

Role Profile -

Job Title:	Reablement Carers	Grade: 4	Spinal column point range: (7-10)
Department:	Reablement Services	Post no.:	
Directorate:	Adults Service	Location:	Community

Role reports to:	Team leader
Indirect Reports:	Registered Reablement Manager
<p><i>This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the council and the requirements of the job.</i></p>	

JOB DESCRIPTION

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain an enhanced Disclosure and Barring Service (DBS) check.

PURPOSE OF ROLE:

The duties required of a Home Carer will depend on the individual assessed needs of the Service User and their informal carers. The duties of the Home Carer may alter according to the changing needs of the Service Users.

The Home Carer will have individual responsibility, in accordance with the practices and procedures of Ealing Council and the Social Services Department.

The overall objective of the service will be aimed at creating a supportive homely atmosphere where Service Users can achieve maximum independence.

The service will operate seven days a week, fifty-two weeks a year and provide service to people within their own homes during the hours required by individual service users assessments. Home Carers would be expected to participate in a roster to undertake their duties in order to maintain service delivery over a 24-hour period including weekends, bank holidays and extra leave days as appropriate.

All tasks should be performed with regards to Service Users cultural practices or religious considerations.

KEY ACCOUNTABILITIES:

Assisting Service Users with physical tasks required.

For example:

Dressing: Assisting a Service User to dress or undress. For example, helping a Service User to put on an item of clothing such as a cardigan, dress, trousers or footwear etc.

Shaving: Assisting Service Users to shave.

Washing: Assisting a Service User to wash face, hands, feet or strip wash or bath etc, as necessary to maintain a good standard of hygiene.

Feeding: Assisting a Service User with cutting up food, spoon-feeding, using knife and fork etc.

Toileting Service Users: Assisting a Service User to make use of the toilet or commode. Changing incontinent pads and emptying catheter bags.

Medication: To collect prescriptions where applicable, support Service Users with medication as detailed in the Support Plan, in accordance with Ealing Council's Medication policy.

Helping to maintain Service Users dignity: To encourage Service Users to maintain an active interest in their appearance and their emotional and social well-being. Also encourage them to make use of the equipment provided to promote their independence.

Contacting emergency services: To contact the doctor and/or emergency services and reporting such occurrences to the line manager.

Performing some of the following domestic tasks:

Preparation of food: Encourage Service Users to follow a healthy regular diet, heating meals or making drinks with regard to cultural or religious considerations.

Laundry: Undertake Service Users washing or if practical, take washing to launderette.

Emptying all types of commodes: Whenever necessary emptying all types of commodes.

Providing warmth Ensure that the house is warm whatever heating system is in use.

Wherever appropriate perform some of the following tasks:

Cleaning: Assisting and encouraging Service Users to keep their homes clean by dusting, sweeping, vacuum cleaning, washing, polishing in the areas used by the Service User, as well as paying particular attention to the kitchen and bathroom area. Replace everything moved while cleaning to its usual place, especially when working

for blind Service Users or for Service Users with restricted mobility.

Shopping: Preparing a shopping list, if necessary and shopping as locally as possible, taking into account religious and cultural needs if part of the Support Plan.

Other tasks: Reporting to the line manager any identified needs of Service Users, which are not met, as well as any change in the circumstances of the Service User.

Receiving supervision on a regular basis.

Recording information appropriately.

KEY PERFORMANCE INDICATORS:

- Corporate plans and targets
- Care Quality Commission (CQC)
- Central Government Guidance

KEY RELATIONSHIPS (INTERNAL AND EXTERNAL):

- Service users/family members
- Homecare Staff
- Other Health Professionals
- Adult Services

AUTHORITY LEVEL (PEOPLE, POLICY, FINANCIAL):

- Providing Re-ablement to service users in their own homes
- Personalisation

Person Specification

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain an enhanced Disclosure and Barring Service (DBS) check.

ESSENTIAL KNOWLEDGE, SKILLS & ABILITIES:

ESSENTIAL KNOWLEDGE/SKILLS/ABILITIES

1. Ability to provide rehabilitative personal care and domestic support for individuals in their home environment and other locations as required.
2. Ability to carry out physical tasks including assisting with rehabilitation activities and exercise programmes which may include manual handling techniques with Service Users.
3. To be able to comprehend and evaluate risk to self and to Service Users and to be able to convey information in a timely and appropriate manner.
4. Ability to communicate effectively both verbally and in writing in order to provide regular feedback on Service Users' ability/progress/needs.
5. Ability to work independently within a multi disciplinary team. To take direction from various professionals within the team, but also to show initiative within training limitations.
6. Ability to participate in a roster to undertake duties to maintain service delivery over 7 days a week, 365 days a year, including bank holidays and extra leave days as appropriate.
7. Ability to carry out all duties and responsibilities with due regard to the council's equal opportunities policies and ensure that all tasks are performed to meet Service Users cultural and religious needs.
8. A flexible approach to working within the requirements of the Home Care Service and to cover home care services borough wide.

ESSENTIAL QUALIFICATION (S):

- A nationally recognised qualification, such as NVQ levels 2 or 3, City and Guilds pre-nursing certificate, health and social work access course, or a willingness to undertake NVQ training in accordance with Ealing Council policy.

Values & Behaviours

Improving Lives for Residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> • Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues 	<ul style="list-style-type: none"> • Does what they say they'll do on time • Is open and honest • Treats all people fairly 	<ul style="list-style-type: none"> • Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents 	<ul style="list-style-type: none"> • Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures 	<ul style="list-style-type: none"> • Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards