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| **Post title:** | Care & Support Worker - Reablement |
| **Grade:** | CD |
| **Responsible to:** | Team Leader or Registered Manager |
| **Staff managed:** | None |
| **Directorate:** | Health and Adult Services |
| **Service:** | Adult Social Care |
| **Job family:** | **C&S - Care & Support** |
| **Date of issue:** | April 2023 |

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| Job context |
| There are two distinct parts to the Independence, Reablement & Recovery Service, an assessment function and a reablement delivery service. Reablement is about working with the adult or carers to regain skills and confidence in particular tasks or activities of daily living. At times it also requires the provision of personal care along with reablement tasks. The reablement delivery service is for up to 6 weeks. As a Care & Support Worker - Reablement you will work in a range of settings, including resource and day centres, but your main focus will be on work in the community making best use of existing mainstream services and resources including the voluntary sector to encourage social inclusion and help adults and carers achieve their personal goals and lead rich fulfilling lives.  Your work with the adult or carer will be as part of a multi-disciplinary team from a number of different services and sectors. You will work in ways which are consistent with the key aims of Valuing People Now, including maintaining dignity, respect, and human rights. You will work in accordance with legislation, and Directorate policy and procedures, agreed quality standards and individual care plans/service plans.  In line with the requirements of the Care Quality Commission’s (CQC) Skills for Care Common Induction Standards (CIS) to ensure that all staff have undergone thorough training and development before they can safely work unsupervised. People starting a new role or those who are new to the social care sector will complete the CIS within 12 weeks of starting their new role. Your line manager has the responsibility for assessing you and signing off these standards.  The Independence, reablement and recovery service will be a generic adult social care team and will provide services to adults with care and support needs and carers, these may include people with a learning disability, autism, older people, and people with physical disabilities. Sensory services will maintain a specific specialism within Care and Support.  The scientific and clinical evidence demonstrates that vaccines provide significant protection against severe disease, hospitalisation, and death from COVID-19. Research also suggests that those who are vaccinated are less likely to develop long COVID. The post-holder will support our North Yorkshire residents who are most at risk of serious illness from COVID-19 and therefore has a professional responsibility to preserve safety and to take all reasonable precautions necessary to avoid any potential health risks to themselves or others. Whilst not a legislative requirement, it is highly desirable for successful candidates to have completed (or be willing to complete) a full course of COVID vaccination. |

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| **Job Purpose:** | **To provide support to adults with care and support needs in the community to enable them to maximise their independence in response to an assessment of their needs.** |

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| **Operational Management:** | * Support adults with care and support needs to maximise their independence and wellbeing in a person-centred manner. * Encourage adults with care and support needs to access Universal Services and mainstream community facilities in their area * Maximise the adults or carer’s ability to manage their own resources and circumstances, enabling them to maintain their independence for as long as possible, including managing risk in a positive manner. * Contribute to person centred support plans and reviews to achieve the outcomes identified by the recipient of the service. * Enabling adults to access appropriate health care. * You may assist adults with maintaining their employment by providing support in the workplace and help promote natural supports in the workplace wherever possible. * Provide appropriate personal care in a manner that promotes dignity and independence assisting adults to maintain their personal hygiene and appearance. * Support adults to maintain a healthy and balanced diet * Assist adults to develop and maintain their sexuality * Support adults in managing their personal affairs and finances with others * Support adults to manage their own medication as appropriate * Support colleagues with their learning and development, with support from a senior worker |
| **Partnerships:** | * Work in partnership with Health, Voluntary and Private Agencies, families, and carers. |
| **Communications:** | * Communicate effectively with range of staff and clients including carers, families and friends and partner agencies. |
| **Systems and information:** | * Contribute to and maintain written and other personal records, as appropriate |
| **Safeguarding:** | * Contribute to the safeguarding of vulnerable adults and alert an appropriate person where potential abuse is identified * Identify environmental and falls risks provide appropriate advice and information and refer on when necessary * Support people in managing an acceptable level of risk in their day to day lives |

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| Person Specification: |  |
| Essential | **Desirable** |
| Knowledge and Experience   * Knowledge of current best practice in the social care of people with Learning Disabilities and related national care standards including Valuing People Now. * Knowledge of adult safeguarding issues * Basic working knowledge of simple equipment to maximise people’s independence. * Have a working knowledge of local community resources and universal services * Knowledge and understanding of how Equality & Diversity, Dignity & Respect, and Human Rights will apply to this role. * Working knowledge of current best practice in the social care of people with Learning Disabilities and related national care standards including Valuing People Now * Good working knowledge of simple equipment to maximise people’s independence and use of equipment such as hoists, wheelchairs, lifelines, and other assistive technology * Working knowledge of the spectrum of conditions such as Dementia, Autism, MS etc. * Proven experience in social care or a related discipline |  |
| Occupational Skills   * Ability to use creative solutions that enable people to maximise their independence including assistive technologies. * Ability to communicate clearly and effectively with people receiving services, carers, and other professionals as necessary * Ability to communicate with the lead professional co-ordinating the reablement episode. * Ability to communicate clearly and concisely in writing using language which is understandable to the reader and to complete routine paperwork * The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post. * Ability to relate well to different individuals * Ability to work with others in a small team * Ability to contribute to day-to-day risk assessment and H&S practice with support * Ability implement day to day changes in agreement with the person receiving support as appropriate * Ability to make a supported judgement to deal with problems (e.g., does a client need headache tablets or GP assistance) * Ability to work as part of a multi-agency team, and at times take direction from staff from other agencies * Share skills, knowledge, and experience in working towards common goals * With guidance as necessary, be able to act on behalf of individual effectively (e.g., to access GP, District Nurse, Benefits Agency, etc.) * Good level of organisational skills, ability prioritise and manage own workload with assistance * Ability use own initiative to find solutions for routine day to day service delivery problems * Ability to think through, plan and implement day to day changes with support as appropriate * Basic computer and keyboard skills |  |
| Behaviours  [Link](http://www.northyorks.gov.uk/article/23524/What-you-should-know-before-applying-for-a-job) |  |
| Professional Qualifications   * Literacy and Numeracy skills to Level 2, required to understand a support plan, complete daily and medication record sheets. | * NVQ Level 2 in Health and Social Care or QCF Level 2 Diploma in Health & Social Care (this will be completed whilst in the role if not already held) |
| Other Requirements   * Ability to travel across own and neighbouring teams to work in the homes of adults with care & support needs. * This service is a 7-day service and operational hours will be 7am to 10pm. You will be required to work evenings and weekends as part of 7-day service. * An enhanced DBS clearance is required. * This role involves spoken communications, so a confident use of English language is required. |  |

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| Structure |
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NB – Assessment criteria for recruitment will be notified separately.  
Optional - Statement for recruitment purposes: You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.