JOB DESCRIPTION

TITLE: **Reablement Support Worker**

POST NO:

DEPARTMENT: **Population Wellbeing**

DIVISION: **Adult Social Care – Integrated Services**

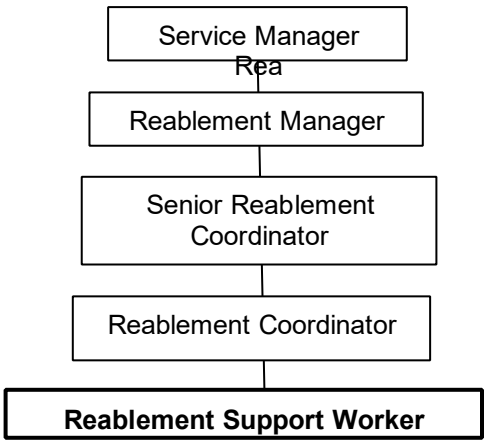
RESPONSIBLE TO: **Reablement Co-ordinator**

GRADE: **L3**

PURPOSE OF POST:

To work in a multi-disciplinary reablement team. Providing a responsive seven day per week customer led service to promote, achieve and maintain individual's ability to remain living independently in the community.

ORGANISATION CHART:



PRINCIPAL RESPONSIBILITIES: **%**

1. Undertake through individual care plans, personal, practical and rehabilitative duties to maximise individual's independence and well being. 25

2. Carry out therapeutic activity and skills practice in accordance with the agreed plan to improve and maintain mobility, daily living skills, transfer and building confidence. 20

3. Encourage and support clients to maintain optimum independence that includes decision making, coping with loss, maintaining social contacts and activities and managing a safe home environment. 15

4. Accurately communicate verbally, in writing and using IT systems according to 15 the demands of the situation to ensure safe and effective service delivery and care plan reviews.

5. Observe, record and report any changes in individual conditions and 10 circumstances and ensure that they are reported to senior staff without delay, taking into account severity; urgency; policies; duties and responsibilities to ensure the health, well being and safety of the individual.

6. Researching information about community, national resources, social 5 activities; benefits advice, local services, cultural and religious support groups. Signpost customers to the appropriate provision.

7. Be familiar with Equalities best practice and to implement this in all aspects of 5 working practice. Ensure service provision is fair and equitable.

8. Maintain and comply with local policies and national standards, including 5 training and appraisal targets to continuously improve personal and service standards.

DIMENSIONS:

Financial; None
Supervisory; None
Other; Borough wide service.

CONTEXT:
These are newly established posts and certain aspects of the job description will develop over a period of time.

The job will be working directly with people using the Reablement Service located throughout the Borough of Luton. The Reablement Support Worker will be required to follow a timetable for these visits and be accountable for that timetable.

The age range will encompass people aged 18 and over.

The service operates seven days per week, 365 days per year and requires staff to work a range of shifts and times that will vary to meet service demand.

You are required to provide appropriate and accessible support in ways that are inclusive and fair to all of LBCs diverse clients irrespective of their race, ethnic origin, age, disability, sexual orientation, gender, faith or religion.

PHYSICAL EFFORT:

Travelling between individuals homes (sometimes in bad weather) to meet timetabled visits. Moving and positioning individuals frequently using hoists, aids and adaptations. Frequent personal care tasks involving bending, assisting with dressing, showering/bathing and washing. Some exposure to emotional strain, dealing with frail individuals with deteriorating health including mental health, Dealing with loss, death and bereavement.

WORKING ENVIRONMENT:

Frequent exposure to bodily fluids and unpleasant odours throughout a normal shift. Protective clothing/equipment is provided. Frequent contact with customers, who may have mental health type illnesses including Dementia and confused states. Occasional outbursts of physical aggression and verbal outbursts from customers may occur occasionally for which training and support is given. These outbursts can occur more frequently with customers who have dementia type illnesses.

DBS:

Because of the nature of this job, it will be necessary for the appropriate level of Date Barring disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bindovers or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Person Specification

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected
Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give clear examples of how you meet the essential and desirable criteria.				
Attributes	**Essential**	**How Measured**	**Desirable**	**How Measured**
Experience	Some experience of working unsupervised as part of a team Some experience of working in partnership with other agencies and representing a professional service	1 & 2 1 & 2	Demonstrable experience of working in a Reablement Service or equivalent Demonstrable experience of working in a care environment	1 & 2 1 & 2
Skills/Abilities	Effective interpersonal skills with individuals, carers, relatives and professional colleagues Able to use own initiative when reporting concerns and acting on them To demonstrate good oral and written communication skills for recording purposes, including the use of IT and electronic monitoring systems	1 & 2 1 & 2 1 & 2		
Equality Issues	To demonstrate an in-depth understanding of Equality issues and able to implement them in all aspects of working practice	1 & 2	Have received Equalities Training	1 & 2

Specialist Knowledge	Understanding, knowledge, awareness and a commitment to the reablement / rehabilitation processes. To promote and support independence to individuals so they are able to remain at home and live as independently as possible. The ability to carry out therapeutic activities and maximise individuals' independence in accordance with the care/support plan	1 & 2 1 & 2	.	
Education and Training	To possess or to obtain NVQ level 3 in health and social care or equivalent standard within 12 months following appointment	1, 2 & 4		
Other Requirements	Able to undertake manual and handling tasks Current, valid driving licence and willingness to use own vehicle for business on a daily basis travelling across the Borough Able to work flexible rota including regular weekends, evenings and some bank holidays on a rota basis	1 & 2 1, 2 & 4 1 & 2		

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

(i) Equal Opportunities
(ii) Health and Safety

(iii) Data Protection Act (1984 & 1998)

Supporting Statement

For your Supporting Statement please ensure you answer the following questions.

Tell us about your relevant experience, providing examples to demonstrate how you meet the experience criteria on the person specification.

Tell us about your skills & abilities, providing examples to demonstrate how you meet the skills and ability criteria on the person specification.

Tell us about your specialist knowledge, education and training relevant to this role as stated on the person specification.

Tell us how you are able to demonstrate an in-depth understanding of Equality issues and able to implement them in all aspects of working practice

Tell us how you are able to meet the other requirements as stated on the person specification.