

Job Description

Job Title: Lead Reablement Worker

Job Number:

Grade: Scale 4 £19,554 - £21,166

Overall purpose of the job

To work within the Reablement Team and to undertake a holistic assessment of a Service Users needs to establish goal and/or care plans in a safe and effective way on Day 1 of entering the Reablement Service.

To support and empower adults to enhance their quality of life, maximise potential and to continue to develop independence skills within their own homes through accurate goal planning and review.

To work closely with all health and social care professionals involved in the care planning and delivery of Reablement Care.

To understand and support the delivery of Reablement Services Key Performance Indicators for the County Council.

To ensure that assessments and reviews undertaken fully comply with CQC regulations.

To work with the Reablement team to deliver high standards of care and support.

Main accountabilities

Main accountabilities	
1.	To undertake completion of individualised care/goal planning and risk assessment with service users on Day 1. To undertake review of progress and amend goals accordingly with the service user.
2.	Complete medication and risk assessments, in accordance with agreed policy and procedures and maintain appropriate records. To be CQC compliant in practice standards of recording e.g. re assessment, reviews, mar charts and appropriate escalation of concerns e.g. safeguarding.
3.	To liaise effectively within team and service critical partners' e.g. assistive technology as appropriate to ensure the service is delivered effectively. This would typically involve team coordinators, nursing, social work or therapy colleagues.
4.	Be responsible for written and electronic documentation regarding service users' care, including daily care record recording, reviews, goal and care plans. Also the use of AIS / Mosaic for recording.
5.	Undertake manual handling risk assessments effectively and liaise with coordinators and therapists and other team members as necessary, to ensure safe effective care is delivered to the service user.
6.	To undertake 'patch' supervisions with Support Workers, including monitoring medication compliance, as delegated as part of the team supervision and appraisal process.

7.	To work in accordance with the CQC definition of good care to promote dignity and employing an understanding of diversity, mental capacity and safeguarding.
8.	To provide staff support such as inductions and mentorship.
9.	Develop positive relationships with service users providing support with problem solving and promoting independence.
10.	Ensure service users are protected from abuse understanding safeguarding principles and policy/procedure. To take initial response to emergency situations if the Coordinator is not immediately available. e.g. to call an ambulance emergency services without direct instruction.
11.	Encourage service users to access community facilities and promote a positive community presence. To have the information to sign post and liaise with team members particularly Social Workers to support this.
12.	Attend regular training and maintain up to date, appropriate, knowledge and skills.

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
NVQ 3 or Senior Care Worker apprenticeship	Health and Social Care or equivalent	E
Pass in English and arithmetic qualification.	Ability to use a computer to record electronically	E

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
Good IT skills	Ability to use a computer to record electronically	E
Knowledge of delivering Reablement	Able to work with Service Users to achieve a positive outcome	D
Knowledge of Supervision	Ability to Supervise.	E
Knowledge of Legalisation	Demonstrable knowledge of CQC and delivering safe care including Health and Safety Law, Manual Handling and Medication.	E
Skills		
Assessment Skills	To be able to undertake Risk assessments and goal setting/care plans including Manual Handling/Environmental/Medication risk assessments.	E
Recognising abuse	To be able to recognise safeguarding and be able to report it appropriately, understand what actions need to be taken to keep the service user safe.	E
Supervision	To be able to supervise and mentor staff to improve performance and give feedback.	E
Communication	To be able to communicate with a variety of service users with a range of needs. To be able to communicate with other professionals.	E

Decision making	To be able to undertake decisions to ensure that the service is being delivered effectively and safely.	E
Work under pressure	To be able to work effectively in a high paced environment and to be able to prioritise workload.	E
Experience		
Support Worker experience	Experience as a Support Worker in the community working with the service user group in their own homes.	
Care Environment	Demonstrable experience of working in a care environment	E
IT	Demonstrable experience of using IT systems	E
Team working	Demonstrable experience of working in a team and liaising with other professional staff and ability to take some autonomous decisions.	E
Safeguarding (include for roles working with children/vulnerable adults)	Demonstrate an understanding of the safe working practices that apply to this role.	E
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	E

Disclosure level

What disclosure level is required for this post?		
	Enhanced	Enhanced with barred list checks Adults

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	Fixed	Flexible X	Field	Home
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