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| <b>Title</b><br><b>Re-ablement Support Worker</b>  | <b>Department</b><br><b>Adult Social Care, Health and Public Protection</b>  | <b>Post Ref.</b><br><b>TBC</b> |
| <b>Job Purpose</b><br>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  |  |                                |
| <b>Key Responsibilities</b> <ol style="list-style-type: none"><li>1. Fostering of people's equality, diversity and rights and assist in ensuring the provision of a culturally appropriate service</li><li>2. Promotion of effective communication and relationships</li><li>3. Promotion, monitoring and maintenance of health, safety and security in the workplace</li><li>4. Contribution to the protection of individuals from abuse</li><li>5. Enablement of service users to maintain their personal hygiene and appearance</li><li>6. Enablement of individuals to access and use toilet facilities, or otherwise assist with the management of their continence care</li><li>7. Enablement of individuals to access food and drink</li><li>8. Support individuals with eating and drinking where necessary and appropriate</li><li>9. Contribution to the ongoing assessment process</li><li>10. Enablement of individuals to manage their domestic and personal resources, assisting where necessary and appropriate</li><li>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)</li><li>12. Enablement of individuals to maintain and improve mobility through exercise and the use of mobility appliances</li><li>13. Support individuals when they are distressed</li><li>14. Promotion of communication with those who do not use a recognised language format</li><li>15. Support of individuals experiencing a change in their support requirements and provision</li><li>16. Management of information appropriately, maintaining confidentiality and observing data protection legislation</li></ol> | <b>Key Accountabilities</b> <ol style="list-style-type: none"><li>1. To maximise individuals' potential for independence in all aspects of personal care and daily living tasks, offering practical support where appropriate and necessary</li><li>2. To maximise individuals' potential for independence in all aspects of practical domestic tasks, offering practical support where appropriate and necessary</li><li>3. To be trained in and use any equipment as directed by the Support Plan</li><li>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</li><li>5. 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</li><li>6. To continue the assessment and feedback progress against previously agreed outcomes for the individual</li><li>7. To enable individuals to manage their personal resources including shopping, letter writing and finances where relevant and appropriate</li><li>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.</li><li>9. To attend staff meetings, receive supervision, training and refresher training and otherwise contribute to the efficiency and effectiveness of the service</li></ol> |                                |

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| <p>17. Contribution to the effectiveness of multi-disciplinary working</p>                             | <ol style="list-style-type: none"> <li>10. To use personal and protective equipment, work safely and avoid putting self and others at risk in the performance of duties</li> <li>11. To report incidents, accidents and observations as per agreed procedure and take action as appropriate, including emergency situations.</li> <li>12. To respect the confidential nature of the work adhering at all times to County Council Policy and legislation</li> <li>13. To provide appropriate signposting to other services which would assist service user independence</li> <li>14. To adhere to the Nottinghamshire County Council Code of Staff Conduct, the Skills for Care Code of Conduct and the Reablement Service Staff Handbook</li> <li>15. To maintain awareness of current instructions circulated at staff meetings, departmental bulletins, policies and circular letters or by verbal or written instructions given by Managers</li> <li>16. Participation in on call arrangements in line with the needs of the service.</li> <li>17. Participation in emergency planning responses and arrangements under the direction of the service and Senior Managers</li> <li>18. To undertake any other duties which may reasonably be regarded as within the nature of the duties and responsibilities / grade of the post as defined , subject to the proviso that normally any changes of a permanent nature shall be incorporated into the Job Description in specific terms</li> </ol> |
| <p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p> |   |

| <b>Person Specification</b>  |   |
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| <p><b>Education and Knowledge</b></p> <ol style="list-style-type: none"> <li>1. NVQ Level 2 in Social Care or similar or be working towards completion</li> <li>2. Full current driving licence</li> </ol>   | <p><b>Personal skills and general competencies</b></p> <ol style="list-style-type: none"> <li>1. Ability to work flexibly to meet the needs of the service and individuals using the service</li> <li>2. Ability to deliver services which maximise the independence of individuals</li> <li>3. Ability to communicate effectively both verbally and in writing</li> <li>4. Ability to work within a multi-agency environment</li> <li>5. Ability to manage difficult situations and handle conflict</li> <li>6. Ability to be self-motivated</li> <li>7. Ability to work safely</li> <li>8. Ability to follow verbal and written instructions</li> <li>9. Commitment to the provision of high quality services and continuous improvement</li> <li>10. Commitment to the provision of support which gives dignity to individuals</li> <li>11. Commitment to embracing the diversity of colleagues and individuals</li> <li>12. Willingness to take responsibility for own personal development and participate in training and development activities as required</li> </ol> |
| <p><b>Experience</b></p> <ol style="list-style-type: none"> <li>1. At least one year's experience working as a care assistant or similar</li> <li>2. Experience in the use of equipment used in the delivery of care and support</li> <li>3. Experience of following risk assessments and support plans</li> <li>4. Experience of recording</li> <li>5. Experience in the use of electronic recording systems</li> </ol> |   |
| <p><b>Role Dimensions</b></p> <ol style="list-style-type: none"> <li>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</li> <li>2. To actively promote individuals' involvement and empowerment</li> </ol>   |   |

*Please attach a structure chart*

# ORGANISATIONAL STRUCTURE

