.
* To vacuum clean all carpeted floor surfaces and to static and damp mop all hard floor surfaces to ensure all areas are free from dust, dirt and grit.
* To clean and dry sanitary areas including WC's, wash hand basins, baths, showers, sinks and sluices.
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| **PATIENT/CLIENT CARE**  |
| * To respect the privacy and dignity of patients whilst carrying out duties and to engage with them, their family and visitors in a friendly and professional manner.
* To show understanding and compassion for patients and their visitors on a daily basis.
* To maintain complete confidentiality with regard to patient issues.
* Where appropriate to the grade, undertake such duties as deemed necessary as directed by the Ward Housekeeper, Nurse in Charge or Ward Matron in order to assist the ward team in ensuring that patients’ needs are met.
* To refer complaints to the nurse in charge.
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| **POLICY/SERVICE DEVELOPMENT**  |
| * To have knowledge of, adhere to and carry out all COSHH policies and associated standard operating procedures.
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| **FINANCIAL/PHYSICAL RESOURCES**  |
| * To assist the Department Manager with the control of consumable stock levels and to report any excessive stock levels that are held on the Ward.
* Removal and replacement of non-valuable containing locker bags.
* Post holder is responsible for ordering stock within own department and replenishing stock.
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| **HUMAN RESOURCES**  |
| * The post-holder will provide guidance to new starters as and when requested to do so.
* To participate in performance review (jointly between Domestic Services and the Ward Housekeeper). To undertake any mandatory training or other training required to maintain competency in the role.
* To foster people’s equality, diversity and rights
 |
| **INFORMATION RESOURCES**  |
| * To observe the Trusts infection Control Policy at all times and to adhere to associated standard operating procedures.
* To comply with departmental clocking in and out procedures.
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| **RESEARCH AND DEVELOPMENT**  |
| * To participate in patient satisfaction surveys as required.
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| **FREEDOM TO ACT**  |
| * To use own judgement and initiative when required to deviate from work schedule due to facts or situations which are not straightforward. Someone will be available for reference and on occasions work carried out might be checked.
* To observe the Trusts infection Control Policy at all times and include hand washing, barrier / terminal cleans and colour coding of cloths, mops and buckets.
* To maintain environmental hygiene and personal hygiene by wearing the correct full uniform at all times in accordance with the Trust Uniform and Dress Code Policy. This includes wearing the correct personal protective equipment when undertaking terminal cleaning duties.

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| **OTHER RESPONSIBILITIES**  |
| * To take part in regular performance appraisal.
* To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling
* To contribute to and work within a safe working environment
* The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection
* As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.
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| **APPLICABLE TO MANAGERS ONLY** |
| Evidence that supporting employee health and wellbeing is included in any documents outlining the skills and knowledge that line managers need.Proportion of line managers whose job descriptions include supporting employee health and wellbeing.This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **THE TRUST- VISION AND VALUES**  |
| Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:Honesty, Openness & IntegrityFairness,Inclusion & CollaborationRespect & DignityWe recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing. We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. |
| **GENERAL**  |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462. |

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| **POST** PERSONSPECIFICATION | Domestic Assistant  |
| **BAND**  | 2 |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**Good general education, to include 2 x GCSE’s in English and Mathematics Grade A-D or equivalent qualification.Basic Health & Safety AwarenessBasic Food Safety Awareness, including dietary requirements due to allergens and intolerances.Willing to undertake training relevant to the post | EDEE | EEEE |
| **KNOWLEDGE/SKILLS**Numerate & LiterateGood interpersonal Skills | EE | EE |
| **EXPERIENCE** Previous experience of cleaningPrevious Healthcare experienceCustomer Care Experience | DDD | EEE |
| **PERSONAL ATTRIBUTES** Able to carry out work to a schedule but with the direction of nursing staff where necessaryEnthusiastic, approachable & motivatedReliableAble to demonstrate working under own initiative.Able to cope with bereavement / illness | EEEE | EEEE |
| **OTHER REQUIRMENTS** Able to work as part of a multi-disciplinary teamAbility to be flexible e.g. break times, hours of work | EE | EE |

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|  | **FREQUENCY****(Rare/ Occasional/ Moderate/ Frequent)** |
| **WORKING CONDITIONS/HAZARDS** | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | Y |  |  |  | x |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y |  | x |  |  |
| Laboratory specimens | N |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N | x |  |  |  |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | Y |  |  |  | x |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** |  |  |  |  |
| VDU use ( > 1 hour daily) | N |  |  |  |  |
| Heavy manual handling (>10kg) | Y |  | x |  |  |
| Driving | N |  |  |  |  |
| Food handling | Y |  |  |  | x |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort  | Y |  |  |  | x |
| Mental Effort  | N |  |  |  |  |
| Emotional Effort  | N |  |  |  |  |
| Working in isolation | N |  |  |  |  |
| Challenging behaviour | N |  |  |  |  |

**COMPETENCY REQUIREMENTS** To be completed for all new positions

Please tick which of these essential learning s is applicable to this role.

(**NB** those that are mandatory for all staff with no variation on frequency are pre-populated with a tick)

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| Manual Handling – Two Year | [x]  | Blood Transfusion | BDS18 collection | [ ]  | Consent Training | [ ]  |
| Equality & Diversity – One-Off requirement |[x]   | BDS 19 & 20 Preparing & Administering  | [ ]  | VTE Training | [ ]  |
| Fire | Annual | [x]  |  | BDS 17 Receipting | [ ]  | Record management and the NHS code of practice | [ ]  |
|  | Two Yearly | [x]  |  | Obtaining a blood sample for transfusion | [ ]  | The importance of good clinical record keeping  | [ ]  |
| Harassment & Bullying (Self Declaration – One off requirement) | [x]  |  | Annual Update | [ ]  | Antimicrobial Prudent Prescribing  | [ ]  |
| Information Governance | [x]  | Safeguarding Adults Awareness | Clinical Staff | [ ]  | PUCLAS | [ ]  |
| Infection Control/Hand Hygiene | Annual requirement | [x]  |  | Non Clinical Staff | [ ]  | Mental Capacity/DOL’s | [ ]  |
|  | One-Off requirement | [ ]  | Safeguarding Children | Group 1 | [ ]  | Investigations of incidents, complaints and claims | [ ]  |
| Conflict Resolution – 3 yearly | [x]  |  | Group 2 | [ ]  | Waterlow | [ ]  |
| Clinical Waste Management | Application principles for clinical staff | [ ]  |  | Group 3 | [ ]  |  | [ ]  |
|  | Application principles for housekeeping, portering and waste staff | [x]  |  | Group 4 | [ ]  |  | [ ]  |
|  | Application principles for Non-clinical waste handlers (Basic) | [ ]  |  | Group 5 | [ ]  |  | [ ]  |
| Falls, slips, trips & falls | Patients | [ ]  |  | Group 6 | [ ]  |  | [ ]  |
|  | Staff/Others | [x]  |  | Not mapped this one | [ ]  |  | [ ]  |
| Control & Restraint Annual | [ ]  |  | Group 8 | [ ]  |  | [ ]  |