

Flexi (Casual) Workers Training Requirements



Flexi Residential Support Worker and Flexi Community Support Services Assistant

It is a requirement that all Flexi (Casual) Workers in addition to attending a Trust Induction programme and the service/location induction must undertake role specific mandatory training as detailed below:

Mandatory Training	Method of learning	Timescale	Update required
Behaviours that Challenge	E learning	Within 3 months	3 years
Care Certificate	Taught sessions	4-6 weeks*	n/a
Equality and Diversity	E learning	4-6 weeks	3 years
Fire safety	E learning	4-6 weeks	Annually
First aid	Taught course	In accordance with Training Timetable	3 years
Food hygiene	E learning	4-6 weeks	3 years
GDPR	E Learning	4-6 weeks	
Health and Safety	E learning	4-6 weeks	3 years
Infection control	E learning	4-6 weeks	3 years
Learning Disability Awareness	E learning	4-6 weeks	3 years
Manual handling	E learning	4-6 weeks	3 years
MCA Level 1	E learning	4-6 weeks	3 years
Medication Administration	E learning + competency assessment	4-6 weeks	Annual competency assessment
SOVA	E learning/taught session	In accordance with Training Timetable	3 years

Plus any service specific extras (i.e. Diabetes)

*If undertaking the Care Certificate all training may be completed under a 4-6 week programme.

If you already hold a NVQ2 or above in Health & Social Care then you will not be required to complete the knowledge element of the Care Certificate although you will need to complete a number of observations.

Any additional training required will be identified by the Service Manager/Learning & Development Team and accessed accordingly dependent on location.

Flexi (Casual) Support Workers (i.e. without a COT substantive support worker contract) will be required to maintain their mandatory training in order to be offered flexi shifts.

Flexi (Casual) Support Workers who do not hold a NVQ Level 2 Diploma in Health & Social Care but have

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worked consistently in COT Residential homes, via an agency, can - at the discretion of the Head of Care - work in CSS on completion of the Care Certificate Induction Programme and any additional mandatory training.

Flexi (Casual) Support Workers who do not hold a NVQ Level 2 Diploma in Health & Social Care with no or limited experience within COT on completion of our Care Certificate Induction Programme would need to undertake shifts within COT residential homes for twelve months service during and have worked in **excess of 600 hours** before undertaking any shifts in our independent living homes (CSS).

On receipt of your clearance checks (DBS Certificate; References; Health Declaration) you will be contacted by our Care Office Manager who has responsibility for the day to day management and our flexi (casual) workers to arrange shifts and training.