

As All Seasons forms part of Enterprising Opportunities, a Community Interest Company, you can be confident that your hard work is benefiting the community, and you will be working for a social purpose.

All Seasons provides domestic and personal care services in Kent enabling people to stay in their own homes for as long as it is safe and practical. We currently employ over 200 community care workers in Kent, each of whom is integral to the organisation.

Due to the nature and variety of jobs/tasks involved, each employee is given extensive training in all aspects of the role. These include:

Personal Care	Five Common Ailments
Food & Hygiene	Protection of Vulnerable Adults
Health & Safety	Alzheimer's & other forms of dementia
Moving & Handling	Aggression & Violence
Medication	

Additional courses are also available.

Frequently Asked Questions

Please take a few minutes to read this information. It will answer some of the questions you may have about working for All Seasons.

Q: *What experience do I need?*

A: Experience of working in care is always useful but not essential. Some of our care workers have come from completely different backgrounds, anything from computing to bringing up a family. You must have patience, sensitivity and be willing to learn. You must also be reliable and trustworthy.

Q: *Will I receive training?*

A: Due to the nature and variety of jobs and tasks involved each employee is given a full induction (three full days) and extensive training during your first year.

All Seasons is committed to training people in vocational skills, helping them achieve their goals and offering employment opportunities. There will be continuing opportunities for training throughout your time with All Seasons through our sister company, Learn to Care.

Q: *What are the hours of work?*

A: A flexible, 'zero hours' contract. The work will involve weekends and you will be able to choose to work every Saturday or Sunday or, alternatively, every other weekend.

Community Care Worker Fact Sheet



Q: *What qualifications do I need?*

A: None, but you will be registered on NVQ level 2 in Care after your six month probationary period. This is a legal requirement for all community care workers and an essential qualification for a career in care. Learn to Care provides NVQ awards for our All Seasons staff.

Q: *What are the rates of pay?*

A: You will be paid fortnightly directly into your bank – *this will change to monthly at a later stage.*

Probationary	Social	£5.74	+15p
	Unsocial	£6.80	+15p
Confirmed	Social	£6.27	+15p
	Unsocial	£7.56	+15p
Qualified CCW (with NVQ 2)	Social	£6.41	+15p
	Unsocial	£7.61	+15p
All staff	Bank Holidays	£10.63	+15p

Rates from 01/07/08

* 15p per hour for expenses. Free of TAX and NI.

Q: *Do I need a telephone and transport?*

A: You will need a telephone; this can be either a landline or a mobile. Own transport is not always essential.

Q: *Are there any age limits?*

A: There is a minimum age limit of 18 years but there is no maximum limit.



If you have any further questions before you complete your application form, please call **01227 265899** select option 3 for the Recruitment Team.