



Cresset House

INTERNAL & EXTERNAL ADVERT RESIDENTIAL NIGHT-SHIFT CARER

JOB REF: Res Care Worker – OCTOBER/2026

Cresset House **Residential & Work Facility for Adults with Intellectual Disabilities** is looking for committed and passionate persons for the position NIGHT SHIFT CARE WORKER, for our Older Person' House.

Requirements

- The ability to work with residents with intellectual disability.
- Patience and Sober habits.
- Responsible and Trustworthy.
- Household Management Skills.
- Must be available to sleep in.
- Police and Criminal Clearance.
- Valid SA ID
- Must be vetted
- Good Communication and documentation Skills

Advantageous

- Previous experience in a similar environment
- Ancillary Nursing
- Valid First Aid Certificate
- Home Care and Elderly Care
- A valid and active driver's license

Applications must be accompanied by a 2page curriculum vitae (including two contactable reference). To apply, e-mail your detailed CV and Covering Letter to: services@cresset.org.za

Only shortlisted candidates will be contacted.

Closing Date: The advert will run open until a successful candidate has been appointed.



Cresset House

JOB DESCRIPTION

NIGHT SHIFT RESIDENTIAL CARE WORKER

Position:	Night Shift Residential Care Worker
Department:	Residential Care Services
Reports to	House Manager / Residential Care Coordinator
Work environment:	Residential facility supporting adults with intellectual disabilities
Shift:	Night shift, according to the Organisation's roster

1. Job Purpose

To provide safe, compassionate, and responsible overnight care and supervision to adults with intellectual disabilities living in a residential facility.

The Night Shift Residential Care Worker is responsible for maintaining the safety, dignity, comfort, and wellbeing of residents throughout the night, providing assistance with personal care and individual support needs, responding appropriately to emergencies, and ensuring a smooth handover to the incoming day-shift staff.

The role requires vigilance, reliability, patience, and a person-centred approach that promotes residents' independence, privacy, rights, and quality of life.

2. Key Responsibilities

2.1 Resident Care and Wellbeing

- Ensure the safety, comfort, and wellbeing of all residents throughout the night.
- Provide appropriate supervision and support according to residents' individual care plans and support requirements.
- Assist residents who require help with toileting, personal hygiene, dressing, mobility, or other personal care needs during the night.
- Respond promptly and respectfully when residents wake up, become distressed, feel unwell, or require assistance.
- Provide reassurance and emotional support to residents experiencing anxiety, confusion, nightmares, or other difficulties.
- Respect residents' dignity, privacy, personal preferences, and right to make choices.
- Encourage independence by allowing residents to perform tasks they can safely manage themselves.
- Observe residents for changes in physical health, emotional wellbeing, behaviour, sleep patterns, or general condition.

2.2 Night-Time Supervision and Safety

- Conduct scheduled night checks in accordance with organisational procedures and individual risk assessments.
- Ensure that residents are safe and appropriately supported in their bedrooms and communal areas.
- Maintain awareness of residents who may require additional supervision because of mobility difficulties, seizures, falls risks, wandering, or other identified support needs.
- Ensure that doors, windows, access points, and safety equipment are managed according to organisational security and emergency procedures.
- Keep corridors, bathrooms, and communal areas safe, clean, and free from hazards.
- Remain alert and available throughout the shift and avoid sleeping or neglecting assigned duties while on duty.
- Report maintenance issues, safety hazards, damaged equipment, and security concerns promptly.
- Follow fire safety procedures, evacuation plans, and emergency protocols.

2.3 Medication and Health Support

- Administer or assist with medication only when authorised, appropriately trained, and in accordance with prescribed instructions and organisational policy.
- Maintain accurate medication records where medication duties form part of the role.
- Monitor and report concerns such as pain, fever, breathing difficulties, unusual drowsiness, injuries, changes in consciousness, or other signs of illness.
- Follow individual health management plans and instructions from authorised healthcare professionals.
- Seek assistance promptly when a resident's condition requires medical attention.
- Contact emergency services when necessary and follow the organisation's emergency response procedures.
- Never administer unprescribed medication or alter medication doses without proper authorisation.

2.4 Personal Care, Hygiene and Housekeeping

- Assist residents with night-time personal care while maintaining dignity, privacy, and infection prevention standards.
- Provide support with continence care, changing bedding, and attending to night-time accidents when required.
- Ensure that residents have access to drinking water and necessary personal items, in accordance with individual care plans.
- Maintain appropriate cleanliness and hygiene in bathrooms, bedrooms, and shared areas.
- Dispose of waste safely and follow infection prevention procedures.
- Complete essential household duties assigned to the night shift without compromising resident supervision and care.

2.5 Behavioural and Emotional Support

- Respond calmly, respectfully, and consistently to residents who are distressed, unsettled, confused, or displaying behaviour that may place themselves or others at risk.
- Follow individual behaviour support plans and approved de-escalation procedures.
- Identify and report possible triggers, unusual behaviour, and changes in residents' emotional wellbeing.
- Use positive communication and reassurance to help residents feel safe and settled.
- Never use physical punishment, humiliation, threats, intimidation, or unauthorised restrictive practices.
- Report safeguarding concerns, suspected abuse, neglect, exploitation, or any breach of residents' rights immediately through the appropriate channels.

2.6 Documentation and Reporting

- Complete night-duty registers, scheduled observation records, and other required documentation accurately.
- Record significant events, incidents, injuries, health concerns, unusual behaviour, and interventions undertaken during the shift.
- Maintain accurate medication records where applicable.
- Report incidents and concerns to the House Manager or designated supervisor in accordance with organisational procedures.
- Provide a clear verbal and written handover to day-shift staff, highlighting residents' needs, significant events, outstanding concerns, and follow-up actions.
- Maintain confidentiality and protect residents' personal and medical information.

2.7 Shift Handover and Teamwork

- Arrive punctually and receive a handover from the outgoing shift.
- Confirm relevant information regarding residents' wellbeing, support needs, and outstanding tasks.
- Ensure that all important information is communicated to incoming staff before leaving duty.
- Work collaboratively with day-shift care workers, house managers, nursing staff, and other relevant professionals.
- Follow the residential facility's policies, procedures, duty rosters, and instructions.
- Perform other reasonable duties related to residential care as assigned by the supervisor.

3. Minimum Requirements

- Grade 12 / Matric preferred.
- Previous experience in residential care, disability support, elderly care, or a similar environment would be advantageous.
- Basic understanding of personal care, hygiene, and resident safety.
- Ability to communicate clearly, follow instructions, and maintain accurate records.
- Willingness to work night shifts, weekends, public holidays, and according to the duty roster.
- First aid, CPR, medication administration, or relevant care training would be advantageous.

- Willingness to complete training in intellectual disability support, safeguarding, infection prevention, and emergency procedures.

4. Personal Attributes

The successful candidate should demonstrate:

- Compassion, patience, empathy, and respect.
- Reliability, punctuality, and accountability.
- Alertness and the ability to remain attentive throughout the night shift.
- Emotional maturity and the ability to remain calm under pressure.
- Good observation, communication, and problem-solving skills.
- Respect for residents' dignity, privacy, individuality, and human rights.
- Trustworthiness and the ability to maintain professional boundaries.
- A responsible approach to safety, confidentiality, and teamwork.

5. Performance Expectations

The Night Shift Residential Care Worker is expected to:

- Maintain a safe and supportive residential environment throughout the night.
- Provide appropriate care and supervision according to residents' individual needs.
- Complete required night checks and documentation accurately.
- Respond promptly and appropriately to emergencies and resident requests for assistance.
- Follow medication, safeguarding, infection prevention, and health and safety procedures.
- Report incidents, concerns, and changes in residents' wellbeing without delay.
- Maintain cleanliness and order in designated areas.
- Ensure effective communication and handover between shifts.
- Demonstrate professional conduct and respect for every resident.

6. General Statement

The Night Shift Residential Care Worker plays an essential role in ensuring that adults with intellectual disabilities experience a safe, comfortable, and supportive home environment throughout the night.

The position is not limited to monitoring residents while they sleep. It requires active responsibility for residents' safety, personal care, emotional wellbeing, dignity, and individual support needs.

Every resident must be treated as an individual with rights, preferences, abilities, and support needs. The care worker must promote dignity, independence, inclusion, and quality of life while ensuring that all care is delivered in accordance with the organisation's policies, individual care plans, and applicable legislation.