

Job Description

Job Title Reablement Support Worker
Job number
Grade Scale 2 / 3

Overall purpose of the job

Reablement Support Workers provide individualised, transformative care in an enabling way. They work to individualised goal plans which are changed as people improve. Support Workers are trained to assess for and to provide some assistive equipment to assist service users. Support Workers receive training about mental capacity, diversity, dementia, dignity, health.

Support Workers deliver care on behalf of Cambridgeshire County Council and are required to be good representatives of the Council.

The role is critical in achieving good service results.

Main accountabilities

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1.	Delivery of enabling support and personal care to a range of people in vastly different circumstances. This involves provision of personal care, such as washing, dressing, toileting, shaving, mouth care, catheter care, feeding and meal preparation. This is not an exclusive list. It is expected that staff encourage and support people to do these things for themselves, wherever possible. It also includes helping service users to improve or maintain their mobility through exercise and the use of mobility appliances or fitting equipment if appropriate.
2.	Review and recording of achievement re goals with service users.
3.	Feedback information to senior staff in regard to service user ability and progress in order to inform decision making.
4.	Accurate, literate recording. Notes may be used as evidence in legal challenge and need to stand some scrutiny.
5.	Completion of risk assessments. This involves making the decision as to whether this is appropriate and on the course of escalation of a range of issues.
6.	Support Workers provide some end of life care as CCC representatives.
7.	To be trusted assessors for assistive tech equipment. To assess for ability re showering, employing rails seats and basic equipment.
8.	Participate in the training, supervision and appraisal processes in accordance with CCC policy.
9.	To work in line with CQC standards re human rights, diversity and mental capacity.
10.	Liaise effectively within the team and service partners as appropriate to ensure the service is delivered effectively.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

	Subject	Essential/ Desirable
General education GCSE or equivalent	Competent in English and arithmetic	E
NVQ 2 or equivalent or equivalent	Social care Working towards	D
NVQ 3	Social Care Working towards	D

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

Identify	Describe	Essential/ Desirable
Knowledge	Training will be given in all areas listed.	
Experience in delivering home care. Or similar experience.	Experience in home care or care of adults. Young adults may have done a course in social care to demonstrate some understanding of the role. They must have levels of literacy in order to assess, review and record to an appropriate standard.	E
Understanding of medical conditions and impact	Knowledge re fractures, skin integrity, nutrition and the main conditions affecting the service user group e.g. COPD, heart disease and how they impact on a person's ability.	D
Understanding of dementia and mental health conditions and impact	To recognise signs and behaviours and so not attribute incorrectly. This is important in planning and communication.	D
How people's behaviour is affected under stress	To understand and be able to deal with anger, non-engagement, fear, depression and not attribute incorrectly.	E

Skills	Training will be given in all areas listed.	
Interviewing	To talk with service users and families about Reablement. To have professional presentation and to demonstrate empathy, understanding, compassion, dignity and respect.	E
Holistic assessing	To be able to understand how a persons circumstances may affect their abilities and behaviour.	E
Reviewing	To be able to talk openly with someone about their care and progress.	E
Communication	To be able to communicate with different people from different backgrounds.	E
Experience	Experience in a role delivering domiciliary care. Or have undertaken similar work or training	D
	Delivery of Reablement care or rehab	D

Disclosure level

	Standard
Enhanced	Enhanced with barred list checks

Work type

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