

Title Reablement Support Worker	Department Adult Social Care, Health and Public Protection	Post Ref. TBC
Job Purpose The post holder is responsible for carrying out Reablement Support Work in line with an individual’s Support Plan, Risk Assessment and Reablement 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. Management of information appropriately, maintaining confidentiality and observing data protection legislation 16. Contribution to the effectiveness of multi-disciplinary working		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 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 4. To enable individuals to manage their personal resources including shopping, letter writing and finances where relevant and appropriate 5. 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. 6. To attend staff meetings, receive supervision, training and refresher training and otherwise contribute to the efficiency and effectiveness of the service 7. To use personal and protective equipment, work safely and avoid putting self and others at risk in the performance of duties 8. To report incidents, accidents and observations as per agreed procedure and take action as appropriate, including emergency situations. 9. To adhere to the Nottinghamshire County Council Code of Staff Conduct, the Skills for Care Code of Conduct and the Reablement Service Staff Handbook

	10. 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 11. 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
The post holder will perform any duty or task that is appropriate for the role described	

Person Specification	
Education and Knowledge Desirable A Level Two Diploma in Health and Social Care or willing to undertake a Diploma after induction. Full training will be given on the job. Essential Full current driving licence	Personal skills and general competencies Essential 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 use a smart phone to receive and send information 5. Ability to work within a multi-agency environment 6. Ability to manage difficult situations and handle conflict 7. Ability to be self-motivated 8. Ability to work safely 9. Ability to follow verbal and written instructions 10. Commitment to the provision of high quality services and continuous improvement 11. Commitment to the provision of support which gives dignity to individuals 12. Commitment to embracing the diversity of colleagues and individuals 13. Willingness to take responsibility for own personal development and participate in training and development activities as required
Experience Desirable 1. 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	
Role Dimensions 1. To be responsible for carrying out Reablement Support Work in line with an individual's Support Plan, Risk Assessment and reablement Goals 2. To actively promote individuals' involvement and empowerment	