

SS048: v1 24 June 2020

JOB DESCRIPTION

Section One

Job Title: Housekeeper

Band: 2

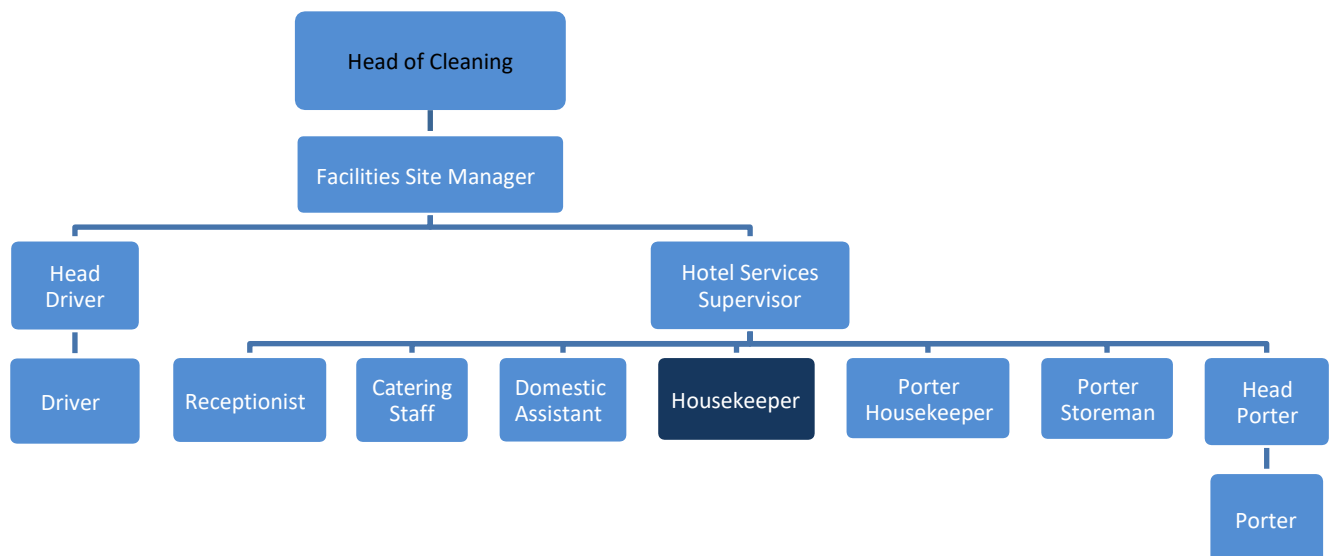
Directorate: Estates and Facilities Management

Department: Hotel Services

Accountable to: Head of Cleaning

Responsible to: Facilities Site Manager

Organisation Chart:



2.0 Job Summary

- 2.1** To provide cleaning and catering services as part of a team, to office, patient and communal areas within the Trust.
- 2.2** To interact compassionately with patients and carers at all times. Patients have a range of mental health conditions or learning disabilities.
- 2.3** To show commitment to and participate in quality improvement activities.
- 2.4** To promote at all times a positive image of people with mental health conditions and learning disabilities.
- 2.5** To promote at all times a positive image of Hotel Services and the wider Trust.

3.0 Main Duties and Responsibilities

3.1 Clinical Responsibilities, Patient Contact

- 3.1.1** Prepares, cooks and serves light meals and beverages to patients, encouraging healthy eating.
- 3.1.2** Regenerates food for patients.
- 3.1.3** Provides information, in accordance with standard coding, on appropriate food choices / menus to meet specific cultural or dietary needs.
- 3.1.4** Sets and clears away patient dining areas.
- 3.1.5** Cleans patients' bedrooms and communal areas on the wards.
- 3.1.6** Washes (using washing machine and tumble dryer) and irons patients' clothing when required.
- 3.1.7** Undertakes deep-cleaning of patient bedrooms as required.

3.2 Administrative Responsibilities

- 3.2.1** Undertakes administrative tasks in relation to own work e.g. filing, photocopying, distributing and gathering in Customer Comments cards.
- 3.2.2** Uses Microsoft Office applications.

3.3 Responsibility for Information Systems

- 3.3.1** Takes and records fridge temperature readings and signs the record.
- 3.3.2** Takes and records food temperatures as part of the food regeneration process and signs the record.

3.3.3 Completes and signs food wastage records.

3.3.4 Completes and signs cleaning schedules.

3.4 Responsibility for Planning/Organising & Strategic/Business Development

3.4.1 Follows work schedule but may be required to reprioritise tasks according to the urgency of the task and the availability of the work area.

3.4.2 Accommodates tasks arising at short notice.

3.4.3 Agrees appropriate time with ward staff and hotel services supervisor to deep clean patient bedrooms.

3.5 Policy Development

3.5.1 Contributes to the development of policies and procedures in own area as part of the team.

3.6 Service Development, Project Management

3.6.1 Contributes to continual safety and quality improvement activities as part of the team.

3.7 Financial Responsibilities

3.7.1 Monitors stock (food items and cleaning materials) on the ward and orders supplies using fax, e-mail or computerised system.

3.7.2 May use a Trust purchasing card.

3.7.3 May handle cash if required to operate a till in a communal refreshment area.

3.8 Responsibility for Physical Resources, Estates, Hotel Services

3.8.1 Undertakes safety checks on equipment before use.

3.8.2 Carries out cleaning of ward areas, communal areas or office areas, in accordance with cleaning schedules including damp dusting, high and low dusting, vacuuming, mopping floors, cleaning toilets and bathroom areas etc. Carries out deep-cleaning procedures as required.

3.8.3 Uses motorised equipment for scrubbing floors and cleaning carpets.

3.8.4 Cleans skirting boards and walls (using step ladders as required).

3.8.5 Cleans windows and hangs curtains (using step ladders as required).

- 3.8.6 Defrosts, cleans and checks temperatures of chillers, freezers and refrigerators as required.
- 3.8.7 Reports general maintenance requirements to the Estates Department.
- 3.8.8 Removes all rubbish to designated pick up points and replenishes bin bags.
- 3.8.9 Replenishes kitchen rolls, toilet rolls, soaps and paper hand towel dispensers.
- 3.8.10 Replenishes hospitality to meeting rooms as required.
- 3.8.11 Washes patients' dishes following meal services, by hand or using a dishwasher.
- 3.8.12 Cleans regeneration ovens.
- 3.8.13 Cleans outdoor smoking shelters.

3.9 Research and Audit

- 3.9.1 Participates in work-related audits and surveys as required.

3.10 Staff Management, Training and Development, HR

- 3.10.1 Participates in local induction of new starters.

4.0 Communication

- 4.1 Communicates in a way which recognises difference and ensures that people feel included and their individual communication needs are met.
- 4.2 Communicates with colleagues, supervisor and ward staff on day to day matters.
- 4.3 Communicates with staff from other departments e.g. porters, maintenance staff on day to day matters.
- 4.4 Addresses routine issues with suppliers and delivery staff when ordering or receiving goods.
- 4.5 Participates in team meetings, Quality Improvement Systems meetings and Hotel Services Roadshows.
- 4.6 Communicates compassionately with patients and carers at all times, during incidental contact as appropriate and regarding specific issues e.g. menu choices, healthy eating etc. Patients may be verbally aggressive.
- 4.7 Communicates with visitors to the ward in a professional and courteous manner at all times and during incidental contact with members of the public e.g. giving directions.

5.0 Analysis and Judgement

- 5.1 Makes judgements when deciding whether a top-up order of stock items is required.
- 5.2 Uses judgement to determine whether to use own initiative to resolve a discrepancy in goods ordered/received or whether to escalate to the supervisor.
- 5.3 Reprioritises tasks when areas to be cleaned are unavailable at the time.
- 5.4 Uses judgement to determine the most appropriate course of action when cleaning over and above normal activity is required.

6.0 Freedom to Act

- 6.1 Follows work schedules and standard operating procedures using own initiative on routine matters and at times of disruption in ward areas.
- 6.2 Supervised on a day to day basis by the Hotel Services Supervisor who is available for guidance as required, either in person or by telephone.

7.0 Personal Responsibilities

The post holder must:

- 7.1 Comply with the terms of the contract of employment, the Staff Compact and the Trust's Statement of Values and Behaviours.
- 7.2 Be aware of, comply with and keep up to date with all Trust Policies and Procedures and other communications relevant to the role.
- 7.3 Maintain registration with the appropriate professional body where applicable and comply with the relevant code of conduct and standards of professional practice.
- 7.4 Fully participate in management, clinical and professional supervision sessions relevant to the role, as required by the Trust.
- 7.5 Fully participate in annual appraisal and appraisal reviews.
- 7.6 Maintain up to date knowledge and competency in the skills required to perform safely and effectively in the role. Undertake relevant training (including statutory and mandatory training) and be responsible for personal development agreed with the line manager and in line with the requirements of the AFC Knowledge and Skills Framework.

8.0 **General**

The post holder must:

- 8.1 Comply with the Trust's Information Governance Policies and maintain confidentiality of information at all times in line with the requirements of the Data Protection Act.
- 8.2 Comply with the Trust's Health and Safety Policy and risk management procedures and report as necessary any untoward incident or hazardous event in accordance with local procedure.
- 8.3 Carry out the duties of the post with due regard to the Equality and Diversity Policy.
- 8.4 Comply with the Trust's Infection Control Policies as appropriate to the role.
- 8.5 Comply with the Safeguarding of Children and Adults policies and protocols as appropriate to the role.
- 8.6 Comply with the Behaviours that Challenge Policy as appropriate to the role.

9.0 **Other Requirements**

- 9.1 The post holder may be required to undertake duties not specified in the job description, but which are commensurate with the role and/or band as required by service need.
- 9.2 The post holder may be required to work in locations other than those specified in the job description as required by service need.
- 9.3 The post holder may be required to work flexible hours as required by service need.
- 9.4 There may be a requirement to change the job description in light of developing service needs.

10.0 **Person Specification**

	Essential	Desirable
Qualifications	Food Hygiene Certificate Level 2 (to be completed within 12 months) Numeracy and Literacy to level 2 ITQ Level 2	NVQ Level 2 in Housekeeping
Experience	Experience in use of cleaning materials and equipment Experience in general cleaning duties Experience of working or volunteering in a mental health or learning disabilities environment	Experience cleaning in a hospital environment

Knowledge	<p>Knowledge of Health & Safety and COSHH</p> <p>Knowledge of National Standard of Cleanliness (within agreed timescale)</p> <p>Knowledge of deep-cleaning procedures</p> <p>Knowledge of Patient-Led Assessment of the Care Environment (PLACE) (within agreed timescale)</p> <p>Good understanding of confidentiality</p>	
Skills	<p>Able to follow protocols and instructions</p> <p>Able to demonstrate:</p> <ul style="list-style-type: none"> • Thoroughness and attention to detail in all tasks • Safe, efficient and effective techniques in the following areas, producing consistently high standards: <ul style="list-style-type: none"> - Cleaning - Deep cleaning (within agreed timescale) - Use of motorised cleaning equipment eg floor scrubber, carpet cleaner (within agreed timescale) - Use of kitchen equipment - Preparation and serving of food - Use and cleaning of regeneration ovens (within agreed timescale) - Washing and ironing • Effective verbal and written communication skills • Time management and ability to prioritise effectively • Breakaway techniques (within agreed timescale) 	
Personal Attributes	<p>Able to work in accordance with the Staff Compact and Trust Values and Behaviours</p> <p>Able to work flexibly and co-operatively as part of a team</p> <p>Committed to continual quality and service improvement</p> <p>Committed to promoting a positive image of people with mental health conditions and learning disabilities</p> <p>Committed to promoting a positive image of Hotel Services</p> <p>Self-awareness and committed to continual personal development</p>	
Other Requirements	<p>This post is subject to a satisfactory Disclosure and Barring Service check</p>	

JOB DESCRIPTION AGREEMENT SS048 v1: 24 June 2020

Post Holder

Sign..... Date.....

Print Name.....

Line Manager

Sign..... Date.....

Print Name.....

Print Job Title.....

Our Journey To Change key messages

It's really important that as we continue to raise awareness and embed Our Journey To Change we use key messages. They will help us to use a shared language to communicate consistently with everyone and to make sure that what we say is simple and human. The key messages below are for use in the communications we share and conversations we have about Our Journey To Change.

Key messages:

- Our Journey To Change sets out why we do what we do, the kind of organisation we want to become and the way we will get there by living our values, all of the time. To help us achieve this we have also committed to three big goals over the next five years.
- Our Journey To Change was created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation. We listened to every piece of feedback – and we will continue to listen.
- Through our conversations it was clear that the experience we provide to our service users, carers and colleagues was not consistently good and partners told us we weren't always easy to work with. We are committed to ensuring that we improve this experience for everyone.
- Change won't happen overnight but Our Journey To Change will be placed at the centre of everything we do and will inspire all actions and decision making at all levels, all of the time.
- This is our journey with you – it's important that everyone continues to be part of this.

Our values - key messages

- We are committed to co-creating safe and personalised care that improves the lives of people by involving them as equal partners. The most important way we will get there is by living our values, all of the time.
- Our values are respect, compassion and responsibility. They were created with more than 2,500 colleagues, service users, families, carers, partners and our local communities who all took part in Our Big Conversation.
- Our values are:
 - respect – we listen, we are inclusive and we work in partnership
 - compassion – we are kind, we are supportive and we recognise and celebrate achievement
 - Responsibility – we are honest, we are always learning and we are ambitious.
- Our values are at the heart of everything we do.

Further information

Further information is available at www.tewv.nhs.uk/about-us/our-journey-to-change

There is also further information for colleagues on our internal staff intranet
<https://intranet.tewv.nhs.uk/our-journey-to-change>