

Grading

Job Description and Employee Specification

<u>Job title:</u> Community Reablement Assistant	<u>Portfolio:</u> Adults and Community Wellbeing
<u>Post number:</u>	<u>Division:</u> Home First
<u>Grade:</u> Grade 3	<u>Section/team:</u> Home First Community
<u>Overall purpose of job:</u> <p>In line with Care Quality Commission (CQC) regulations and standards, provide support through individual support plans with a focus on promoting/maintaining independence.</p> <p>Provide and support short term interventions to help people to develop and maintain independent living skills and encourage community involvement.</p> <p>Post holders will be expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility.</p>	
<u>Main responsibilities:</u> <ol style="list-style-type: none"> 1. Working as part of a team, support the formulation of individual support plans, to include supporting with a range of personal care, encouraging and enabling people to perform such tasks for themselves in their own homes, and maintaining levels of independence. 2. In line with North Lincolnshire Council medication policy and procedures support / administer prescribed medications where identified support is required 3. In line with individual support plans, continue rehabilitation wherever possible. 4. Under direction from the senior on duty responds to crisis intervention call outs including the provision of lone night sits and use of the lifting cushion 5. Take appropriate precautions to maintain individuals' confidentiality and dignity whilst promoting equality, diversity and rights. 6. Following appropriate training, carry out procedures, such as catheter or stoma care, documenting any variations or issues in the individuals support plan, reporting back to the Senior Reablement Officer on duty and/or the appropriate health care professional. 7. Observe individuals general wellbeing, reporting and recording any changes to 	

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other stakeholders, eg main carer, district nurse, senior officer on duty, as appropriate

8. Maintain dietary and fluid intake charts, including the preparation and serving of light meals, snacks and beverages
9. Maintain appropriate and accurate records in line with procedural requirements
10. Undertakes tasks and other duties of a domestic nature as detailed in the support plan.

Knowledge, skill and experience:

- Willingness to undertake a relevant health and social care qualification along with all other mandatory training.
- Experience of providing care and supporting individuals to maintain their independence in their own homes.
- Ability to comply with Registered Care procedures
- Understanding of, and ability to comply with, the safeguarding procedures for the protection of all vulnerable adults in North Lincolnshire
- Good literacy, numeracy and recording skills.
- The ability to develop and maintain effective working relationships with colleagues, both internal and external
- Able to work effectively as part of a team.
- Awareness of data protection regulations and ability to maintain confidentiality.
- With training, the ability to use equipment e.g. bath equipment/hoists, lifting cushion etc on a daily basis.
- Ability to transport self around North Lincolnshire

Creativity and innovation:

- Creative in engaging people in activities that promote independence and wellbeing.

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- Applies creativity when preparing/supporting individuals for an independent lifestyle.

Contacts and relationships:

- People - daily when supporting with the implementing of support plans.
- Circle of support – daily when supporting, empowering and implementing individual support plans.
- Colleagues in Social and Health Services – on a daily basis on behalf of and with service users in relation to their on-going needs.
- Line manager and duty officers during shift – daily regarding day to day issues, advice, exchange of information etc.

Decision making:

- Contributes to the day to day decisions within the team, seeking guidance and assistance if necessary.
- Makes decisions regarding appropriate escalation of issues relating to health and wellbeing, support plans and/or safeguarding.
- Makes decisions regarding the most appropriate action when reacting to unpredictable events.

Responsibility for resources:

- Sole responsibility for mobile phone with an approximate value of £100, working away from the office base approximately 90% of working time.

WORK ENVIRONMENT

Work demands:

- Working as part of a team, undertakes contracted hours over a rota to ensure service provision 24 hours a day, 365 days a year.
- Rotas' can change at short notice if the service demands.
- Need to be flexible to meet demands of the service.

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Physical demands:

- Moving/handling people in line with current moving and handling policies
- Using hoisting equipment in different environments (i.e. carpeted and non-carpeted areas)
- Normal physical demands on a daily basis, e.g. walking, stooping, bending and using equipment appropriately

Working conditions:

- Work is carried out in individuals homes where conditions at times can be disagreeable
- May be required to work at other health and social care locations which will be well lit and ventilated.

Work context:

- Some risk in relation to infections when dealing with bodily fluids.
- Potential daily risk of verbal and/or physical aggression when undertaking direct work with individuals and when liaising with their circle of care.

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Position in organisation:

Indicate how many staff the post is directly accountable for:

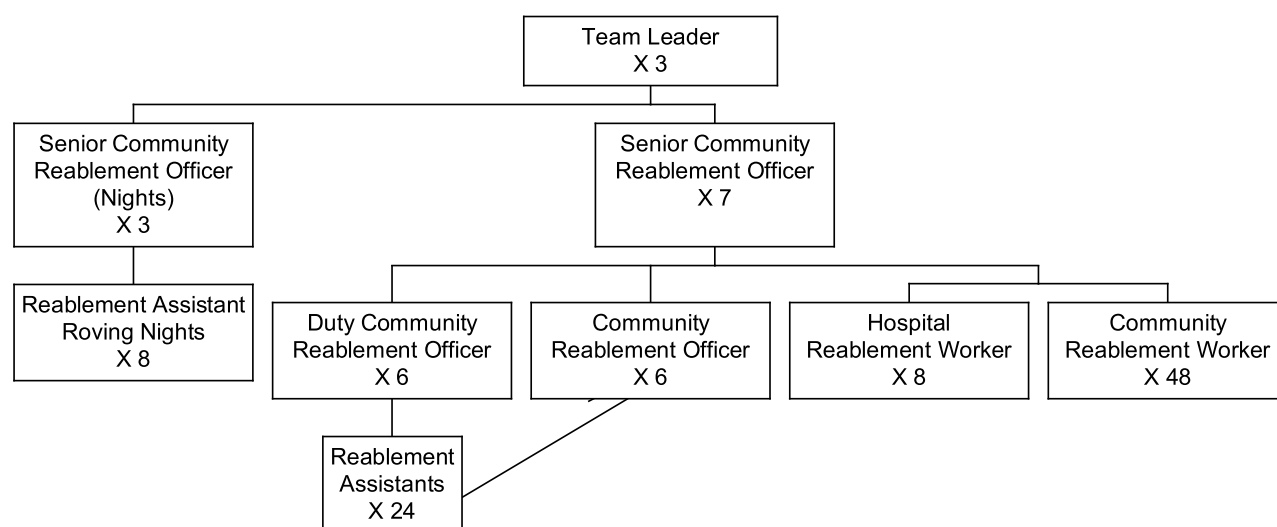
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Are posts in more than one location? Yes ☐ No ☐

Is this at the same site? Are the posts managed highly mobile?

Is the supervision/management shared with another post in the structure? Yes ☐ No ☐

Please indicate which post(s) _____



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ESSENTIAL CRITERIA	ASSESSED THROUGH:
Knowledge, Skills and Experience	Application form (follow up at interview)
Experience of providing care and supporting individuals to maintain their independence in their own homes. Good literacy, numeracy and recording skills. Awareness of data protection regulations and ability to maintain confidentiality.	
Knowledge, Skills and Experience	Interview
Ability to comply with Registered Care procedures Understanding of, and ability to comply with, the safeguarding procedures for the protection of all vulnerable adults in North Lincolnshire Able to work effectively as part of a team The ability to develop and maintain effective working relationships with colleagues, both internal and external	
Education, Training and Qualifications	Original documents
Willingness to undertake a relevant health and social care qualification along with all other mandatory training. With training, the ability to use equipment e.g. bath equipment/hoists, lifting cushion etc on a daily basis.	
Working Arrangements	Interview
Hours worked over a 7 day rota Ability to transport self around North Lincolnshire in a timely manner	

DESIRABLE CRITERIA	ASSESSED THROUGH:
Knowledge, Skills and Experience	Application form (follow up at interview)
Experience of working with adults in a social care or health setting Level 3 qualification in Health and Social Care or equivalent	
Knowledge, Skills and Experience	Interview
Basic knowledge of the personalisation agenda. Awareness of CQC standards and regulations	
Education, Training and Qualifications	Original documents
Working Arrangements	Interview
Flexible and adaptable	

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THE POST IS SUBJECT TO:	
Disclosure of convictions under the Rehabilitation of Offenders (Exemption) Act 1974	
Yes ✓	No <input type="checkbox"/>
Political restriction	
Yes <input type="checkbox"/>	No ✓
The ability to speak fluent English under the Immigration Act 2016	
Yes ✓	No <input type="checkbox"/>

- Version Control

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