

JOB DESCRIPTION

Post: Reablement Worker

Location: All Sefton Areas

Accountable to: Reablement Assistant Manager/ Trusted Assessor

Key relationships: Individuals and their families/ carers, Trusted Assessors, team members, GPs and other health and social care professionals

WORKPLACE VALUES

The post holder will be expected to operate in line with our workplace values, which have been co-produced by individuals who use our services.

Our core values:

- **Big Hearted:** we say that we are proud of the quality of care, empathy and kindness we offer to the people we support and each other;
 - **Count on Us:** we act in a way that you can rely on us to be able to meet the needs of the people we support and each other;
 - **Together as One:** we say that we take pride in working as a team to deliver a very person-centred service;
 - **People Focused:** we recognise the importance of transparency, trust, recognition and development within our workforce.
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JOB PURPOSE

To improve discharge and transfer from hospital and help to reduce avoidable admissions/readmissions to hospital and residential care.

You will work as a member of a multidisciplinary team alongside individuals to promote independence and daily living skills, which will include supporting with personal hygiene needs, diet, fluids and meal preparation, encouraging them to engage in social or leisure activities to achieve their agreed outcome-focussed reablement goals as set out in their support plan.

This role will provide support in management of risk, developing relationships, supporting people to live meaningful and fulfilling lives.

Act as a role model for team members, supporting new or less experienced colleagues.

This role will assist and support the Trusted Assessors to carry out assigned tasks as directed, without supervision. This will include housekeeping duties where required.

This role will demonstrate excellent communication skills, using them to engage, persuade or negotiate with individuals, to ensure they are provided with the most appropriate care and support.

MAIN DUTIES

1. Support people with all aspects of their reablement programme to achieve agreed goals. This may include all activities of daily living such as:
 - Washing, dressing, continence care, nutritional and fluid intake support
 - Assist with medication as directed by an appropriate professional in line with the Company's medication policy
 - Mobility and exercise programmes, including the use of assistive technology
 - Support individuals to access their local community to maximise independence.
2. Monitor and review the progress of individuals against their outcome-based support plan and accurately record the person's progress and achievements.
3. Report any areas of concern or significant changes in the health, social or environmental circumstances of individuals to the management team, including any additional support needed to help them to achieve their goals.
4. Provide input into the Interim and Final Review undertaken by the Trusted Assessor and fully participate in related meetings as required.
5. Follow Risk Assessments to promote the safety and wellbeing of individuals.
6. Complete and maintain all work records, including electronic and paper-based documents.
7. Work closely with families/ carers and other agencies to promote and support individuals to regain and/or maintain independent living skills and daily living activities.
8. Respect the individual's diversity, choice, privacy and dignity and maintain confidentiality at all times.
9. Attend meetings as directed such as supervision, team meetings, performance reviews and employee briefings.
10. Undertake all statutory and mandatory training required for the role and actively engage in learning and development.
11. Undertake any other duties, as directed from time to time to meet the operational requirements.

SPECIAL CONDITIONS

The Reablement Service is operational 365 days a year, including weekends, public holidays, statutory days and concessionary days. Hours of work are based on the needs of service.

Split shifts and lone working will apply.

Must be able to fulfil the travel requirements for this post.

LEARNING AND DEVELOPMENT

A commitment to personal development and skills acquisition is essential to ensure the team can deliver a modern person-centred quality service.

There is an expectation placed on all employees to achieve the appropriate level of vocational qualification at the first possible opportunity.

OTHER

An Enhanced DBS Check is required.

GENERAL

The post holder will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change. In particular the post holder will be self-motivated and will effectively prioritise activity to achieve the maximum benefit.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.

All employees are responsible for the implementation of the Health & Safety Policy as far as it affects them, colleagues and others who may be affected by their work. The post holder is also expected to monitor the effectiveness of the health and safety arrangements and systems to ensure appropriate improvements are made where necessary.

The organisation has an approved equality and diversity policy in employment and copies are freely available to all employees. The post holder will be expected to comply, observe and promote the equality and diversity policies of the organisation.

Due to the nature of the post, the individual will be required to undertake any checks as required under Safeguarding and/or relevant employment legislation.

Since confidential information is involved with the duties of this post, the post holder will be required to exercise discretion at all times and to observe relevant codes of conduct, codes of practice and legislation in relation to the General Data Protection Regulations.

Date: May 2024

Jobholder Requirements Reablement Worker	Essential	Desirable
Qualification/Training Diploma in Level 2 Diploma in Health & Social Care or equivalent		✓
Experience & Knowledge Experience in a caring role or a passion for starting a career in care Community-based care experience Experience of implementing an outcome focused support plan to help people reach their goals Awareness of health & safety and risk within the home environment Awareness of CQC Essential Standards Awareness of assistive technology and how it supports individuals Understanding of long-term medical conditions	✓	✓ ✓ ✓ ✓ ✓ ✓
Skills/Attributes/Aptitude Able to follow a designated programme of work Able to communicate well with individuals, their family/ carers and other professionals Demonstrate skills in written and spoken English to a standard which enables the postholder to conduct the full range of duties and responsibility of the role effectively Able to motivate individuals to achieve their goals Able to use electronic care planning systems via smart mobile phone Confident, professional and caring approach Able to remain calm under pressure Reliable and punctual Able to work flexibility, independently or as part of a team and take decisions when appropriate Positive and enthusiastic approach to work Tactful and diplomatic approach to others Willingness to learn new skills Receptive to change Commitment to continuous personal and professional development Ability to demonstrate behaviours that are aligned to the Company's core values	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	

Specific Requirements		
Enhanced DBS Check	✓	
Must be a car driver with use of own vehicle	✓	
Ability to work on rota to cover service delivery between 7.00 am and 11.00 pm all days of the year including split shifts	✓	
Lone Working	✓	