



**Stockton-on-Tees**  
BOROUGH COUNCIL

## JOB DESCRIPTION

**Directorate:**

**ADULTS AND HEALTH**

**Service Area:**

**REABLEMENT SERVICES**

**JOB TITLE: Reablement Support Worker**

**GRADE: F**

**REPORTING TO: Reablement Services Manager / Reablement Co-ordinators**

**1. JOB SUMMARY:** To provide personal care and low level therapy support, in accordance with the Reablement Support Plan, to people to enable them to regain /maximise their independence.

**2. MAIN RESPONSIBILITIES AND REQUIREMENTS**

1. To implement the Reablement Support Plan in both undertaking actual tasks and enabling the person, at the appropriate stages of their Reablement journey with:-  
Low level exercises;  
Personal care and hygiene;  
Preparation and cooking food;  
Prompting medication, as required;  
Daily household tasks.

2. To provide social and emotional support to service users.

3. To discuss future goals and concerns with service users and their family/carers, where appropriate, as they leave the service having regained their independence identifying potential referrals to other services and well-being concerns.

To monitor service user progress each visit in relation to their Reablement Support Plan :-

4. Determining the level of support required;  
Encouraging and enabling independence with tasks;  
Providing social interaction;  
Recording progress and issues on contact records;  
Assessment of service user progress in relation to independence at each visit;  
Following notification procedures for visit management changes, phasing and ending of service in accordance with protocols;  
Reporting immediate concerns to Co-ordinators.

5. To use technology / equipment in a person home and in order to undertake the job role.

6 To take responsibility for being aware of visit allocation scheduling in accordance with working rota.

7 To maintain records as required in undertaking the job role.

8 To work in a supportive and collaborative way with other professionals to enable a service user to remain in their own home.

9 To take reasonable care of client's health and safety by undertaking and completing the necessary Risk Assessments, as appropriate.

10 To comply with such requirements determined by the Care Quality Commission responsible for Social Care inspection.

	11	To follow all relevant statutory, policy, codes of practice and procedure guidelines associated with the operation of the service.
	12	To co-operate in ensuring service aims and objectives are implemented.
	13	To ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate with the standards required by Stockton-on-Tees Borough Council.
	14	To take reasonable care of your own health and safety and co-operate with management, so far as is necessary, to enable compliance with the authority's health and safety rules and legislative requirements.
	15	To undertake such personal training as may be deemed necessary to meet the duties and responsibilities of the post.
	16	To undertake such other duties and responsibilities commensurate with the grading and nature of the post.

### 3. GENERAL

**Job Evaluation** - This job description has been compiled to inform and evaluate the grade using the NJC Job Evaluation scheme as adopted by Stockton Council.

**Other Duties** - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties from time to time within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

**Workforce Culture and supporting behaviours and Code of Conduct** – The post holder is required to carry out the duties in accordance with Workforce Culture and supporting behaviours, code of conduct, professional standards and promote equality and diversity in the workplace.

**Shaping a Brighter Future** – The post holder will embrace the Council's "Shaping a Brighter Future" programme.

**Personal Development** – As defined by the Council's Culture Statement, all employees will take responsibility for their own development

**Customer Services** – The post holder is required to ensure that all customers both internal and external, receive a consistently high quality level of service, commensurate to the standards required by Stockton on Tees Borough Council.

**Policies and Procedures** – The post holder is required to adhere to all Council Policies and Procedures.

**Health and Safety** – The post holder has a responsibility for their own health and safety and is required to carry out the duties in accordance with the Council Health and Safety policies and procedures.

**Safeguarding** – All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Stockton Council's Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

	Name:	Signature:	Date
Job Description written by: (Manager)			
Job Description agreed by: (Post holder)	.....	.....	..... .

**Job Description dated      xx 2018**

## PERSON SPECIFICATION

Job Title/Grade	Reablement Support Worker	F
Directorate / Service Area	ADULTS AND HEALTH	REABLEMENT SERVICES
Post Ref:		

	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Qualifications	<p>Good general education, including basic literacy and numeracy qualifications</p> <p>Level 2 Diploma in Health and Social Care or equivalent.</p>	<p>HSC 3407/375 Support Use of Medication in Social Care Settings.</p> <p>Level 3 Diploma in Health and Social Care or equivalent</p> <p>Candidates without these qualifications will be required to undertake them. The medication training commencing as soon as possible after commencing as it is essential to the job role</p>	<p>Application Form</p> <p>Certificate Check</p> <p>Interview</p>
Experience	<p>Experience of working directly with adults, including personal care</p>	<p>Experienced in supporting families to build and maintain positive relationships with their family member</p>	<p>Application Form</p> <p>Certificate Check</p> <p>Interview</p>

<p>Knowledge &amp; Skills</p>	<p>Knowledge of good practice that underpins adult care in care settings</p> <p>Knowledge of how to implement support plans and risk assessments</p> <p>Good communication skills (oral and written)</p> <p>Ability to take guidance and instruction from management</p> <p>Ability to work alone , whilst using initiative, or as part of a team</p> <p>Ability to understand and implement support plans.</p> <p>Ability to undertake and implement risk assessments</p> <p>Ability to maintain records</p> <p>Ability to encourage and promote independence</p> <p>Be prepared to accept structured supervisions and appraisals</p> <p>A willingness to undertake any training commensurate with the post</p>	<p>Knowledge of and experience of the assessment, care planning and review systems for adults.</p> <p>Knowledge of the pressures and the difficulties families face supporting adults who wish to remain living at home</p> <p>Knowledge of the legislation that underpins adult care in care settings</p> <p>Knowledge of sign language</p> <p>IT and use of assistive technology skills (Job holders will be required to undertake training to the required skill level to use assistive technology in a person home and for recording purposes on commencing the job).</p>	
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Specific behaviours relevant to the post	Person focused Approachable Friendly Enthusiastic Positive approach and motivated Positive role model for staff and service users Reliable honest and flexible		Application Form Certificate Check Interview
Other requirements	Driving licence Able to work at short notice to cover sickness and holidays. Able to work a 7 day rota system The job involves working directly with adults and therefore is subject to an enhanced DBS check.	Flexible to cover sleep-overs, if required	Application Form Certificate Check Interview

**Person Specification dated        2018**