

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

	<p>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</p> <p>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</p>
<b>The post holder will perform any duty or task that is appropriate for the role described</b>	

<b>Person Specification</b>	
<p><b>Education and Knowledge</b></p> <p><b>Desirable</b> A Diploma in Health and Social Care or willing to undertake a Diploma after induction. Full training will be given on the job.</p> <p><b>Essential</b> Full current driving licence</p>	<p><b>Personal skills and general competencies</b></p> <p><b>Essential</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 use a smart phone to receive and send information</li> <li>5. Ability to work within a multi-agency environment</li> <li>6. Ability to manage difficult situations and handle conflict</li> <li>7. Ability to be self-motivated</li> <li>8. Ability to work safely</li> <li>9. Ability to follow verbal and written instructions</li> <li>10. Commitment to the provision of high quality services and continuous improvement</li> <li>11. Commitment to the provision of support which gives dignity to individuals</li> <li>12. Commitment to embracing the diversity of colleagues and individuals</li> <li>13. Willingness to take responsibility for own personal development and participate in training and development activities as required</li> </ol>
<p><b>Experience</b></p> <p><b>Desirable</b></p> <ol style="list-style-type: none"> <li>1. 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 Reablement Support Work in line with an individual's Support Plan, Risk Assessment and reablement Goals</li> <li>2. To actively promote individuals' involvement and empowerment</li> </ol>	