



Cumberland Council

Post Specification

Date	February 2023
PG Number	7018
Post Title	Reablement Support Worker
Job Family	People Care and Development
Job Family Role Profile	PCD4
Final Grade	Grade 6

To be read in conjunction with the job family role profile

Service Area description

The support at home service is part of People and is provides both domiciliary and reablement service as part of the wider provider services team.

The domiciliary service operates during the day and at night, the team of support workers provide a service to individuals based on a strength based support plan which will identify tasks and assistance required to enable activities of daily living to be undertaken within individuals own home.

Reablement is a short term intervention which operates during the day; its purpose is to maximise independence for individuals, this is done through the creation of a support plan which identifies goals for individuals to work towards.

Purpose of this post

Reablement Support Workers will work with people who have been identified as having reablement needs to enable them to achieve identified outcomes; supporting them to retain as much independence as possible and remain living within their local community in their own home environment.

Key job specific accountabilities

1. Work with people using the service to ensure that reablement outcomes are met in accordance with their person centred, strength based reablement plan. Supporting people to meet their outcomes independently utilising support from internal colleagues; including reablement assessment officers, occupational therapists and the wider health and social care teams. Ensuring that any additional outcomes identified during the course of the reablement episode (which may improve quality of life and promote independence) are fed back to the reablement assessment officer in a timely manner. Monitoring service user ability to meet set outcomes and scoring according to scoring system in the reablement communication files, feeding back to the designated reablement assessment officer regularly.
2. To safeguard the security and welfare of the service user, reporting and acting in line with safeguarding policy and guidance. To escalate and seek appropriate support from other professionals such as GP's, supervisors or emergency services as and when the situation demands. This could include periods of ill health or concerns around safeguarding.
3. Close team working within a dedicated team of reablement support workers, communicating confidentially and effectively with regards to progress or concerns around individuals achieving reablement outcomes. Utilising a non-prescriptive way of working to benefit the needs of the service user as they progress through their reablement episode. Liaising with the assessment officer and/or the service occupational therapist as well as the customer support team as necessary to ensure support and call times meets service user needs as the reablement episode progresses.
4. To complete all mandatory training and take responsibility for highlighting any additional specific training needs which would benefit both staff member and service user, feeding this information

back to the support at home supervisor. Attending supervision, appraisal and bi monthly team meetings as required to ensure robust communication between staff, allow team brief to be cascaded and the sharing of best practice.

5. Throughout all work activities, promote and demonstrate best practice at all times in accordance with Cumbria County Council's policies and procedures. Working in accordance with Cumbria County Council behaviours whilst ensuring adherence to the Care Quality Commission and other regulatory bodies requirements.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • None
Staff Management Responsibilities	<ul style="list-style-type: none"> • None
Other	<ul style="list-style-type: none"> • None

Essential Criteria - Qualifications, knowledge, experience and expertise

- QCF Level 3 in Health and social care – or the ability to achieve this within 12 month of appointment into post.
- Knowledge of reablement and experience of providing support in an empowering way to promote independence. Ensuring that individuals are treated with dignity and respect at all times, having been given choices about how they receive the support that is identified within their reablement plan.
- Experience of supporting people with medication and identified health tasks; including the ability to administer medication if and when required.
- Demonstrate confidence to work on own initiative as well as effective team working to support the delivery of a quality service to people accessing reablement support
- Ability to work with colleagues in a way that shares and promotes best practice at all times
- Good verbal and written communication skills are essential

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced – Adults

Job working circumstances

Emotional Demands	<ul style="list-style-type: none"> • In line with service delivery in dealing with service users on the frontline
Physical Demands	
Working Conditions	<ul style="list-style-type: none"> • Travel independently around a division

Other Factors

- There will be a need to respond to service users who will not always be accessible via public transport; therefore there is a requirement to travel independently via a motorised vehicle due to the geographical dispersal of the staff and service users throughout the division.