YoungDementia UK
Job Description

Job title  Young Onset Dementia Support Worker

Responsible to  Young Onset Dementia Support Co-ordinator

Purpose of the Role
To enhance the quality of life of younger people with dementia by offering individually-tailored support in response to their needs and wishes. This is achieved through a variety of approaches from short term support at the time of diagnosis, issue-based support, to developing a trusting relationship with regular ongoing contact, which may also include creating a break for the family.

The content of the support is varied and may include helping someone understand and adapt to their condition; promoting connections with family, friends, and the community; linking to local activities and groups, encouraging physical, leisure, social, creative, household and life story activities; supporting future planning as well as enabling special treats. We aim to promote self-confidence, self-esteem and well-being, and to enable people to live well.

Duties
- To contribute to the fulfilment of the support plan as agreed with the person with young onset dementia and at the request of the Co-ordinator which will include face to face support sessions.
- To monitor the person’s well-being and report any significant change.
- To support the attendance of people with dementia at our groups and socials and link them with other local support and services, including volunteers.
- To encourage and undertake life story work with the person and their families.
- To develop a co-operative relationship with the family, and professionals involved, including the Young Onset Dementia Advisor and to work collaboratively with health and social care, Dementia Oxfordshire and other voluntary sector colleagues.
- To work with Young Onset Dementia support team and volunteers to develop, organise and facilitate groups, if required.
- To support the participation of people with dementia in research studies, if required.
- To work as part of Dementia Oxfordshire and to attend meetings/training as required.
- To participate in regular internal training, team meetings and supervision.
• To maintain accurate digital records, digital communications and ensure confidentiality

• To maintain the person’s safety and your own by measured risk-taking

• To report to, consult and work with the guidance of your line manager.

Context
YoungDementia UK is an award-winning Oxfordshire-based charitable company supporting younger people (under 65 years on introduction) with dementia and their families. Young onset dementia is progressive, incurable and life-changing yet the years living with this condition can be lived well with skilled support. Our specialist services, providing direct individual, group and family support, are developed and delivered in Oxfordshire and borders. Increasingly we wish to share our successful model of support and improve the understanding of young onset dementia amongst professionals and the public across the UK and have recently established a national Young Dementia Network.

We have a small, skilled, dedicated team who are committed to changing the lives of younger people with dementia for the better. We respect the individuality of people whose lives are affected by young onset dementia, promote their dignity, choice and privacy, and work co-operatively with their own networks, both personal and professional. We work alongside the person and their family, enabling risk-taking, new experiences and engagement with their community and the world around them.

Younger people with dementia and their families may
  o be parents and/or caring for older parents
  o have mortgages or financial commitments
  o be in employment
  o have a rarer dementia
  o be physically fit and active
  o be more isolated due to location and not knowing others with young onset dementia
  o have fewer options available to them (most services are for older people)

Dementia Oxfordshire. YoungDementia UK works with Age UK and Guideposts to form Dementia Oxfordshire.

Person Specification

Personal Attributes
It is essential to have an open-minded, non-judgemental, respectful attitude together with an ability to adapt calmly and flexibly to changes. Personal qualities enabling the development and continuation of trusting, empathic relationships are important. Honesty and reliability are fundamental to this work. A warm, friendly personality with a sense of humour are valuable assets. It is important to be able to understand the needs and wishes of the person with dementia and be willing to work alongside them to help fulfil those needs and wishes. You will need to be resourceful and creative in this support work. The
work is challenging and rewarding – you will need to be able to share concerns and successes within the team.

**Education**

Essential to have good literacy and numeracy skills

Essential to have good verbal and written communication skills

**Experience**

Essential to demonstrate a genuine interest in this work and to be keen to undertake training on dementia

Essential to be familiar with dementia through personal experience, or through paid or voluntary work

Essential to be well organised and self-motivated

Essential to be reasonably flexible in the hours available

Useful to have undertaken a caring role. This could be informally with family or friends, or through paid or voluntary work

**Aptitude and Skills Required**

Abilities needed

- to work on own initiative and in liaison with the Young Onset Dementia Advisor and Support Co-ordinator
- to work co-operatively with the team
- to use common sense
- to develop relationship with the person that is responsive and consistent
- to observe, monitor and adapt according to the person’s changing needs
- to support creatively and imaginatively
- to keep concise, accurate and informative records
- to communicate clearly face to face/phone/email/e-reports & e-records
- to establish effective relationships with the person’s family and professionals
- to drive safely, confidently and competently in a reliable car
- to work confidently and competently using your own IT (we use MS office)
- to work within the YoungDementia UK ethos, policies and service guidelines

**Summary of Terms**

**Probation**

Six months

**Hours**

Minimum guaranteed 9 hours per week, and variable hours above the minimum to be negotiated. Most support is during the daytime with occasional evening/weekend on request. Evening meetings are held monthly for training and support

**Work location**

This is usually at or from the supported person’s home. Own home-base for administration/communication. Other Oxfordshire venues for training, supervision and team meetings

**Salary**

£9.70 per hour

**Leave**

Paid entitlement is 5.6 weeks pro rata, inclusive of public holidays. Leave entitlement increases to 6.6 weeks pro rata after 4 years'.
**Mileage**  
45p/mile excluding first 20 miles of travel to and from supported person

**Area Covered**  
Oxfordshire and border area, within a reasonable distance from home

**Home Office Working**
YoungDementia UK’s team utilise MS365 cloud-based working to work from home offices across Oxfordshire. This enables us to provide effective, tailored support where the person with dementia and their family live. Most YoungDementia UK jobs are likely to require secure storage for a small amount of confidential information, privacy for sensitive or confidential phone conversations and a quiet area for working. Other basic requirements: computer or similar, a good quality printer, broadband.

There is no expectation that home offices are used for support or supervision purposes.

**This role is subject to a disclosure and barring check**

The job description is not intended to be definitive and YoungDementia UK has a good track record of encouraging the strengths of individuals. This is a role which has potential for growth and development, and the job description is subject to change according to the demands of the service.

*May 2017*