

Information Pack

**Internal Applicants Only
Support Group Facilitator (Norwich and District)
Six Months Fixed Term Contract**

November 2009

Dear applicant

Post: Support Group Facilitator

Thank you for your interest in the above position with the 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 19th November 2009**. Late applications will not be accepted.

Interview date: 30th November 2009

Please send your completed application form to:

**Lindsay Howes
Norwich and District Branch – Alzheimer's Society
Charing Cross Centre
17-19 St John Maddermarket
Norwich
NR2 1DN**

or email Lindsay.howes@alzheimers.org.uk

Yours faithfully

**Gill Lintott
Service manager – Norfolk & Cambridgeshire**

Alzheimer's Society Information for Candidates

Alzheimer's disease and dementia

Alzheimer's Society is concerned with all forms of dementia, of which Alzheimer's disease 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 disease progresses, the ability to wash or dress or even recognise friends.

More than 750,000 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. At a local level, over 260 branches provide a remarkable range of services to people affected by dementia. We employ over 1,700 staff and benefit from the time and commitment of up to 5,000 volunteers. The Society celebrated its 25th anniversary in 2004 and its challenge now is to grow and develop services across the country, whilst at the same time improving governance arrangements and the management of risk. To that end, a strategic programme of change called the 'One Society' programme is underway to bring together the branches into a new management structure and invest in its support infrastructure.

The Norwich and District Branch

The Norwich and District branch of the Alzheimer's Society provides an outreach service to support people with dementia and their carers in their own homes. Several local monthly support groups are held to enable people with dementia and their carers to meet with to provide a social network and reduce social isolation. The Support Group Facilitator will oversee existing support groups where appropriate, organise activities and catering, and work with the team to identify need and establish new groups in and around Norwich.

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:	Support Group Facilitator
Job Family:	Information and Support
Salary:	£16,892 per annum pro rata
Actual:	£4,826 per annum
Hours:	10 Hours per week

Main Purpose of job:

To facilitate support groups in a safe and secure environment, offering appropriate support based on client need.

Position in the organisation:

Reports to the branch line manager.

Scope of job family:

Regular meetings for carers, people with dementia, family members and former carers; where people come together to receive emotional support and information in a safe setting. Groups are for a specific type of client, for example groups for people with dementia only or those for carers only.

Dimensions and limits of authority:

- Responsible for managing the service related expenditure
- Responsible for the co-ordination of service related staff and volunteers
- Responsible and accountable for the delivery of high quality support group services
- Responsible for liaising with relevant statutory and voluntary organisations in the area in relation to this service

Duties and key responsibilities:

1. To establish and facilitate the group.
2. To be receptive to the views and opinions of the group in the development of the service.
3. To assist the group members to understand the purpose and benefit of the group, and its ground rules.
4. To ensure that group members feel at ease, and that all are able to participate equally, as they wish.
5. To ensure that the group meeting place remains safe and secure and that group sessions work within their time allocation.
6. To support the group through potential conflict areas and work with group members to resolve conflict.
7. If appropriate, to plan a programme based on members' views and needs.
8. To seek and record member feedback at every session to understand whether needs are being met, and to plan any necessary adjustments.
9. Where appropriate to work with volunteers to support the group, ensuring that they have clarity about their roles.
10. To prepare written feedback for line manager on both individual and group needs with the aim of improving the group and the experience of people attending.
11. To have an exit strategy for people with dementia and their carers and signpost to other, more appropriate services.
12. To ensure that the event is appropriately organised, arrangements communicated and that the relevant risk assessments have been completed.

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, and of those managed by this post, where appropriate, and 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. 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 – Support Group Facilitator

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:

1. Education and qualifications	Application	Interview
NVQ Level 3 or equivalent	✓	
A qualification in facilitation skills *	✓	

Skills and experience	Application	Interview
Good organising and group facilitation skills	✓	✓
Good communication skills	✓	✓
Experience of conflict resolution	✓	✓
An understanding of dementia		✓
An understanding of the needs of people with dementia and their carers*		✓
Knowledge of relevant legislation including the Health & Safety and the Mental Capacity Act*	✓	
An understanding of how groups work and their value	✓	✓
An understanding of the need for client confidentiality		✓
An understanding of collaborative working *		✓

2. Personal attributes / qualities	Application	Interview
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		✓

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.

Terms and Conditions of Employment

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

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.

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 will be in the first full year 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.

Pension scheme

The Society operates a contributory pension scheme. All employees may join the scheme on satisfactory completion of the probationary period. The Society will not pay into a personal pension scheme.

Salary payment

All new employees are paid under the Society's pay structure. Pay is normally reviewed each April.

All new employees are placed on a grade based on the Society's salary spine, which is normally reviewed in April of each year. However, it should be understood that increases in the salary spine are not automatic and are given at the discretion of the Society.

The commencing salary is a spot salary 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 25th)

Sick leave

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

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 from work due to sickness.

No smoking

The Society operates a no smoking policy.