

Residential Social Care Worker (Practitioner) Frequently Asked Questions

Q. I have never worked in a secure environment before, does this matter?

A. No! We can teach you everything you need to know about working in our environment. What we ask for is experience of working with young people in residential care or alternative setting. Most importantly we look for enthusiasm, commitment and a passion to work with our children and young people.

Q. What is the annual salary for a Practitioner?

A. A Practitioner annual salary is between £22,911 and £26,317 per year. With the shift enhancements described below, the average Practitioner salary is between £27,037 and £31,054.

Q. Does a Practitioner get paid any shift enhancements or weekend working allowances?

A. Yes. A Practitioner gets paid an additional 0.33 an hour for every hour worked after 8pm during the week, and an additional 0.5 an hour for weekend working.

If a Bank Holiday falls on your normal working day, you will be expected to work it, but you will receive double time for the shift.

If you complete Sleep In duties, you will get paid a set amount for every sleep in completed.

Q. What is the rota pattern like?

A. The rota follows a 3 weekly pattern, which allows you to know what you are working weeks and months ahead. Practitioners will work 2 out of 3 weekends working with the young people.

An 'AM' shift is 7.45am – 2.30pm (except Tuesdays where the shift finishes at 4pm)

A 'PM' shift is 2pm – 10.45pm

A typical pattern is a PM shift, followed by an AM shift, followed by a day off. The pattern then begins again. We have chosen this rota pattern so that the staff who put the children and young people to bed will be the same staff to wake them up the next morning. We find that this brings some consistency to their routine as they know who will be there in the morning.

Q. What will I be doing a Practitioner?

A. All our staff's primary responsibility is to provide consistent care and support for our young people. You will be allocated a key child and following training, you will be required to work with the Case Manager setting targets, completing 1-1 key work sessions with your key child and writing reports for professional meetings. You will work on a house unit with up to 6 young people, you will dispense medications, support family contacts, you will shift lead completing all the relevant paperwork and ensure appropriate and purposeful activities are delivered to the young people.

Q. What training is available to Practitioners?

A. When you start work with us, you will complete an intense induction. This will involve completing online training, face to face training on a range of topics relevant to our young people and the secure estate and MAPA (Managing Actual and Potential Aggression) training. You will also complete a number of shadow shifts on the units where you will be buddied up with an experienced member of staff who will show you the daily routine etc.

There is regular training provided both by Nottinghamshire County Council and Clayfields House that you will be able to attend on a range of subjects.

Q. Is there any career progression available?

A. Yes. We have a large number of staff who have worked hard to progress their career within the Centre and we support staff to do this.

Q. What is MAPA and how often is it used?

A. MAPA stands for the Managing of Actual and Potential Aggression. It is what we use at Clayfields House to disengage young people from poor behaviour as well as the technique used to physically restrain the young people if needed. It does not use pain and compliance and is aimed at being supportive for young people as a means of helping them to control their own behaviours / prevent harm to themselves / prevent harm to others / prevent serious property damage.

How often MAPA is used, always depends on the young people we have in the building at any one time. We can often go weeks / months with no need to use it. Other times we can be using it a number of times in one



day. It is always our last resort, and there are a number of other strategies that we will use before we use MAPA. In a situation where MAPA is used, you will be using it as part of a team, with a Duty Manager overseeing the process so you will not be alone.

You will have a 4 day training course on MAPA when you start, plus a 1 day refresher every 6 months.

Q. What support will I get as a member of staff?

A. You will be allocated to a team (we have 3 different teams) which you will work with and get to know as your team mates. We expect all of our teams to support each other every single shift. Every shift you will have a shift leader (which sometimes will be you) supporting you directly with the young people, as well as a Duty Manager and a Team Manager for additional support if needed.

You will receive regular supervision from your line manager, as well as attending a team meeting every 3 weeks.

We have an onsite Health Team who can offer you additional support, either as a team or on a 1-1 basis. Your line manager can also refer you to the Nottinghamshire County Council Counselling service if required.