

Job Description

Department:	Adult Social Care
Division/Section:	Reablement Team
Job Title:	Reablement Support Worker
Grade:	Grade 5
Reports to:	Assistant Team Manager
Organisation Chart: Show immediate manager and any jobs reporting to this post.	<pre> graph TD A[Assistant Team Manager] --> B[Re-ablement Support Worker] </pre>
Does the post involve working in regulated or controlled activity with children or vulnerable adults? CRB Check applicable?	Regulated <input checked="" type="checkbox"/> Controlled <input type="checkbox"/> Neither <input type="checkbox"/> Standard <input type="checkbox"/> Enhanced <input checked="" type="checkbox"/> None <input type="checkbox"/>
	Is post exempt under the Rehabilitation of Offenders Act 1974 in respect of declaration of spent convictions? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Line Management responsibility for:	No. of direct reports: None No. of indirect reports: None
Job Purpose:	<ul style="list-style-type: none"> To enable people to achieve or regain maximum skills for future independent living in the community. To support people to maximize their ability to manage independently by learning or re-learning the skills necessary for daily living To provide a person-centred approach and promote independence and empowerment of people using services, supporting people to attain their full potential. This should be delivered using skills and sensitivity which promote and maintain individuals' dignity.

Main Duties and Responsibilities:

- To support people to achieve their maximum potential through outcome focussed support plans and proactive case monitoring.
- Visit people within their own homes taking into account cultural and religious requirements.
- Maintain a fair, calm and sensitive approach in all situations with colleagues and service users.
- To liaise with service users, relatives, health and social care professionals and colleagues when required in the promotion and support of the service users' independence.
- Ability to encourage and enable people to undertake a range of tasks such as personal care, meal preparation and maintenance of essential hygiene (shower area, kitchen work tops etc).
- Monitor and review people's goals/needs on a daily basis, ensuring effective implementation of the reablement service.
- Communicate effectively both in writing and verbally, with service users and colleagues.
- Ability to judge when a request for medical/therapy support is needed, and being part of a team approach to supporting a person with particularly complex needs.
- Identify issues that require complex social work intervention including safeguarding and refer on to senior team members.
- Maintain a fair, calm and sensitive approach in all situations with colleagues and service users.
- Maintain accurate and up to date records in accordance with policies and procedures.
- Implement and work to agreed quality standards for the service, including standards which support equality and value diversity.
- Car driver with full licence.
- Willingness to travel between locations.
- To have experience of working with people who have emotional & unpredictable behaviour and be able to use negotiating skills to enable a person to fulfil their outcomes to be as independent as they can be, working to their support plan and taking account of any physical/ mental health situation.

Generic Responsibilities:	<p>To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.</p> <p>To comply with all Health & Safety at work requirements as laid down by the employer.</p> <p>The council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.</p>
Flexibility Clause:	Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.
Variation Clause:	<p>This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.</p> <p>In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head of Service reserves the right to make changes to your job description following consultation.</p>

DATE:	22.11.2012	COMPLETED BY:	Linda Mottram
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