

Title	Department	Post Ref.
Reablement (Support) Worker	Maximising Independent Service Reablement	

Job Purpose

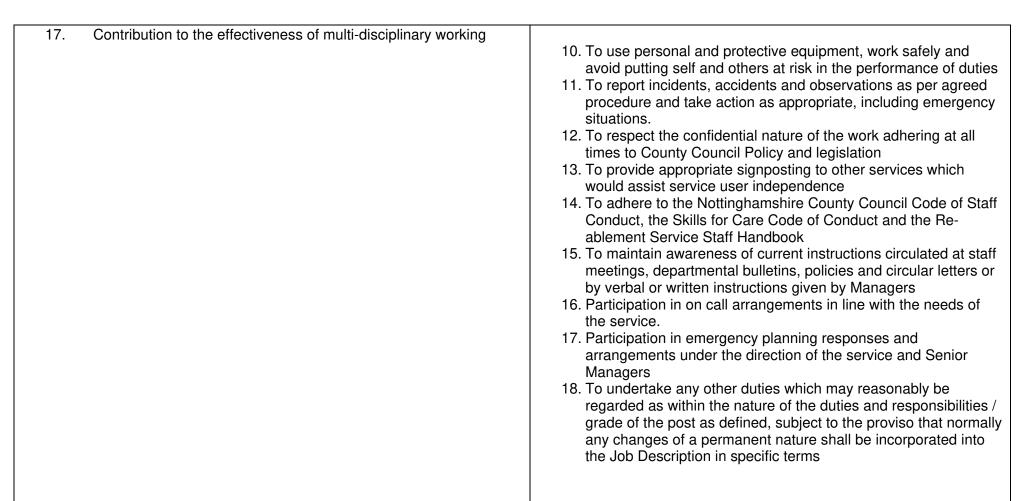
The post holder is responsible for carrying out Re-ablement Support Work in line with an individual's Support Plan, Risk Assessment and Re-ablement Goals.

Key Responsibilities

- 1. Fostering of people's equality, diversity and rights and assist in ensuring the provision of a culturally appropriate service
- 2. Promotion of effective communication and relationships
- 3. Promotion, monitoring and maintenance of health, safety and security in the workplace
- 4. Contribution to the protection of individuals from abuse
- 5. Enablement of service users to maintain their personal hygiene and appearance
- 6. Enablement of individuals to access and use toilet facilities, or otherwise assist with the management of their continence care
- 7. Enablement of individuals to access food and drink
- 8. Support individuals with eating and drinking where necessary and appropriate
- 9. Contribution to the ongoing assessment process
- 10. Enablement of individuals to manage their domestic and personal resources, assisting where necessary and appropriate
- 11. Contribution to the movement and handling of individuals to maximise their ability to achieve physical comfort and independence (including the use of mechanical equipment)
- 12. Enablement of individuals to maintain and improve mobility through exercise and the use of mobility appliances
- 13. Support individuals when they are distressed
- 14. Promotion of communication with those who do not use a recognised language format
- 15. Support of individuals experiencing a change in their support requirements and provision
- 16. Management of information appropriately, maintaining confidentiality and observing data protection legislation

Key Accountabilities

- 1. To maximise individuals' potential for independence in all aspects of personal care and daily living tasks, offering practical support where appropriate and necessary
- 2. To maximise individuals' potential for independence in all aspects of practical domestic tasks, offering practical support where appropriate and necessary
- 3. To be trained in and use any equipment as directed by the Support Plan
- 4. To follow the Support Plan and risk assessment written by a member of the multi-disciplinary team and update and record as necessary on the running record and Medication Administration Record
- To liaise and collaborate with other staff and services within and outside Adult Social Care and Health in the interests of service provision and the well-being of the individuals including safeguarding of adults
- 6. To continue the assessment and feedback progress against previously agreed outcomes for the individual
- 7. To enable individuals to manage their personal resources including shopping, letter writing and finances where relevant and appropriate
- 8. To keep accurate and up to date records of financial transactions and ensure adherence to audit processes, performance review systems and other procedures, including electronic recording systems.
- 9. To attend staff meetings, receive supervision, training and refresher training and otherwise contribute to the efficiency and effectiveness of the service



The post holder will perform any duty or task that is appropriate for the role described

Person Specification

Education and Knowledge

- 1. NVQ Level 2 in Social Care or similar or be working towards completion
- 2. Full current driving licence

Experience

- 1. At least one year's experience working as a care assistant or similar
- 2. Experience in the use of equipment used in the delivery of care and support
- 3. Experience of following risk assessments and support plans
- 4. Experience of recording
- 5. Experience in the use of electronic recording systems

Personal skills and general competencies

- 1. Ability to work flexibly to meet the needs of the service and individuals using the service
- 2. Ability to deliver services which maximise the independence of individuals
- 3. Ability to communicate effectively both verbally and in writing
- 4. Ability to work within a multi-agency environment
- 5. Ability to manage difficult situations and handle conflict
- 6. Ability to be self-motivated
- 7. Ability to work safely
- 8. Ability to follow verbal and written instructions
- 9. Commitment to the provision of high-quality services and continuous improvement
- 10. Commitment to the provision of support which gives dignity to individuals
- Commitment to embracing the diversity of colleagues and individuals
- 12. Willingness to take responsibility for own personal development and participate in training and development activities as required

Role Dimensions

- 1. To be responsible for carrying out Re-ablement Support Work in line with an individual's Support Plan, Risk Assessment and re-ablement Goals
- 2. To actively promote individuals' involvement and empowerment