

Salford Crossroads

Care Attendant Scheme

What is Crossroads?

Many handicapped people are able to live at home only because of the constant support of another person - a friend, a housekeeper, statutory domiciliary services, or, most often, a relative (though sometimes an entire family working to a shift system).

Looking after a severely disabled person is frequently arduous and stressful and a point can easily be reached where the carer or carers can no longer cope and, as a consequence, the disabled person has to leave home for a long period, often forever, thus adding to pressure on scarce resources.

By providing help for those who care for disabled people in their own homes Crossroads seeks to prevent this situation arising.

The Crossroads Care Attendants Scheme was started in Rugby in 1973. Now operating in about 50 areas, it is a proven method of supplying care attendants to disabled people. Flexibility is one of its most notable features; all age groups can receive long or short term care at the time of the day or night when it is most needed. Significant amounts of care are required before 9 am and after 5 pm and at weekends.

It may seem surprising that with Community Nurses, Social Workers, Health Visitors, Occupational Therapists, Home Helps and Meals on Wheels there remains an unmet need; but there does. A properly trained, reliable Care Attendant complements rather than duplicates these services and can be a crucial factor in determining whether or not a disabled person is able to continue living at home.

The Salford Scheme has obtained funding for one year through the Local Authority Inner Cities Fund. The grant obtained will enable us, at full capacity, to employ a part-time Co-ordinator, a part-time admin assistant and approximately one hundred hours Care Attendant time per week. This will be divided on a flexible basis between five Care Attendants. The Management Committee will be making an application for more permanent funding from 1984.

The Project is locally managed by a voluntary committee. Care Attendants will be accountable in the first instance to the Co-ordinator. The Project will operate from a small office based in the Day Care extension of Willowbank Residential Home for the Disabled, at Clifton.

Specific Duties of the Care Attendants to include:

1. Attendants are to provide both nursing assistance and domestic help similar to that which would normally be provided by the caring relative. In particular they are to relieve members of the disabled person's family when ill or in need of a holiday. When undertaking these duties the attendants are responsible to the co-ordinator and work in close collaboration with the relevant statutory services. Where policy has been agreed with the Health Authority the care attendant may assist the District Nursing Sister with the nursing care of disabled persons requiring at least two independent people to assist them.
2. Attendants must report immediately to the Co-ordinator:
 - a) any change in the disabled person's circumstances
 - b) any problem that may arise

3. Attendants should ask the person involved what his/her needs are, and listen to his/her requests and directions.
4. When necessary the Attendants may be requested to stay overnight in a home.
5. Confidentiality should be respected at all times.
6. Duties - Nursing
 - a) Bathing in bed/bathroom/chair
 - b) Care of pressure areas, to prevent sores. This includes turning a paralysed Person at specified intervals when in bed, and helping them to change position when up in a chair.
 - c) Toilet of hair, nails, mouth and feet. Care of eyes and nose in tetraplegics.
 - d) Assistance with the training and care of bowels and bladder and with the management of incontinence.
 - e) Making beds and changing linen when required.
 - f) Dressing and undressing disabled persons.
 - g) Helping in and out of bed and/or wheelchair, with hoist if necessary.
 - h) Feeding a disabled person who has upper limb paralysis.
7. Duties - Domestic
 - a) Keeping the disabled person's room clean and tidy.
 - b) Cooking and preparing meals for the family.
 - c) Essential laundering.
 - d) Essential shopping if required. Receipts for all purchases should be obtained whenever possible.

Conditions of Service

Pay Scales:

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|-----------------------|---------------------------|-------|----------|
| 6 a.m. - 8 p.m. | at standard rate | £1.92 | per hour |
| 8 p.m. - 12 M.N. | at time and one quarter | £2.40 | per hour |
| 12 M.N. - 6 a.m. | (a) at standard rate | £1.92 | per hour |
| 12 M.N. - " or | (b) at half standard rate | £0.96 | per hour |
| Saturdays (P.m. only) | at time and one half | £2.88 | per hour |
| Sundays | at time and one half | £2.88 | per hour |
| Public holidays | at time and one half | £2.88 | per hour |

plus mileage allowance.

Holidays: Two weeks holiday pay based on average hours over previous six months.
plus statutory Bank Holidays.

Other conditions as laid down by National Crossroads Association.

Training will be provided both by the Scheme and by individual carers.