

Title Senior Reablement Worker	Department Adult Social Care and Public Health	Post Ref.
Job Purpose To carry out first visits to people to introduce the reablement service, plan reablement support and risk assess for the activities to be undertaken. To take part in the on-call rota to provide support to staff out of office hours.		
Key Responsibilities <ol style="list-style-type: none"> 1. To visit people who are new to the reablement service at home to introduce the service, assess and plan their reablement journey using a strengths-based approach and risk assess the activities to be undertaken. 2. Assess health and safety risks for both customers and staff, including complex discharges from hospital in liaison with relevant professionals. 3. To carry out medication management assessments, risk assessments and reviews. 4. To take part in the on-call rota during out of office hours in order to provide support and advice to staff; problem solving and liaising with service users' families, health professionals and other agencies as necessary. 5. To take part in the on-call rota out of office hours in order to monitor staff whereabouts and welfare in line with health and safety/lone working requirements. 6. Manage an electronic scheduling system and other IT applications to deploy staff to complete visits, ensuring service 	Key Accountabilities <ol style="list-style-type: none"> 1. To ensure that people receive an introduction to the service, which meets their needs and expectations 2. To plan reablement support with people receiving the service and risk assess the activities to be undertaken to ensure health and safety. 3. To maintain business continuity out of office hours. 4. To adhere to the County Council policies and procedures, Nottinghamshire County Council Code of Conduct, Reablement Service Staff Handbook and other relevant codes of conduct. 5. To maintain the regulatory requirements of the Care Quality Commission. 6. To liaise and collaborate with other staff and services within and outside the department, in the interest of service provision and the well-being of customers, including the safeguarding of adults. 	

<p>users receive the agreed support between 7am and 10pm 365 days a year, out of office hours.</p> <ol style="list-style-type: none"> 7. Ensure the safe operation of the service out of hours, including emergency planning and putting contingency plans into effect, with the support of a Senior Manager. 8. To receive and record notifications of absence out of hours and make necessary arrangements for cover and liaise with Support Co-ordinators to arrange on-going cover. 9. To carry out the duties of a Reablement Worker to provide cover when necessary, as described in the Reablement Worker job description. 10. To use electronic monitoring and recording systems as required. 11. To assist in the induction of new members of staff. 12. Assist Reablement Managers in assessing the quality of service delivery and ensure compliance. 13. Accurately update reablement support plans and any other customer records and where appropriate carry out a review of customers reablement progress and make recommendations for discharge requirements. 14. Management and recording of information accurately and appropriately, maintaining confidentiality and observing data protection legislation. 	<ol style="list-style-type: none"> 7. To foster equality, diversity and rights to ensure the provision of a culturally appropriate service 8. Actively promote customer involvement and use their feedback to improve the quality of service 9. Ensure the maintenance of dignity and respect for all customers. 10. To attend staff meetings, supervision, training events and contribute to training initiatives.
<p>The post holder will perform any duty or task that is appropriate for the role described</p>	

Person Specification**Education and Knowledge**

1. Have a Level 2 QCF in Health and Social Care or equivalent.
2. Have or be willing to work towards the Diploma in Health and Social Care Level 3 or equivalent.
3. Understand the purpose and ethos of reablement
4. Knowledge of Health and Safety legislation as relevant to delivering social care in the community.
5. Understand the use and purpose of electronic recording and monitoring systems
6. Proficient use of IT, including electronic devices to send and receive information and operate an electronic scheduling system.
7. Full current driving licence with use of a vehicle for business purposes.
8. Understand and apply the principles of the Mental Capacity Act.
9. Understand and apply the principles of the Care Act in relation to promoting wellbeing, preventing/reducing/delaying needs, information and advice and adult safeguarding.

Experience

11. At least one year's experience working in a similar environment

Personal skills and general competencies

1. Puts into practice the Council's commitment to excellent customer care.
2. Works efficiently and effectively and actively look for ways of improving services and outcomes for customers.
3. Works well with colleagues but also able to work on their own initiative.
4. Shares the Council's commitment to providing a safe environment for customers and staff and also treating all with respect and consideration
5. Works in a manner that puts people at the heart of everything we do and which empowers people and supports their independence.
6. Ability to work flexibly to meet the needs of the service and individuals using the service
7. Willingness to take responsibility for own personal development and participate in training and development activities as required
8. Ability to deliver services which maximise the independence and reablement of people
9. Ability to communicate effectively both verbally and in writing
10. Ability to respond appropriately to difficult situations and handle conflict

12. Experience in the use of equipment used in the delivery of care and support	
13. Experience of following risk assessment and support plans	
Role Dimensions 14. To actively promote people's involvement and empowerment 15. To work alongside other colleagues in adult social care and health services, such as occupational therapists and community rehabilitation staff. 16. To maintain awareness and implement instructions circulated at staff meetings, by departmental bulletins, policies and circular letters or by verbal or written instructions given by Managers. 17. Be able to work as a lone worker as well as part of a team. 18. There is no responsibility for the management of staff or finances. 19. Support people where necessary, to mobilise and move, to maximise their ability to achieve physical comfort and independence (including the use of mechanical equipment) 20. On-call is worked from the Senior Reablement Worker's home.	
<i>Please attach a structure chart</i>	

Date 10/12/19