



**Information Pack**

**Dementia Adviser (Fenland)**

**One Year Fixed Term Contract**

**November 2009**

Dementia Adviser (Fenland) – Information Pack

Dear Applicant

**Dementia Adviser**

Thank you for your interest in the above position with Alzheimer's Society. Please find enclosed an information pack as requested.

We ask you to fill in your application carefully, giving all relevant information and in particular, setting out the ways in which you meet the competencies outlined in the job description. You should provide clear and concise examples of a time when you have had to use the necessary skills.

The application should be typed or completed in black ink. The panel will be considering the presentation of your application during the selection process.

Your completed application should be returned to us by **5pm on 20<sup>th</sup> November 2009**. Late applications will not be accepted.

**Interviews will be held on 7<sup>th</sup> December 2009.**

**Please send your completed application form to:**

**Margaret Marlow  
Administrator  
Alzheimer's Society  
Fenland and Marshland Branch  
Parkside Day Hospital  
Wisbech  
Cambs  
PE13 3AB**

**Or e-mail: [margaret.marlow@alzheimers.org.uk](mailto:margaret.marlow@alzheimers.org.uk)**

CVs will not be accepted.

Yours faithfully

**Tina Kierman  
Branch Manager  
Fenland and Marshland & Huntingdon Branches**

## **Alzheimer's Society**

### **Information for Candidates**

#### **Alzheimer's and Dementia**

Alzheimer's Society is concerned with all forms of dementia, of which Alzheimer's is the most common. Structural and chemical changes in the brain are responsible for the devastating effects of dementia which include deterioration of memory, confusion over time and place, changes in personality and behaviour together with the loss of everyday skills such as driving or telling the time and, as the condition progresses, the ability to wash or dress or even recognise friends.

More than 700,000 people in the UK have some form of dementia - one in 20 of those aged 65 or more and one in five of the over 80s. As the population ages we expect this figure to rise and demand for specific services to grow.

#### **Alzheimer's Society**

Alzheimer's Society is the leading national care and research charity for people with all forms of dementia, their families and carers. We offer support, give information and advice, run day care and home care services, campaign for adequate benefits, proper assessment and high quality care and we fund research into the causes and possible treatments for dementia.

The Society delivers its services through a combination of national and local activity and last year provided help to over 100,000 people.

Alzheimer's Society is made up of approximately 240 local branch operations, varying in size from £10k to £600k pa, supported by a central office based in London. We employ approximately 1,800 staff and benefit from the time and commitment of up to 5,000 volunteers covering a range of duties from direct care to finance. The Society has grown to this size in under 30 years, and is still ambitious. The challenge is to build on its successes, to actively pursue its growth and develop services across the country, whilst at the same time improving governance arrangements and the management of risk.

#### **Local information**

Working from the Wisbech office, staff reach out into local communities covering the four market towns of Wisbech, March, Chatteris and Whittlesey and surrounding villages to provide information and support services for people with dementia and their carers. Services include Carers' Support Groups, educational courses, lunch clubs, counselling service and a social group. All held to enable people with dementia and their carers to meet and provide a social network and reduce social isolation.

### **Fit for the Future**

The Society is undergoing a formal consultation process with some staff in relation to a proposed restructure. The post for which you are applying could potentially be at risk of redundancy should the proposal go ahead.

## **Job Description**

**Job title:** Dementia Adviser  
**Job family:** Information and support  
**Salary:** £18,441 per annum  
**Hours:** 35 Hours per week  
**One Year Fixed Term Contract**

### **Main purpose of job:**

To provide a highly responsive, individualised information and signposting service to people with a diagnosis of dementia as the first priority for the service. To provide an extended information and signposting service to immediate carers, families and friends of the people who are referred to the service. To actively participate in the development and external evaluation of the dementia adviser service.

### **Position in the organisation:**

Reports to the branch line manager.

### **Scope of job (family):**

The Dementia Adviser provides a highly responsive information and signposting support service to people with dementia as the first priority, and to those who support and care for them. The service also contributes to the Society's national and local dementia knowledge base, and develops internal and external partnerships, ensuring independence, choice and control for those who access the service. The post holder contributes to the evaluation of the service.

### **Dimensions and limits of authority:**

- Responsible for providing a quality information and signposting service
- Responsible for the management of volunteers with support from a volunteer co-ordinator
- Responsible for full participation in all evaluation activities

### **Duties and key responsibilities:**

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1. To market the Dementia Adviser Service and develop a network of support from health and care professionals who will refer people with a diagnosis to the service at the earliest opportunity.
2. To be the first point of access following referral into the Dementia Adviser Service.
3. To ensure that barriers for those who find services difficult to access are actively minimised, providing a welcoming service.
4. To provide structured support including an initial referral appointment and follow up as required throughout the person's life with dementia.
5. To co-develop with the person with dementia and their immediate carers, families and supporters an agreed 'information plan'.
6. To ensure that information received by individuals is understood, helpful and modified as necessary.
7. To help people to navigate and access appropriate services, ensuring that they are able to make contact with the right person for help, and helping them to do so as necessary, either personally or by arranging referral to a volunteer adviser.
8. To ensure that information and signposting is provided in the individuals preferred style and format, working in partnership where necessary with other organisations, to ensure that the service provided responds fully and effectively, promotes control and choice, and meets a wide range and diversity of need.
9. To develop networks with partner organisations who also work in the field of dementia, mental health, disabilities, and benefits and income advice, including Primary and Secondary care, Social Care and Health, and Welfare Benefit agencies, with the aim of promoting control and empowering individuals to make informed choices.
10. With practical and administrative support from the local volunteer co-ordinator, develop and manage a strong team of volunteers to support the service.
11. To develop and contribute to an evolving database of local information, contacts and experiences, ensuring continual improvement of the service and growth in organisational knowledge.
12. To actively engage in reflective practice and staff peer support networks, both external and internal.

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13. To work constructively with all evaluation staff, providing all information and data required in a timely and constructive manner.
14. To represent the organisation at external evaluation meetings, both local and national.
15. To work collaboratively with local colleagues to ensure full service integration of the Dementia Adviser Service into local service delivery.
16. To seek and record client feedback to understand whether needs are being met, and to plan any necessary adjustments.

**Additional responsibilities:**

1. To adhere to all the Society's service standards, policies and procedures.
2. To comply with the data protection regulations, ensuring that information on clients remains confidential.
3. To be responsible for personal learning and development, to support the learning and development of others and the whole organisation.
4. To work collaboratively with fundraising and media and campaigns teams, sharing responsibility for the achievement of jointly agreed objectives, as appropriate.
5. To work in a manner that facilitates inclusion, particularly of people with dementia
6. To implement the Society's health and safety policy and procedures, ensuring that all practices and procedures are undertaken in accordance with a healthy and safe working environment and that all staff and volunteers for whom you may be responsible are aware of their responsibilities in respect of their role, monitoring data and recommending action as required.
7. To administrate and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines and reporting requirements.
8. To follow the Society's management information guidelines and requirements, including ensuring appropriate monthly measures on service usage levels are collected and submitted on the services database or other systems in accordance with deadlines.
9. Where appropriate, to recruit, induct and support volunteers.
10. To undertake any other tasks, duties or projects which may arise from time to time which are commensurate with the general level of this post and as directed by the designated line manager.

**This job description is not exhaustive and serves only to highlight the main requirements of the post holder. The line manager may stipulate other reasonable requirements. The job description will be reviewed regularly and may be subject to change.**

**Person specification – Dementia Adviser**

All of the following requirements are essential, unless marked with a \* when they are desirable, and will be assessed from a combination of information provided from the application form, extended interview process, panel interview and references

<b>1. Education and qualifications</b>	<b>Application</b>	<b>Interview</b>
NVQ Level 3 or equivalent	✓	

<b>Skills and experience</b>	<b>Application</b>	<b>Interview</b>
Good organising and time management skills	✓	✓
Good communication skills	✓	✓
An understanding of dementia		✓
An understanding of the needs of people with dementia and their carers*		✓
Good IT skills including MS Word, MS Outlook and familiarity with Web Browsing.	✓	✓
Experience of working with statutory and voluntary agencies	✓	✓
Knowledge of relevant legislation including the Health & Safety and the Mental Capacity Act*	✓	
Experience of managing volunteers*	✓	✓
Experience of record keeping and report writing	✓	✓
An understanding of the need for client confidentiality		✓
A knowledge of the importance of evaluation in service development	✓	✓

<b>2. Personal attributes / qualities</b>	<b>Application</b>	<b>Interview</b>
Able to assess and evaluate client need		✓
Able to represent the needs of the organisation and clients externally	✓	✓
Able to travel independently within the service area *	✓	
Empathy		✓
Non judgemental communication		✓
Commitment to and understanding of equal opportunities		✓
Understanding of the inclusion agenda and its relevance within a diverse society		✓

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An ability to reflect on work practice and share learning		✓
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**Job Application Guidelines**

Alzheimer's Society aims to be an equal opportunities employer. We aim to treat every applicant fairly. The information you provide in your application form is the only information we will use in deciding whether or not you will be invited for interview, so it is important that you complete it with care. To help you, please follow these guidelines.

1. Please complete all sections of the form.
2. Please complete the application form in black ink, as it will be photocopied. Do not stick or glue paper to the back of the form – it gets caught in the photocopier. Please add a separate piece of paper instead.
3. After reading the person specification and job description, think carefully about your application and consider to what extent you have the skills and experience necessary to meet the requirements of the post.
4. Your last and present post allows you the opportunity to tell us about the work you are doing or have done in the past. Be as brief as you can, and use the personal statement at the back of the form to describe in more depth your skills, knowledge and experience relevant to the job.
5. Under the section 'Education, qualifications and training' you are asked to state your qualifications or name a course that you attended. We do not need a full account of your education since your junior school days. It is sufficient to state that you have a specific number of 'A' levels and GCSEs unless you are asked for a specific qualification on the person specification, such as GCSE English. You should mention qualifications or training relevant to the post you are applying for.
6. The personal statement is an important part of the application form and should be used to tell us how you meet the person specification. Always remember to specify your responsibilities rather than those of your section or department. Remember to explain how your current or previous experiences relate to the job you are applying for.
7. Please ensure that your completed application form is returned by 5pm on the closing date stated on the advertisement. Do not attach any other documentation apart from the equal opportunity monitoring form. Any attachments, such as CVs, references or photocopies of your qualifications, will be disregarded and will not be seen by the selection panel.
8. In order to make good use of the charity's money, your application will not be acknowledged unless you enclose a stamped addressed postcard or similar, nor will you hear from us unless you are selected to attend for interview.

## **Information for Candidates**

### **Terms and Conditions of Employment**

Outlined below are some of the main terms and conditions of employment relevant to all employees of the Society.

#### **1. Probation**

All posts are subject to a probationary period of 12 weeks unless otherwise stated on the letter of appointment. During this probationary period, either party may give the other one-week's notice in writing to terminate the employment. After successful completion of the probationary period, the notice stated on your contract of employment will apply.

#### **2. Annual Leave**

The holiday year runs from 1 April to 31 March. In each holiday year, in addition to bank and statutory holidays, the holiday entitlement in the first full year will be 25 days, scaled down according to start date. This then increases in line with service as follows: During the first full leave year and up to 2 leave years 25 days, third leave year 26 days, fourth leave year 27 days, fifth leave year 30 days. Holiday will be calculated on a pro-rata basis for part-time workers.

#### **3. Pension Scheme**

The Society currently operates a Group Personal pension scheme. All employees under the age of 75, may join the scheme on completion of the probationary period. Employees may contribute a percentage of their salary to the scheme, and the Society will double the employee's contribution up to 8% of the employees' gross salary. This will mean that a 1% employee contribution will attain a 2% contribution from the Society and a 4% contribution will attain the maximum 8% from the Society. Alzheimer's Society will not pay into a personal pension scheme.

#### **4. Salary Payment**

All new employees are placed on a grade based on the Society's salary scheme, which is normally reviewed in April of each year.

The commencing salary is as stated in the letter of appointment. Salaries are paid in arrears on the 25th of each calendar month, by direct credit transfer into a bank or building society account. (If the 25th falls at a weekend, payment is made on the working day immediately prior to the 25<sup>th</sup>)

#### **5. Sick Leave**

The Society operates an occupational sick pay scheme that is based on length of service with the Society.

**6. Retirement Age**

The Society's normal retirement age is 65. However, staff may be employed who are over the age of 65.

Any applicant aged 65 and over who is successful in obtaining a position with the Society should be aware that as a result of the Employment Equality (Age) Regulations 2006 they will now have the statutory right to claim unfair dismissal. They will now also be entitled to a statutory redundancy payment if they are made redundant. In addition, they also have the right to claim statutory sick pay for up to 28 weeks if they are absent to work due to sickness.

**7. No Smoking**

The Society operates a no smoking policy.

**8. CRB**

This post is subject to a satisfactory disclosure from the Criminal Records Bureau.