



## Person Specification

**JOB TITLE:** Reablement Support Worker      **POST NO:**  
**GRADE:** Grade 5      **DEPARTMENT:** Reablement Team  
**HOURS:**  
**DIVISION:** Adult Social Care      **DIRECTOR:** Charlotte Black  
**DATE:** 01.09.2017      **COMPLETED BY:** Laura King

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Knowledge and understanding of good customer care. (A&amp;I)</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of food handling procedures</li> <li>Previous occupational training in Moving &amp; Handling and Personal Care delivery</li> </ul>
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively both in writing and verbally, with service users and colleagues (A&amp;I)</li> <li>Ability to deliver full care support to clients who are unable to do this for themselves.</li> <li>Ability to work as part of a team and as a lone worker</li> <li>Ability to give encouragement and confidence to clients working towards outcome focused goal plans.</li> <li>Ability to visit people within their own homes taking into account cultural and religious requirements (A&amp;I)</li> <li>Ability to be fair and calm in all situations with colleagues and service users (A&amp;I)</li> <li>Ability to identify potential Safeguarding concerns (A &amp; I)</li> <li>Ability to follow departmental guidelines, policies and procedures</li> <li>Implementing agreed support plans to enable and support care as part of a reablement pathway.</li> </ul>	<ul style="list-style-type: none"> <li>Up to date knowledge of health and social care and current practices in delivery of care.</li> <li>Knowledge of basic OT Equipment, for the promotion of service users independence</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Experience of working within a Health and / or Social care background.</li> <li>Experience of working with the public, face to face. (A &amp; I)</li> <li>Experience of working directly with older and or physically disabled/vulnerable people. (A&amp;I)</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working with clients towards goal based support plans</li> </ul>

<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Minimum of NVQ level 2 in health or social care, or a commitment to work towards achievement of appropriate National Vocational Qualifications or equivalent within agreed target.</li> <li>• A drivers licence (A &amp; I)</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ 3 in Health or Social Care.</li> </ul>
<b>PERSONAL CIRCUMSTANCES</b>		
<b>EQUALITY</b>	<ul style="list-style-type: none"> <li>• Candidates must demonstrate understanding of, acceptance and commitment to the principles underlying equal opportunities. (A &amp; I)</li> </ul>	
<b>CUSTOMER CARE</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of effective customer care (A &amp; I)</li> </ul>	

*[ At the end of each criteria the following codes are used to indicate how the criteria will be assessed:  
(AI) Application / Interview, (P) Presentation, (W) Written Test.]*