

ROYAL BOROUGH OF GREENWICH

JOB DESCRIPTION

DEPARTMENT: Health & Adult Services

POSTHOLDER:

SECTION: Reablement Team

GRADE: Scale 6

POST DESIGNATION (TITLE): Reablement Support Worker

Purpose of Job:

To be responsible to the Reablement Team Manager for:

Preserving and promoting the independence and well-being of people in the Royal Borough of Greenwich, by providing interventions which are short term, person-centred and multi-agency, to:

- iv) Promote a strengths based approach to enhance service user independence.
- v) Reduce avoidable admissions to hospital.
- vi) Avoid premature dependence on long-term care.

Main Duties:

- 1) To engage individuals in the promotion of their independence through a thorough understanding of the principles of rehabilitation and outcome focussed support.
- 2) Evaluate, assess and monitor the progress of the service user within their home, in accordance with their outcome-based support plan.
- 3) Maintain accurate and up to date records regarding progress, and report any areas of concern or significant change in the health and social circumstances of the service user to an Independent Living Assessor/Reablement Manager or Scheduling and Support Officer on duty.
- 4) Provide reablement learning guidance and direction to clients in respect of daily living tasks in accordance with the support plan.
- 5) Provide personal care, and practical care as individuals develop their own independence as part of their reablement programme and following appropriate training. This may include help with the following:
 - Getting up/going to bed
 - Personal hygiene
 - Skin care
 - Dressing/undressing
 - Use of toilet/commode

- Catheter, sheath and stoma care
 - Assisting with prostheses
 - Application of simple dressings- apply dry dressing on a wound where dressing has come off or is unclean
 - Foot and hand care
 - Health promotion
 - Prompt medication eg nebulisers etc
 - Liaison with qualified Physiotherapists and Occupational Therapists on progression of rehabilitation programmes
 - Assist service users with identified activities in social and health care rehabilitation programmes
 - Liaise with GP's District Nurses and other agencies
- 6) Contribute fully to ensure effective working relationships and communication is maintained between staff within the multi-disciplinary team and external organisations.
 - 7) To provide accurate and appropriate feedback on each service user's progress for the Multidisciplinary Team Meeting.
 - 8) To advise the Independent Living Assessor/Team Manager when further support is needed to help an individual achieve their goal, for example therapy, nursing input, more complex equipment, Telecare.
 - 9) Report to the Team Manager any concerns, complaints or suggestions for local quality improvements raised by service users and carers.
 - 10) Ensure confidentiality is maintained at all times. Comply with the requirements of General Data Protection Regulation (GDPR) and associated legislation in relation to confidential data and information sharing.
 - 11) Participate in the staff appraisal process and personal development planning and training including regular update of knowledge and skills.
 - 12) To ensure regular feedback and support is received, and on-going training and development needs are met.
 - 13) Maintain a safe working environment, being aware of the necessity to comply with Health and Safety regulations.
 - 14) Provide basic advice and information to service users on the range of services available to them/issues affecting them e.g. Telecare, community activities, equipment etc.
 - 15) Comply with all relevant policies and procedures.
 - 16) To undertake any other work appropriate to the level and general nature of the post's duties.
 - 17) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding.
 - 18) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies.

- 19) To perform all duties in line with Council's staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.
- 20) This post requires an Enhanced DBS with adult's barred list and will be supported by Safer Recruitment tools.
- 21) There may be a requirement to undertake alternative, additional or ancillary duties from time to time or transfer to another service department within the Council as the Council may reasonably direct to meet service user demand in the event of a crisis or emergency.

Person Specification

Job Title	Reablement Support Worker
Grade	Scale 6
Service/Section	Short Term Service
Directorate	Health & Adult Services

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Knowledge	
NVQ Level 2 in Care, or equivalent, or working towards, or experience of working at that level	E
This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 or as prescribed in the Police Act 1997 (Criminal Records) regulations. A DBS enhanced with barred list check is an essential requirement for this role.	E
Knowledge and understanding of The Care Act 2014	D
Skills and Abilities	
Ability to read and understand rehabilitative care plans and record observations and Good Communication.	E
Very flexible approach and ability to adapt to change.	E
Able to work responsibly with minimal supervision.	E
Ability to explain rehabilitation to service users and teach new skills.	E
Basic First Aid	D
Ability to recognise and respect service user choice	E
Ability to work flexibly on a shift pattern between 7am and 11pm.	E
Current UK driving licence with access to a vehicle	E
Experience	

Substantial experience of working with older people in a hospital, residential, community or rehabilitative setting.	D
Equal Opportunities	
Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	E
Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	E