

Employment responsibilities and right in health and social care essay sample

[Business](#), [Employment](#)



Discrimination, Minimum wage, Health and Safety, Manual Handling, Data Protection Act, RIDDOR, Training, Hours Worked, Redundancy and Dismissal, Disciplinary Procedures, Holiday Entitlements

1. 2 List the main features of current employment legislation

The main features of current employment legislation are:

Discrimination Law

Equalities

Health and Safety Legislation

Employment Rights

1. 3 Outline why legislation relating to employment exists.

The legislations relating to employment exist to protect the rights of the employee and the employer. It ensures that policies, procedures and regulations are being fulfilled and met to the correct standard, and that the employees have everything they may require such as minimum wage, maternity leave and maximum hours.

1. 4 Identify sources and types of information and advice available in relation to employment responsibilities and rights. The main sources of information are:

Policies

Job description

Staff handbook

Employees contract

This can be found within the workplace.

Other places where the information can be found include:

The Internet: Citizens Advice Bureau and Department for Employment

<https://assignbuster.com/employment-responsibilities-and-right-in-health-and-social-care-essay-sample/>

Learning Learning Outcome 2: Understand agreed ways of working that protects own relationship with employer

2. 1 Describe the terms and conditions of own contract of employment. My contract of Employment states my job title, start date and details of the employer. It covers the probationary period, which confirms the length of the probationary period, as well as explains what is expected of you within that period of time. It also outlines my place of work. It states my normal place of work, but I may need to work in a different location in order to meet the needs of the business. As well as this, my contract describes the pay arrangements. It shows me how much I will get paid, how often and the payroll procedures. The hours of work are also shown, as well as break entitlements.

My contract defines holiday entitlement; how much holiday I am entitled to per holiday year, pay on bank holidays and how much the pay for holiday is. It explains sickness absences; statutory sick pay and the maximum period of sick pay. As well as this, the disciplinary rules and procedures, disciplinary appeal procedures, grievance procedures and pension schemes. The contract also explains about the notice periods, how much notice you are required to give, pay in lieu of notice and garden leave. The confidentiality policy is outlined, explaining about information which is confidential and what the consequences are if the confidentiality policy is breached.

2. 2 Describe the information shown on own pay statement

My wage slip shows the total hours I have worked, and how much I get paid, such as the basic hourly rate, weekend pay and holiday pay. It shows any variable deductions such as national insurance and tax. These deductible

amount changes from month to month depending on the amount of hours worked. The wage slip also shows the gross pay, which is my full pay before tax or national insurance has been deducted. 2. 3 Describe the procedures to follow in event of a grievance In an event of a grievance, you should first take it up with the manager or the owner. The issues that are raised will be fully investigated by either the manager or the owner and a response will be given within 28 days maximum. 2. 4 Identify the personal information that must be kept up to date with own employer Information that must be kept up to date with employer includes: Name

Address

Date of birth

Sex

Education and qualifications

Work experience

National Insurance number

Tax code

Details of any known disability

Emergency contact details

2. 5 Explain agreed ways of working with employer

Agreed ways of working with the employer means following the policies and procedures and following all rules and regulations regarding my role, and responsibilities to give outstanding quality of care to each service user. The policies and procedures set out how the employer requires you to work and are there to protect you the employee, the employer and the service users.

Learning Outcome 3: Understand how own role fits within the wider context of the sector

3. 1 Explain how own role fits within the delivery of the service provider

My role is a care assistant. The senior care assistants allocate the carers tasks to carry out throughout the shift, for example assisting individuals with personal care, help with the laundry and cleaning, to create a friendly, homely environment for the service users.

I cater to the service users' needs and wishes, such as assisting them with personal care if required, make their beds, prepare and serve their breakfasts, assist them to walk and to the toilet. I offer help to every service user within the home, even those who self-care, as each individuals' needs change day to day. With each individual I assist, I promote independence by giving the service users choices on what time they would like to get up, what to wear and whether they would like any help with washing and dressing. If I have any queries or need assistance, I report to the senior on shift as they may need to update care plans or contact other healthcare professionals.

3. 2 Explain the effect of own role on service provision

By ensuring that the individual is clean, well dressed, offered nutritional and sustainable food and is comfortable, then the individual will feel happier and more comfortable living in the home. By showing respect and listening to each individual, the individuals are more likely to trust the service providers and will be happier to discuss any issues they may have within the home or with family and friends. If the service provider does not comply or respect the individuals' wishes and needs, then the individual may not feel they

ability to trust or turn to the service provider for help or guidance. 3. 3

Describe how own role links to the wider sector

My role is to inform the senior or manager if there are any changes or problems with the service users' health. The seniors then discuss the issues with other members of the healthcare sector, such as nurses, GP's, Physiotherapists or Counsellors in order to give the service user the best quality of life and to support good health. I make sure that individuals are ready to go to appointments with the GP or nurse, and to relay any information the GP or nurse gives the individual, so that the information can be logged in the care plans and to the rest of the staff. 3. 4 Describe the main roles and responsibilities of representative bodies that influence the wider sector Representative bodies such as CQC are there to ensure that the correct government standard of care is given to the service users and certify that safe and moral care is given.

They check many different services within the healthcare sector, such as care homes, dentists, hospitals, ambulances and home care agencies. CQC visit any day of the year and will act quickly if the quality of care is not up to standards. When this happens, they work with the care managers to ensure the standards are met quickly and that none of the service users are put at risk. The Alzheimer Society is a charity who works with members who have dealt with, or have dementia to improve the quality of life of individuals who are or have been affected by dementia. They provide day care and home care for people with dementia, as well as support services to help friends and families cope with the demands of caring. The money raised for the charity

goes towards funding research for the cause of Alzheimer and improve the quality of life for people with dementia. Learning Outcome 4: Understand career pathways available within own and related sector 4. 1 Explore different types of occupational opportunities

Care Home Manager, Social Worker, Registered Nurse, occupational therapist, Counsellors, Healthcare Administrators, and Medical Assistants. 4. 2 Identify sources of information related to a chosen career pathway College, University, NHS Careers, your manager, Training Organisations 4. 3 Identify next steps in own career pathway

To become a senior care assistant, I would need to complete my NVQ level 2 and 3, as well as complete a Medication Administration course. I would also be required to have up to date training on Health and Safety, Infection Control, First Aid, Fire Safety, DoLs and Safeguarding Vulnerable Adults, Manual Handling and Food Hygiene. Learning Outcome 5: Understand how issues of public concern may affect the image and delivery of services in the sector 5. 1 Identify occasions where the public have raised concerns regarding issues within the sector In 2011, BBC One's Panorama series focused on a hospital home named Winterbourne View, which was home to individuals with severe learning difficulties. The programme showed patients being brutally abused; being slapped, having their hair pulled, being restrained under chairs and held down whilst medication was forcefully pushed down their throats.

The patients were being mentally and physically abused, so much so that one patient attempted to jump out of a second story window. A former member of staff had reported the abuse to the private hospital's bosses and regulator, as well as CQC but his concerns were disregarded and the issue was never followed up.

5. 2 Outline different viewpoints around an issue of public concern relevant to the sector

The abuse and neglect that was shown in the Panorama episode ' Winterbourne View hospital' shocked and sickened the public. The mother of one patient had raised her concerns to the manager several times but never took it further. After reading some of the public's views on the case, many believe that all of the abuse has created a bad reputation for care homes and support workers, and that more needs to be done as regards to inspections and giving full, adequate training to anyone who wishes to become a care assistant.

5. 3

In the report from the BBC, ' The CQC said it was a " misjudgement" that Mr Bryan's concerns had not been investigated.' CQC conducted a nationwide check on all other facilities owned by the same company – Castlebeck Care – and since then have closed more homes. CQC reported a ' systematic failure to investigate allegations of abuse'. Managers from the homes had reported accounts of staff abusing the service users on several occasions which were also reported to the police; however none of these allegations were investigated. CQC has since stepped up their inspections, visiting homes more frequently and ensure that any issues they come across are dealt with quickly and to the correct standard and quality of care.

5. 4 Describe recent changes in service delivery which have affected own area of work

The

discovery of the Winterbourne View case and other relating abuse cases has caused care homes and other professional bodies to become more stringent on how homes are run. CQC are tougher with inspections, sending paperwork for care home managers to fill out a few weeks before arriving and arriving unannounced in order to see how homes are run on a normal day.

When a new employee starts work, they are not allowed to start until their DBS has come through. A DBS (formally known as a CRB check) checks any criminal offences that the employee may have committed, as well as checking their address and other information. It is important for the employer to know what background the new employee has; whether they have a clean record or previous convictions. The care assistants are more vigilant with spotting signs of abuse, both physical and mental - such as loss of appetite, bruises, withdrawal and declining assistance with personal care. If any of these signs are spotted then the care assistants report it to the senior who document the information, as well as creating a 'body map' of where the bruise or mark is; stating name of individual, room number, the date and then a signature of who filled the chart in. As well as this, personal items such as mobile phones are not permitted on your person; they must be kept in your locker at all times except on your break, to prevent to use of the camera or using the phone to call or message whilst on duty.