

Post Specification

Date	July 2023
PG Number	7016
Post Title	Reablement Review Officer
Job Family	People Care and Development
Job Family Role Profile	PCD8ii
Final Grade	Grade 9

To be read in conjunction with the job family role profile

Service Area description
<p>The support at home service is part of People and it provides both the domiciliary and reablement services as part of the wider provider services team.</p> <p>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.</p> <p>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.</p>
Purpose of this post
<p>Working as part of the wider reablement team, identify and case find individuals who would benefit from accessing a period of support to maximise their independence and to minimise ongoing levels of support required.</p> <p>To assess those people referred into the service to ensure that they access the correct service to support their needs. This will be through the development of a strength based support plan, developed with the person accessing the service focussing upon the outcomes they would like to achieve.</p> <p>To review and move people through the reablement pathway in a timely and efficient manner, maximising the use of internal and external resources, including service occupational therapy support. Evidencing robustly the need for any ongoing support required as part of a long term package of care. This will include working with existing service users of adult social care to try and promote independence and reduce any existing packages of care.</p>
Key job specific accountabilities
<ol style="list-style-type: none"> 1. Case find and identify individuals suitable for reablement by establishing firm and robust links with health and social care partners including integrated care communities, across the wider health and social care system. Consistently and actively promote the vision and direction of the service 2. Carry out confident service introductions to identify if individuals are appropriate for reablement. Utilise excellent communication skills to ensure all relevant parties are kept updated about the service at all times. Use of relevant ICT systems to maximise the efficiency of the reablement intervention. 3. Utilising strong assessment skills, undertake all areas of assessment required, identify goals and outcomes for individuals focussing on a strength based approach. Create reablement plans, undertake risk assessments, utilising positive risk taking factors to

maximise outcomes for individuals. Complete all corresponding paperwork to ensure all staff working and individuals are safe.

4. Review on a regular basis the reablement intervention against the goals and outcomes which have been agreed and decide and implement the follow up actions required to maximise the most efficient use of resources. Minimise ongoing support and utilise knowledge and networks to signpost onwards where required, making sure eligible needs are met.
5. Ensure that at all times, any decision making is evidence based; linked to reablement outcomes, and service vision and is always clearly communicated and accurately documented.

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"> • Non-financial – identify reductions in ongoing support for individuals, tailor support interventions to maximise efficiency in service delivery.
Staff Management Responsibilities	<ul style="list-style-type: none"> • None
Other	<ul style="list-style-type: none"> •

Essential Criteria - Qualifications, knowledge, experience and expertise

- Trusted Assessor or a willingness to achieve within 9 months of appointment
- Manual Handling Keyworker
- Practical experience in the workplace with vulnerable people in the home setting.
- Experience of partnership working or multi-disciplinary team approaches.
- Some experience in monitoring or reviewing an activity/plan/delivery for continued positive impact in any setting
- Good communication including interpersonal skills with colleagues, customers and their carers. Also demonstrate accurate and concise written communication and IT skills.
- Have the ability to demonstrate effective time management skills, punctuality and ability to work to deadlines
- Ability to create and maintain a culture that enables and empowers staff and customers alike
- Ability to network effectively with multi-disciplinary organisations and contribute to effective team working
- Be able to demonstrate an understanding of changing needs of individuals
- Awareness of relevant national and local policies and legislation relevant to area of work including health and safety
- Ability to deal with some challenging behaviour and situations where confrontation may arise
- Minimum Level 3 qualification in care OR equivalent qualification/experience

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"> • Some exposure to service users who may be distressed/ disadvantaged
Physical Demands	<ul style="list-style-type: none"> • None
Working Conditions	<ul style="list-style-type: none"> • Some exposure to confrontation/challenging behaviour • Extensive travel within the division during all working hours • Agile worker
Other Factors	

- There will be a need to respond to staff and situations urgently that 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.