



North Northamptonshire Council

Job Description

Job Title: Reablement Support Worker

Post code:

Grade: F

Overall Purpose of the Job

Work with customers developing, implementing and updating support plans, in consultation with other interested parties, which support independence and help minimise the risk of hospitalisation or residential care.

Respond to customers in a crisis and provide personal care as required

Main Accountabilities

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1	Undertake an initial assessment and delivery of care and support to determine ongoing reablement needs and establish an appropriate support plan.
2	Respond to emergency situations in the community in partnership with health services, assessing who can be supported at home and providing short term support to maintain the person's safety.
3	Assess for, request, and install, low and mid-level equipment and order emergency repairs to maintain customers' independence.
4	Undertake risk, manual handling and medication assessments in order to safeguard customers and staff and to meet service standards.
5	Maintain case records, including utilising departmental electronic record systems, in order to ensure consistency of support to customers and to assist with the smooth running of the service.
6	Regularly review customers' progress, monitoring the effectiveness and efficiency of the support plan and making adjustments as necessary. Where necessary make recommendations for ongoing care or to discontinue service provision involving informal carers and other professionals as required.
7	For identified customers where additional expertise is required and with reference to the individual's support plan, provide practical and emotional support to help them maintain independent living.
8	Maintain good links with local communities, within the company and with other agencies, to enable the customers to benefit from the most appropriate services available.
9	To provide a flexible emergency back-up to the absence of home carers and care supervisors to ensure service continuity undertaking any duties arising.
10	Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

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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;

Qualification Required	Essential/Desirable
Satisfactory clearance of an enhanced Disclosure and Barring Service check	Essential
Educated to GCSE or equivalent	Essential
NVQ Level 2 in Social Care or equivalent	Essential
Working towards a relevant NVQ Level 3 qualification	Desirable

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

Knowledge Required	Essential/Desirable
Minimum one year's proven experience of health or care work sufficient to operate without direct supervision	Essential
Experience of delivering care services in a community based setting	Desirable

Skills Required	Essential/Desirable
Good verbal and written communication skills sufficient to write clear, concise and accurate reports and to enable effective communication with a number of different agencies	Essential
Excellent interpersonal skills with the ability to listen and interact effectively with and on behalf of customers and to react appropriately to a crisis situation	Essential
Practical approach to resolving problems and achieving results	Essential
Full driving licence and access to a vehicle	Essential
Flexible, adaptable and tolerant to meet the needs of the service	Essential
Able to meet the physical requirements of the roles	Essential
Ability to attend, successfully complete, and understand the need for and application of mandatory training	Essential
Able to inform customers on benefits and application systems	Desirable
Able to work within set procedures and systems	Desirable
Ability to demonstrate awareness / understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
Understanding of equality standards and diversity issues and their impact in social care services	Desirable

Disclosure Level

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

What work type does this role fit into?	Fixed	Flexible	Field	Home
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