

Rutland County Council

Job Description

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| Job Title: | Reablement Support Worker |
| Grade: | Scale 2, £9.36 to £9.55 per hour – including enhancements |
| Department: | People Directorate |
| Team: | Reach – Hospital & Discharge |
| Line Manager: | Reablement Coordinators |

Purpose of the Job:

To provide a short, intensive Reablement service for people with disabilities and those who are frail and recovering from illness or injury, focusing on helping people to restore their optimum level of independent functioning.

To provide a 'safety net' homecare service for people at the end of their Reablement, pending handover to an ongoing care provider, or to meet the needs of people in emergency situations.

To provide support to adults to develop and maintain activities of daily living.

Key responsibilities:

1. To support service users in a structured way to undertake a range of social care tasks such as washing, dressing/undressing, showering and bathing, meal preparation, domestic activities, engaging in community activities, working to a graded programme to help optimise their level of ability and independence.
2. In association with the therapists and Assistant Managers to deliver agreed Reablement programme, including identifying assistive equipment and demonstrating the safe use of such equipment, advising on strategies for managing fatigue and pain, preventing falls, using adaptive techniques e.g. one handed or seated activities.
3. To use supportive and motivational approaches to help service users identify and achieve their goals.
4. To undertake a range of delegated health care tasks as required e.g. prompt prescribed medication, support the application of prescribed creams, eye and ear drops, catheter care, prompting exercises as prescribed by the physiotherapist.
5. To provide written observations of the person's circumstances, whether improvement or deterioration, to help with the progression and review of the Reablement programme.
6. To respond to any emergency situations, by taking the appropriate action e.g. contacting a doctor or the ambulance service etc.
7. To liaise closely with Managers and Co-ordinators, informing them swiftly of any



circumstance that requires an immediate response.

8. To participate in a Standby Rota if required.

9. To attend and participate in personal development reviews and undertake any training deemed as appropriate including the Care Certificate and NVQ2, maintain awareness of current instructions via team meetings, staff meetings, the weekly news sheet or by verbal or written information from managers.

10. To update and complete all documentation as required, for example: incident sheets, timesheets, mileage claim forms, annual leave request cards, update and complete DBS request forms when required for renewal.

11. To respect the confidential nature of the work and protect personal information in accordance with Data Protection Legislation.

12. To adhere to safe moving and handling procedures in line with individual support plans following training.

13. To support the development of person centred planning, ensuring each individual's plan has meaningful and achievable goals with positive outcomes that meet aspirations as well as needs.

14. Support individuals to get in or out of bed, with dressing, undressing, going to the toilet, eating, drinking, showering, bathing, hair washing in line with personal support plans.

15. Ensure all personal care tasks are carried out with respect for privacy and dignity and in line with needs, wishes and preferences of the individual as defined in the support plan.

16. Promote healthy life styles for individuals, liaising with other professionals and agencies as appropriate.

17. Encourage the involvement of people being supported in the day to day running of their home, and to increase independent living skills.

18. Develop positive working relationships with family and carers and develop their understanding of the principles of the service delivery.

19. To ensure the service is provided in a person centred way in accordance with individual support plans to achieve the agreed goals.

20. To ensure the service is delivered in accordance with the policies, objectives and statutory requirements of the County Council; the Care Quality Commission and The Care Act 2014 standards.

21. To use person centred approaches to enable people to make their own choices and have control over the support they receive.



24. To promote Reablement and contribute towards service development to meet individual and service outcomes.

25. To act in accordance with the principles set out in the Employee Code of Conduct and the Council's Values, recognising the duty of all public sector employees to discharge public functions reasonably and according to the law.

This job description indicates the main areas of activity of this post. From time to time, however, other tasks/duties may be required but these will fall within the general areas of responsibility and grade of the post.

Person Specification

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| Qualifications | <p>A good general level of education equivalent to GCSE standard.</p> <p>Must be prepared to undertake and complete NVQ2 in Social Care if not already attained.</p> |
| Experience | <p>Experience in providing personal care and support either in a paid or voluntary capacity.</p> |
| Knowledge | <p>Knowledge of common conditions experienced by older people</p> <p>An understanding of the Care Act 2014 values of promoting independence, choice, dignity and rights.</p> |
| Skills | <p>Ability to communicate effectively both verbally and in writing.</p> <p>Ability to record observations relevantly and accurately.</p> <p>Able to work effectively on own as well as part of a team.</p> |
| Values | <p>Ability to work flexible hours on a rota basis where and when necessary between 7.00a.m. – 10.00p.m. on a 365 days a year rota, including weekends, evenings and Bank Holidays. Must be willing to participate in the standby by rota.</p> <p>Must have access to a vehicle for work at all times.</p> <p>Able to recognise discrimination and be proactive in ensuring the Council's policy is put into practice.</p> |

