

Job Description

Job Title Reablement Support Worker

POSCODE:

Grade: Scale 3

Overall purpose of the job

Reablement Support Workers provide individualised and transformative care in an enabling way, working with personalised goal plans and using their skills and training around mental capacity, diversity, dementia, dignity, and health. As part of this role, Reablement Support Workers will assess and provide care to service users across Cambridgeshire, ensuring that they work with other partnership teams to deliver care in the safest way.

Reablement Support Workers deliver care and support on behalf of Cambridgeshire County Council and can work across care settings as needed and required as part of Cambridgeshire County Councils responsibility to its residents. Support Workers are required to be good representatives of the Council as the role is crucial in being able to achieve good service results.

Support Workers are required to be flexible in their working patterns with regular evening and weekend shifts as well as the ability and willingness to travel across the teams' geographical areas.

Main accountabilities

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1.	To assist with the provision of all personal care, such as washing, dressing, toileting, shaving, mouth care, catheter care, feeding and meal preparation and others within the individual care and goals plan.
2.	To enable service users to improve by following the goal focussed care plans and to be able to effectively progress the service users to independence by working holistically with partnership teams including CPFT, General Practitioners, Pharmacists and voluntary sector.
3.	To ensure that equipment is used to promote independence and to include regular assessment of service users' abilities relating to personal care, feeding this back to the prescriber and aiding alternatives where needed.
4.	To record accurately observations from each visit undertaken ensuring that the care and support given is reflected in a clear and concise way and to ensure that they are recorded on both electronic and paper-based recording systems.
5.	To recognise actual or potential abuse or neglect and to ensure that you undertake the appropriate reporting of any safeguarding in a timely way to enable effective safeguarding plans to be put in place.
6.	To deliver safe and effective care in line with infection prevention and control procedures.
7.	To participate fully in the training, supervision, and Our Conversation processes in accordance with CCC policy.
8.	To administer medication following medication policies and training and to report any concerns to ensure that safe practice is followed. To ensure that any medication tasks undertaken, including the preparation of MAR charts is completed in line with policy and training.

9.	To undertake delegated nursing tasks including injections and peg feeds, by undertaking competencies led by relevant Health professionals and in line with CCC medication policy.
10.	To contribute to an End-of-Life care plan to ensure that care needs are met, under the supervision if required of the Palliative Care team and/or primary care advice on how to meet the needs where required
11.	Demonstrate an awareness and understanding of equality, diversity, and inclusion.

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

Qualifications Required	Subject	Essential/ Desirable
A willingness to work towards NVQ Level III or equivalent training	Health and Social Care	E
A proficient level of written and spoken English for the purposes of case recording and to enable you to work towards NVQ level 3 in Health and Social Care	English	E
Other systematic or accredited health care training	Health and Social Care related training	D

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

Identify	Describe	Essential/ Desirable
Knowledge and Experience		
Knowledge of working in the community and providing care in the home.	Experience in providing domiciliary care or similar work in community based settings	D
Knowledge of the community and voluntary services that will enable service users to maintain and manage their independence.	Demonstrable knowledge of community and voluntary services	E
Knowledge of the symptoms of stress and its impact and effect.	The ability to deal with anger, non-engagement, fear, and depression.	E
Understanding of medical conditions and impact,	Experience around fractures such as skin integrity and nutrition and understanding of the common conditions affecting the service user group, i.e. COPD, heart disease and how these might impact on a person's ability to manage.	D
Understanding of dementia and mental health conditions	Demonstration and recognition of training and learning from Adult Protection, Diversity and Mental Capacity Act.	D
Skills		
Ability to manage medicines and understand and adopt appropriate practices and processes relating to infection control and moving and handling.	Demonstrate an understanding of the safe working practices that apply to this role and demonstrate a commitment to undertake developing and training in this area.	E
Good written and verbal communication skills and the ability to communicate effectively with other professionals and stakeholders	The ability to talk with service users and their families about Reablement and the care they receive. To present professionally and be able to demonstrate empathy, understanding, compassion, dignity, and respect.	E

Ability to understand and complete risk assessments.	To talk and communicate openly with the service user and their families with the ability to understand how a person's circumstances might affect their behaviours and their capacity to manage and making the decision to escalate whenever appropriate.	E
Good IT skills with the ability to use a computer and/or a digital device to document and record information electronically and securely.	Demonstrate an understanding of the safe working practices and that apply to this role including confidentiality and GDPR.	E
Other Requirements		
Ability to travel the County and/or their designated located area(s).	A full UK driving licence and access to a suitable and maintained vehicle.	E
Flexible working week.	Demonstrate the ability to work flexibly over 7 days and unsocial hours	E
Development and training.	Demonstrate a commitment to continued development willingness to undertake additional and mandatory training.	E
Equality, Diversity, and Inclusion (applies to all roles.	Ability to demonstrate awareness and understanding of equality, diversity, and inclusion and how this applies to this role.	
Safeguarding (include for roles working with children/vulnerable adults)	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	

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 work type is hybrid)	Fixed	Hybrid	Field	Remote	Mobile
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