



<b>Title</b> <i>Reablement Worker</i>	<b>Department</b> <i>Adult Social Care and Public Health</i>	<b>Post Ref.</b>
<b>Job Purpose</b> Responsible for carrying out reablement support work in line with a person's reablement goals, reablement support plan and risk assessment.		
<b>Key Responsibilities</b> <ol style="list-style-type: none"><li>1. Enable people to maximise their level of independence in carrying out the activities of daily living, including personal care, and promoting their health and wellbeing, whilst fostering people's equality, diversity and rights and assist in ensuring the provision of a culturally appropriate service</li><li>2. Enable people to maintain and improve their mobility through the use of recommended mobility appliances and simple exercise regimes as prescribed by appropriate therapy staff.</li><li>3. Contribute to monitoring a person's reablement progress and feedback progress to other staff.</li><li>4. Communicate effectively, professionally and sensitively with customers and staff</li><li>5. Promote, monitor and maintain health, safety and security in the workplace. To ensure contact with on call at the end of the shift to comply with lone working policy.</li><li>6. Help to keep people safe from harm</li><li>7. Support people when they are distressed</li></ol>	<b>Key Accountabilities</b> <ol style="list-style-type: none"><li>1. To maximise people's potential for independence in all aspects daily living tasks including personal care, offering practical support where appropriate and necessary</li><li>2. To follow the reablement support plan, goals and risk assessment written by a member of the Maximising Independence Service and update and record as necessary on the running record and Medication Administration Record</li><li>3. To keep accurate and up to date records of financial transactions and ensure adherence to audit processes and other procedures, including electronic recording systems</li><li>4. To attend staff meetings, receive supervision, training and refresher training and otherwise contribute to the efficiency and effectiveness of the service</li><li>5. To use personal and protective equipment, work safely and avoid putting self and others at risk in the performance of duties</li></ol>	

<ul style="list-style-type: none"> <li>8. Manage and record information, including customer records, accurately and appropriately, maintaining confidentiality and observing data protection legislation</li> <li>9. Contribute to the effectiveness of multi-disciplinary working</li> <li>10. To use electronic monitoring and recording systems as required.</li> </ul>	<ul style="list-style-type: none"> <li>6. To report incidents, accidents and observations as per agreed procedure and take action as appropriate, including emergency situations</li> <li>7. To adhere to the County Council policies and procedures, Nottinghamshire County Council Code of Conduct, the Reablement Service Staff Handbook and other relevant codes of conduct.</li> <li>8. 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 and senior on-call staff.</li> </ul>
<p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p>	

<p><b><i>Person Specification</i></b></p>	
<p><b><i>Education and Knowledge</i></b></p> <ul style="list-style-type: none"> <li>1. Level 2 Diploma in Health and Social Care or equivalent; or a willingness to undertake the diploma after induction (full training will be provided).</li> <li>2. Full current driving licence and use of a vehicle for business use.</li> <li>3. Proficient use of an electronic device to send and receive information</li> <li>4. Care Certificate or equivalent or a willingness to complete after induction (full training will be provided)</li> </ul>	<p><b><i>Personal skills and general competencies</i></b></p> <ul style="list-style-type: none"> <li>1. Puts into practice the Council's commitment to excellent customer care.</li> <li>2. Works efficiently and effectively and actively looks for ways of improving services and outcomes for customers.</li> <li>3. Works well with colleagues but also able to work on their own initiative.</li> <li>4. Shares the Council's commitment to providing a safe environment for customers and staff and also treating all with respect and consideration</li> </ul>
<p><b><i>Experience</i></b></p>	

<p>15. Experience working as a support worker or similar</p> <p>16. Experience in the use of equipment used in the delivery of care and support</p> <p>17. Experience of following risk assessments and reablement support plan</p> <p>18. Experience in the use of electronic recording systems</p>	<p>5. Works in a manner that puts people at the heart of everything we do and which empowers people and supports their independence.</p> <p>6. Ability to work flexibly to meet the needs of the service and individuals using the service</p> <p>7. Ability to follow instructions and communicate effectively both verbally and in writing</p> <p>8. Ability to work within a multi-agency environment</p> <p>9. Ability to respond appropriately to difficult situations and handle conflict</p> <p>10. Ability to work safely</p> <p>11. Ability to record information in an accurate and timely manner</p> <p>12. Commitment to the provision of support which gives dignity to individuals</p> <p>13. Commitment to embracing the diversity of colleagues and individuals</p> <p>14. Willingness to take responsibility for own personal development and participate in training and development activities as required</p>
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**Role Dimensions**

- 19. To actively promote people's involvement and empowerment
- 20. Support people where necessary, to mobilise and move, to maximise their ability to achieve physical comfort and independence (including the use of mechanical equipment)
- 21. To be flexible to the needs of the service between the hours of 7am –10pm hours as rostered.
- 22. Any contracts over twenty hours to be worked as split shifts.

*Please attach a structure chart*

Date 10/12/19

Tier 7 - Frontline Roles