

<b>Job Title:</b>	<b>Reablement Support Worker – Home Assisted Reablement - HARP</b>		
<b>Directorate:</b>	Adult Social Care		
<b>Department/Team:</b>	Adult Provider Services		
<b>Location:</b>	Any location within the City		
<b>Workstyle:</b>	Field		
<b>Grade :</b>	5		
<b>Job Class: Role Profile:</b>	P255 PSW25	<b>Number of posts:</b>	
<b>Disclosure and Barring Check:</b>	This post is subject to a satisfactory Disclosure and Barring Service (DBS) check.		

**Job Purpose:**

To work within the Home Assisted Reablement Service to coach and enable people to achieve greater independence, choice and control over their own lives by providing time limited reablement programmes and support, using Person Centred Approaches.

To be outcome focused and maximise independence and opportunities with the person in order that they can regain or develop skills, confidence and new opportunities so that they can live as independently as possible within their own homes.

To assist people to achieve their goals through appropriate support, encouragement, motivation and direction.

**Key Contacts in Organisation:**

**Reports to:** Team Leader  
Provider Manager  
Resource Manager  
Head of Provision  
Director of Adult Social Care

**Number supervised:** None

**Main contacts:** Team Leader , Provider Manager, Resource Manager, Head of Provision, Social Care Workers, Assessment and Care Management team, Relevant Statutory, Independent and Voluntary agencies, Community groups and organisations and other Council departments and Health departments/services.

**Main responsibilities:****Integration within the community.**

To identify and/or participate in activities which enables the individual to interact with and become a part of his/her local community.

This may include developing positive relationships with neighbours/friends, participating in community activities with the outcome that it aids the person to live with and feel affiliated to the communities in which they reside.

### **Encouraging Independence.**

To provide reablement support to people in accordance with their support plan and helping them to remain living as independently as possible within their own home.

To assist people to achieve their goals through support, assistance, encouragement and motivation. This will include enabling people with their daily living skills, personal support and health, safety, wellbeing and mobility.

The outcome required is to enable the person to live as independently as possible.

### **Promote Individuality**

To encourage individuals to contribute to all aspects of their reablement programme to ensure they are able to make decisions about their own lives.

To provide opportunities which enable individuals to make choices and take control of how their time limited support is delivered and make informed choices with regard to any on-going support requirements.

The outcome is to provide an individualised service rather than a one size fits all approach.

### **Personal Care Assistance**

To support, enable and where necessary assist individuals with their personal care needs which could include personal hygiene, bathing, household tasks, health and nutrition, and administration of medication.

Personal care must be delivered sensitively and to a high standard taking into account the person's preferences routines, culture and health needs.

### **Professional Responsibilities**

To act as a key point of contact for an individual who they can trust to enable them to make informed choices and to support in communicating their needs, wishes, preferences and decisions.

To plan intervention and actions for the cases that the worker is assigned and ensure desired outcomes and needs inform the assessments, reviews and packages of support.

### **Administration and Reporting**

To monitor the progress of individuals in accordance with their support plan. To accurately record progress in a timely manner and to report any areas of concerns or significant changes in health without delay.

To carry out standard assessments of an individual's circumstances and issues to recommend referral to the appropriate services.

To assist in devising, implementing and reviewing care plans ensuring that they are person-centred to each individual. As such you are required to complete all required documentation in a timely and accurate manner.

To exercise a degree of judgement in assessing risk to vulnerable adults and others whilst ensuring appropriate intervention and support to maximise the health, safety wellbeing and protection of people, reporting any concerns to line management in a timely manner.

### **Working as a Team**

To respond to emergency situations and provide cover as required including cover for other members of the team.

Support and guide others as appropriate including agency and voluntary workers.

You will work to a flexible rota pattern of work (5 out of 7) which is subject to variation and dependent upon the needs of the service between the hours of 7.30 am and 10 pm

Through team work you will support, monitor and develop the quality standards set by local and national government.

Encourage the promotion of independence, equality, privacy, choice, respect and dignity through reablement, achievement of independence and maintenance of that independence.

### **Dimensions:**

**People:** The job involves direct contact with people, working with individuals, carers, families, colleagues, community groups, health and other professionals.

**Finance:** There is no specific delegated budget attached to this role but workers may be expected to support individuals with money management.

**Physical Resources:** The job involves directly inputting information and data and for those workers located within a building may involve some responsibilities in maintaining the physical environment.

### **Key Skill Requirements:**

#### **Knowledge**

- Code of Conduct for Healthcare Support Workers and Adult Social Care Workers in England
- Knowledge of the correct use of aids, equipment and technology
- Care Quality Commission regulations and standards
- Importance of personal development
- Importance of effective communication
- Information Governance
- Value and the importance of equality and inclusion
- Principles of implementing duty of care
- Principles of safeguarding
- Person-centred support
- Understanding of Health & Safety
- Reablement and rehabilitation approaches
- Care/support needs of older people with dementia and related illness

#### **Skills**

- Health & Safety including Lone working
- First Aid
- Moving and Handling

- Risk Assessment
- Infection Control
- Safeguarding Adults
- Administering Medication
- Food Safety and Nutrition
- Person-centred Planning and Recording
- Assistive Technology
- Dignity and Equality
- Communication both written and verbal

#### **Abilities**

- To provide safe and compassionate care and support to a high standard
- Be accountable by making sure you can answer for your actions or omissions
- Promote and uphold the privacy, dignity, rights, health and wellbeing of the people who use health and social care services and their families/carers at all times
- Work in collaboration with colleagues to ensure the delivery of high quality, safe and compassionate healthcare, care and support
- Communicate in an open, and effective way to promote the health, safety and wellbeing of people who use health and care services and their families/carers
- Respect a person's right to confidentiality
- Strive to improve the quality of healthcare, care and support through continuing professional development
- Uphold and promote equality, diversity, inclusion and choice

#### **Special Features:**

- To act in accordance with the Council's Constitution and other Codes of Conduct.
- To participate in staff development, appraisal and training as appropriate, including continuous professional development.
- To comply with the Council's agreed policies and procedures including but not limited to Health and Safety, and Equal Opportunities Policies, General Data Protection Regulations, Freedom of Information Act, Financial Management Regulations and other relevant Council and Government Regulations, Directives and City-wide priorities.
- To undertake any other tasks, duties and responsibilities as directed and appropriate to the grade and role of the post subject to any reasonable adjustments under the Disability Discrimination Act 1995 as incorporated into the Equality Act 2010.
- To participate in the wider development of the service and contribute to service improvement as required.
- City of Wolverhampton Council is committed to Corporate Parenting.
- "Corporate Parenting is the collective responsibility of the Council to provide the best possible care and protection for children who are looked after."

**PERSON SPECIFICATION**

**Post Designation: Reablement Support Worker – Home Assisted Reablement - HARP**

**Grade: 5**

**Job Purpose and Role :**

To work within the Home Assisted Reablement Service to coach and enable people to achieve greater independence, choice and control over their own lives by providing time limited reablement programmes and support, using Person Centred Approaches.

To be outcome focused and maximise independence and opportunities with the person in order that they can regain or develop skills, confidence and new opportunities so that they can live as independently as possible within their own homes.

To assist people to achieve their goals through appropriate support, encouragement, motivation and direction.

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW IDENTIFIED</b>
Qualifications	<ul style="list-style-type: none"> <li>• Proven ability in Maths and English</li> <li>• Relevant Social Care qualification (NVQ Level 2 or equivalent)</li> <li>• Evidence of continuous professional development</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificates</li> </ul>
Training	<ul style="list-style-type: none"> <li>• Health &amp; Safety, including Lone working</li> <li>• First Aid</li> <li>• Manual Handling</li> <li>• Infection Control</li> <li>• Safeguarding Adults</li> <li>• Administering Medication</li> <li>• Food Safety and Nutrition</li> <li>• Dignity and Equality</li> <li>• Communication</li> <li>• All relevant mandatory training</li> </ul>	<ul style="list-style-type: none"> <li>• Dementia Training</li> <li>• Dementia Champion</li> <li>• Person-centred Planning and Recording</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificates</li> <li>• Selection process</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of working with adults in a regulated service or community based services</li> <li>• Experience of working with individuals and putting their needs, goals, and aspirations first</li> <li>• Experience of helping individuals to exercise their</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of acting in the best interests of individuals who need to use health and social care services</li> <li>• Knowledge of adaptive equipment</li> <li>• Experience of community based work</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Selection Process</li> </ul>

	<p>rights and make informed choices</p> <ul style="list-style-type: none"> <li>• Experience of promoting an individual's independence and ability to self-care</li> <li>• Experience of supporting people through changes in life circumstances</li> </ul>	<ul style="list-style-type: none"> <li>• Good understanding of the impact and effects of disability/aging process</li> </ul>	
Special Knowledge/Skills	<ul style="list-style-type: none"> <li>• Reablement skills</li> <li>• Ability to work in a confidential manner</li> <li>• Good literacy and communication skills</li> <li>• Dementia and related illness experience</li> <li>• National and local context of adults at risk</li> </ul>	<ul style="list-style-type: none"> <li>• Inclusion within communities</li> <li>• Understanding of the Council's policies and procedures</li> <li>• Knowledge of risk assessments</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Certificates</li> <li>• Selection Process</li> </ul>
Abilities	<ul style="list-style-type: none"> <li>• Professional approach to the duties of the post</li> <li>• Able to carry out a diverse range of duties daily, based on the individual's needs and wishes.</li> <li>• Ability to work in partnership with others</li> <li>• Ability to promote and safeguard people's rights, dignity and choices</li> <li>• Ability to work in accordance with statutory and organisational policy and procedures</li> <li>• Ability to reflect on own practice</li> <li>• Ability to evaluate own performance and contribute to planning for personal development</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Selection Process</li> </ul>

COMPETENCES		DESCRIPTION	HOW ASSESSED
Professional and technical	<ul style="list-style-type: none"> <li>• Ability to apply professional knowledge, skills and experience in practical ways to secure tangible improvements for people</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Selection Process</li> </ul>

<p>Core</p>	<ul style="list-style-type: none"> <li>• Focuses on the needs of the customer</li> <li>• Shows commitment to precision and accuracy</li> <li>• Presents information clearly, concisely and accurately</li> <li>• Resolves problems competently and creatively accessing support when required</li> <li>• Builds relationships across the organisation</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Selection Process</li> </ul>
<p>Values</p>	<ul style="list-style-type: none"> <li>• Treats each person as an individual</li> <li>• Works to deliver real improvements to the lives of Wolverhampton residents.</li> <li>• Includes people in decisions that affect their lives and in the design of services that meet their needs</li> <li>• Appreciates the part the service plays in the extended Health and Social Care landscape</li> <li>• Demonstrates understanding of the organisational bigger picture and the impact the service has on the council's ability to perform effectively and its reputation</li> <li>• Motivated to strive for excellence</li> <li>• Appreciates the value and cost of services</li> <li>• Consultative and open style</li> </ul>		<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Selection Process</li> </ul>