

**Job Description: Reablement Support Worker**

**Department:** Adults and Communities

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**Job Title:** Reablement Support Worker

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**Grade:** 6

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**Post Number:**

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**Service/Section:** Reablement, Direct Services

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**Base/Location:** Across Leicestershire

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**Responsible To:** Reablement Team Leader

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**Responsible For:**

**Key Relationships/  
Liaison with:**

Colleagues and managers, users of the service, their families, Occupational Therapists, Physiotherapists, Social Workers and Nurses

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**Job Purpose**

The HART service helps people return home from hospital, or prevent them from being admitted to hospital, and regain their independence, by providing reablement support.

Reablement is short support term, which helps someone to become as independent as is possible for them, by giving them the opportunity, motivation and confidence to relearn or regain some of the skills for daily living that may have been lost as a result of illness, accident or disability.

The purpose of the job is to:

- Provide a short, intensive reablement service for people with disabilities and those who are frail and recovering from illness or injury, focusing on helping people to restore their optimum level of independence.
- Motivate individuals and supporting them to build confidence through identifying their goals and providing positive feedback about their progress and achievements.
- Work with Occupational Therapists and Physiotherapists, to help deliver an agreed reablement plan, to help Service Users identify and achieve their goals relating to a range of social care tasks such as washing and dressing, showering, meal preparation and helping people engage in community activities.
- Provide a homecare service for people at the end of their reablement, pending handover to an ongoing care provider, or to meet the needs of people in emergency situations.

- Provide support to adults to develop and maintain activities of daily living.

## Main Duties and Responsibilities

- 1 To support service users in a structured and consistent way to undertake a range of social care tasks such as washing, dressing/undressing, showering and bathing, meal preparation, domestic activities, engaging in community activities, working to a graded programme to help optimise their level of ability and independence.

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- 2 To deliver agreed individual reablement programmes (with guidance and instruction from the therapists and managers) which includes tasks such as identifying suitable assistive technology equipment and demonstrating the safe use of such equipment, advising on strategies for managing fatigue and pain, preventing falls, using adaptive techniques e.g. one handed or seated activities. In the delivery of all support, ongoing risk assessment to ensure service user and worker safety is prioritised.

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- 3 To use supportive and motivational approaches to help service users identify and achieve their goals and build confidence, ensuring the delivery of a quality service.

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- 4 To undertake a range of delegated health care tasks as required, including prompting or the administration of prescribed medication support, the application of prescribed creams, eye and ear drops, catheter care, prompting exercises as prescribed by the physiotherapist. To complete and maintain accurate records as is necessary in respect of these tasks.

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- 5 To work with health colleagues to deliver an integrated service where this has been identified as beneficial to the person.

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- 6 To provide written observations of the person's circumstances, whether improvement or deterioration, to help with the progression and review of the reablement programme.

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- 7 To respond to any emergency situations, by taking the appropriate action e.g. contacting a doctor or the ambulance service etc.

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- 8 To liaise closely with Reablement Team Leaders and Reablement Team Managers, promptly informing them of any circumstance that requires an immediate response.

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- 9 To attend Supervision, Annual Development Reviews, Team Meetings and Training as instructed to maintain high standards and compliance with regulations and Council strategies. This will include e-learning courses, attending venues outside of the service, attendance on non-working days and at times undertaking training in personal time.

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- 10 To maintain a high standard of administrative procedures by adhering to systems, completing accurate and comprehensive recording / documentation that evidences delivery of a reablement care and support service. This includes reablement support records, timesheets, mileage forms and annual leave requests.

11	To identify, record and report all incidents / accidents, potential safeguarding and any other high-risk situations where a Service User's safety may be at risk.
12	To respect the confidential nature of the work and protect personal information in accordance with General Data Protection Regulation.
13	To adhere to safe moving and handling procedures in line with individual support plans following training.
14	To contribute to the development of person-centred planning, and work in a person-centred way, ensuring each individual's plan has meaningful and achievable goals with positive outcomes that meet aspirations as well as needs.
15	Where needed, support individuals to get in or out of bed, with dressing, undressing, going to the toilet, eating, drinking, showering, bathing, hair washing in line with personal support plans. The amount of support needed will be based on the dynamic risk assessment by the Reablement Support Worker to ensure independence is promoted without placing the individual at any unnecessary risk.
16	Ensure all personal care tasks are carried out with respect for privacy and dignity and in line with needs, wishes and preferences of the individual as defined in the support plan.
17	To ensure that services take into consideration individuals ethnic, religious, cultural and communication needs when providing reablement support, and to practice in an anti-discriminatory way.
18	Promote healthy life styles for individuals, liaising with other professionals and agencies as appropriate.
19	Encourage the involvement of people being supported in the day to day running of their home, and to increase independent living skills.
20	Develop positive working relationships with family and carers and develop their understanding of the principles of the service delivery.
21	To ensure the service is delivered in accordance with the policies, objectives and statutory requirements of the County Council; the Care Quality Commission and The Care Act 2014 standards.
22	To positively promote reablement and contribute towards service development to meet individual and service outcomes.
23	Responsible for protecting and managing information securely, and reporting breaches or suspected information security breaches, in line with Council policies.

### Special Factors

- The nature of the work may involve the jobholder carrying out work outside of normal working hours.

- This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and is defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006. Therefore a DBS enhanced check for a regulated activity (includes a barred list check) is an essential requirement.
- This post is eligible for a DBS check under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (i.e. it involves certain activities in relation to children and/or adults) and defined as regulated activity under Part 1 of the Safeguarding Vulnerable Groups Act 2006 before the coming into force of section 64 of the Protection of Freedoms Act 2012 on 10<sup>th</sup> September 2012. Therefore a DBS enhanced check (without a barred list check) is an essential requirement.

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**This job description sets out the duties and responsibilities of the job at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the job.**

**Leicestershire County Council is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.**

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Date Prepared/Revised: July 2020

**Person Specification: Reablement Support Worker**

**Department:** Adults and Communities

**Job Title:** Reablement Support Worker

**Grade:** Tbc

**Post Number:**

**Service/Section:** Reablement, Direct Services

**Key:**

App = Application Form  
Test = Test  
Int = Interview

Pre = Presentation  
Med = Medical Questionnaire  
Dc = Documentary Evidence (E.g., Certificates)

	<b>Essential</b>	<b>Desirable</b>	<b>How assessed</b>
<b>Qualifications</b>			
Level 2/3 Diploma in Health and Social Care <b>or</b> other equivalent qualification in a relevant subject <b>or</b> equivalent level of relevant experience <b>or</b>	✓		Doc/Int
Demonstrable experience identified within the section below.	✓		Ref/Int
<b>Experience</b>			
Experience of providing personal care and support in a paid or voluntary capacity.		✓	App/Int
An understanding of the Care Act 2014 values of promoting independence, choice, dignity and rights.		✓	App
<b>Knowledge</b>			
Knowledge of assistive equipment available for disabled people.		✓	Int
Knowledge of common conditions experienced by older people.		✓	App
<b>Skills and Competencies</b>			
The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	✓		Int
Ability to communicate effectively both verbally and in writing.	✓		App/Int
Ability to record observations relevantly and accurately.	✓		Int

Able to work effectively on own as well as part of a team.	✓	Int
Able to safely move and handle people who are experiencing difficulties with mobility.	✓	Int
Commitment to delivering high standards/quality of care and support	✓	App/Int
Ability to work under pressure and to respond effectively, and remain calm in crisis situations	✓	Int
Commitment to anti discriminatory practice	✓	App/Int
Basic I.T skills sufficient to write and maintain records.	✓	App/Int

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### Other Requirements

An understanding of, and commitment to Equal Opportunities, and the ability to apply this to all situations.	✓	App/Int
Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the provisions of the Equality Act 2010	✓	Med
Willingness and a commitment to attend job relevant training	✓	Int
Willingness to work flexibly on a rota to meet the needs of the service, including evenings, weekends, and bank holidays and attend training off site	✓	Int/Med
Ability and willingness to travel and work from various locations throughout the County and travel between sites as required.	✓	Int/Med
Ability to work flexible hours on a rota basis where and when necessary between 7am – 10pm on a 365 days a year rota, including weekends, evenings and Bank Holidays.	✓	Int
Must have access to a vehicle for work at all times.	✓	Int
To respect at all times the confidential nature of the council's work.	✓	Int
To follow universal precautions with particular regard to regular and effective handwashing to maintain good infection control	✓	Int

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Date Prepared/Revised: July 2020