

## **If you want to enable people with learning disabilities to lead an interesting and exciting life, we may have the ideal job for you**

Harpenden Mencap Society has been providing care for adults and children for over 25 years. The Society understands that its workforce is crucial to its aim of providing people with care of the highest standards, therefore we value our staff and offer a generous package - including annual leave in excess of the statutory 4 weeks, a contributory pension scheme and health benefits, help and guidance to gain the Induction Award in Supporting People with a Learning Disability (within your first 3 months) NVQ's in Care (and other qualifications including some mandatory) and career prospects in line with individual interests and ambitions. The Society also offers staff the opportunity to work within a well-resourced environment and in a service rated as 'Excellent' by the Commission for Social Care Inspection (CSCI). The following positions have been created after some internal promotions and the retirement of staff that have worked for the Society for nearly 20 years.

**Applications are invited for the following positions:**

- **1 x FULL TIME SUPPORT WORKER ADULT SERVICES (FEMALE ONLY)**  
Enabling/supporting 4 individuals with severe learning disabilities in daily living skills and leisure opportunities within a residential home setting including some personal care. At times these individuals may display behaviours that staff consider to be challenging (This position is exempted from the Sex Discrimination Act as the job requires Decency and Privacy, which is a genuine occupational qualification) (Ref: F2/SW)
- **2 x FULL TIME SUPPORT WORKER ADULT SERVICES (FEMALE ONLY)**  
Enabling and supporting 5 individuals with physical disabilities in daily living skills and leisure opportunities within a residential home setting including personal care (This position is exempted from the Sex Discrimination Act as the job requires Decency and Privacy, which is a genuine occupational qualification) (Ref: F1/SW)
- **1 x PART TIME SUPPORT WORKER ADULT SERVICES (23 hours per week)**  
Enabling and supporting 4 individuals with daily living skills, leisure interests and general assistance to live in a semi independent environment. (Ref: F4/SW)
- The adult services are always looking to recruit staff who want to work on a bank basis covering leave and sickness (£6.83 –£8.17 per hour) (Ref: B/SW)

**Full time (37 hours per week)** salary ranges are incremental depending on experience and qualifications £15,376 (SP 12) - £17,141 (SP17) (£7.99 - £8.91 per hour), part time staff will be paid this rate pro rata for the hours worked.

All posts with the Society are subject to satisfactory references and an enhanced Criminal Records Bureau (CRB) check.

**For an application pack please telephone 01582 460055 ext. 8 during office hours or e-mail [office@harpendenmencap.co.uk](mailto:office@harpendenmencap.co.uk) stating the reference number of the position you wish to apply to.**

Closing date for applications: Friday 6<sup>th</sup> February 2009.



# Harpenden MENCAP

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