

Job Description

Job Title: Lead Reablement Worker

POS CODE: CCC1958

Grade: Scale 6 SCP 18 – 22 (£24, 313 - £26, 317)

Overall purpose of the job

The Reablement service provides care at home to people aged 18 upwards. Support is delivered in an enabling way so that people can maximise their independence. Reablement support is a short term service.

The Lead Reablement Worker is a critical role. They will be line managed by the Occupational Therapy team who will provide advice, guidance as well as professional support.

They visit the service user on day one of the service. They set goals with the service user to promote independence. They then carry out weekly review with the service user to and update performance against goals and also amend or change goals.

The Lead Reablement worker will decide if risk, carer or Mental Capacity Act assessments are required and complete these assessments. They have recourse to Senior Social Workers for support with complexity.

The Lead Reablement Workers recommend when a service user has reached potential and indicate what ongoing services may be required. The Lead Reablement Workers advise team Coordinators when a person has reached potential and service can cease.

The Lead Reablement Workers will liaise with a range of professional staff and people significant to service users e.g. family, GP, therapists. The Lead Reablement Worker will also signpost to non-statutory community support services and decide if statutory referral is required.

In order to complete the role a Lead Reablement Worker needs to be able to communicate with a variety of people who are often in stressful situations. They need to be able to tailor their communication style.

The Lead Reablement Worker also has to have the knowledge and understanding of Mental Capacity and Carer assessments in order to be able to decide when these are required and to be able to complete these assessments. They also complete medication, moving people and property risk assessments. They are also trusted assessors for Technology Enabled Care.

Lead Reablement Workers supervise and mentor Support Workers in the community setting as well as in the office environment.

The role is critical in maintaining flow through the service and maximising independence for people. Coordinators rely on their judgement. Service users have them as a recognised person working alongside them.

Main accountabilities

Please list the accountabilities in descending order of priority. Please include 6-9 accountabilities.

Main accountabilities	
1.	To undertake completion of individualised care/goal planning and risk assessment with service users on Day 1. To do initial care need assessments and tailor reablement goals with service users. To undertake review of progress and amend goals accordingly with the service user. This can involve communicating with other people who are significant in the service user's life. It can involve Mental Capacity Act assessments, TEC and Carer assessment. To be able to decide which assessments are required and when. To advise around funded care and options for care in the community locally.
2.	Develop positive relationships with service users/families/carers providing support with problem solving and promoting independence. Employ an ability to communicate effectively with different people in different often difficult and stressed situations.
3.	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.
4.	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.
5.	To liaise effectively within team and service critical partners as appropriate to ensure the service is delivered effectively. This would typically involve team coordinators, nursing, social work or therapy colleagues. Communication is face to face and by phone. To act as an advocate for service user need in these communications.
6.	To undertake 'patch' supervisions in the service users' home with Support Workers, including monitoring medication compliance, as delegated as part of the team supervision and appraisal process. This will involve training staff as part of the care certificate. This role also includes mentorship of Support Workers.
7.	To understand and work in accordance with the CQC definition of good care. To promote dignity employing an understanding of diversity, mental capacity, human rights legislation and safeguarding.
8.	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.
9.	Encourage service users to access community facilities and promote a positive community presence. To have the information to sign post to services and liaise with team members particularly Social Workers, Occupational Therapists to support this.
10.	To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.

Safeguarding commitment *(Include for roles involving work with children/vulnerable adults)*

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	Health and Social Care	E
Or Apprenticeship	Lead Care Worker or equivalent experience	E
Arithmetic and English	Pass	D

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

Identify	Describe	Essential/ Desirable
Knowledge		
Good IT skills and ability to use a computer to record electronically	To be able to record on Authority recording systems	E
Knowledge of delivering Reablement	Understanding and recognising an enabling approach.	D
Able to work with Service Users to achieve a positive outcome.	To be able to support and enable and adapt communication style as appropriate. To be able to engage service users and engender trust.	E
Knowledge of Supervision /ability to supervise	With the ability to supervise Support Workers effectively as a delegated task to include mentorship.	E
Knowledge of Legalisation	Demonstrable knowledge of CQC and delivering safe care including Health and Safety Law, Manual Handling and Medication. Equality and human rights. The Care Act. Mental Capacity Act.	E
Assessment Skills		
To be able to undertake Risk assessments and goal setting/care plans including Manual Handling/Environmental/Medication risk assessments, TEC and Mental Capacity	To have the knowledge to complete assessments and reviews ability to decide when they are appropriate.	E
Recognising abuse	To be able to recognise safeguarding and be able to report it appropriately, and understand what actions need to be taken in order to keep the service user safe.	E
Supervision	To be able to supervise and mentor staff to improve performance when working within someone's home 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.	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs. Able to demonstrate an understanding of the safe working practices that apply to this role.	E
Working under pressure. To be able to work effectively in a high demand and fast paced environment and to be able to prioritise workload.	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	E
Experience.	Experience of delivering enabling care in a domestic setting. Experience of review and goal setting.	E

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

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	Field	Home
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