

Job Description

Job Title	Reablement Assistant
Directorate	Adult Social Care & Health
Service Area	Adult Care Providers
Grade	4
Competency Level	1
Salary	£27,254 - £31,022
Job Type	Office Based
Location	Sedgemoor Hub & City Wide
Disclosure and barring service (DBS)	Enhanced
Job Evaluation Ref No	

Job Purpose

Sedgemoor Hub is a 30-bed reablement unit based in the Norris Green/North Area of Liverpool. We have 10 residential dementia beds. 10 respite dementia support beds and 10 reablement beds that aim to assist individuals to regain and retain their independence through person centred planning and enablement.

We work with carers, families, and other agencies to ensure a full range of co-ordinated services are delivered.



Directly Responsible For:

Service Users

Directly Responsible To:

Team Organisers

Main Areas of Responsibility:

- To meet the physical, social, and emotional need of service users as agreed in the care plan, to promote independence and enhance their living skills
- To assist service users with tasks as agreed in support plans
- To work with individuals to improve and maintain daily living skills, using appropriate equipment whenever required
- To liaise and work alongside other professionals to minimise risk and enable individuals to remain in their own homes
- To encourage individuals to maximise their potential in skills required for interdependent/assisted living in the community, including kitchen skills, household maintenance, washing of clothes, and encouragement of their own health care within a safe and supportive environment
- To work in partnership or as part of an integrated team of allied health and social care professionals
- To work alongside service users in the implementation of individual person-centred support plans
- To participate in assessment and reviews as required
- To promote good care practice, including a commitment to the empowerment of the individual, the maintenance of their dignity and independence, and respect for their cultural, spiritual, and religious needs
- To contribute to the maintenance of appropriate records and report to the Line Manager any significant changes in the service user or their circumstances

- To attend supervision sessions with Line Manager
- To be part of a team of staff working, flexibly over 7 days, including bank holidays and night shifts. Shifts are 10pm – 8am, the shift pattern is fixed rolling rota and consists of a week of 3 nights on duty and a week of 4 nights on duty.
- Attend staff training sessions as arranged by the Line Manager and in conjunction with personal development plans
- To support and participate with service users in activities and recreational pursuits
- To be flexible and contribute to the ever-changing needs within this service as and when they occur
- Availability/requirement to work from (or into) any location within the city boundary, and to conform to the standards and working practices of each location utilised by the service.

Supervision and Management Responsibility:

- No supervisory or line manager responsibility

Budget and Financial Responsibility:

- Being fully accountable for managing the council's resources well and complying with statutory requirements. This includes managing time, avoiding unnecessary waste, reuse and recycle resources to reduce personal impact

Social Value Responsibility:

- Drive for social value through all activities, ensuring wider social, economic and environmental benefits for the council, residents and communities

Physical Demands of the Job:

- Reablement Assistants provide direct support with personal care
- Reablement Assistants provide direct support with mobilization, including the use of various manual handling equipment
- Reablement Assistants provide direct support to service users with various social, recreational, and therapeutic activities
- The role includes prolonged periods of standing

Corporate Responsibility:

- Contribute to the delivery of the Council Plan
- Delivering and promoting excellent customer service, externally and internally.
- Commitment to customer excellence by dealing with customer feedback, including complaints, and learning from feedback in the drive for continuous improvement
- Making the council a great place to work, living the council's values, actively engaging in regular communications including team meetings, undertaking training as required and being responsible for managing own performance
- Develop the City Council's commitment to equal opportunities and to promote non-discriminatory practices in all aspects of work undertaken
- To ensure that all work functions are undertaken in accordance with health and safety legislation, codes of practice and the City Council's safety plan

Competency Framework:

We operate a competency framework, a set of core behaviours which define how we are expected to approach our work, how we perform in certain situations and how we treat each other. Each competency details the standards of behaviours and skills required by all staff and this in turn supports delivery of our aim and our council plans linking them together with our values.

The post holder will be required to demonstrate the ability to perform at the following competency level **1**.

[The competency framework can be found here.](#)

This job description is not intended to be either prescriptive or exhaustive. It is issued as a framework to outline the main areas of responsibility. You will be expected to carry out any other duties that may reasonably be required in line with your main duties and changing priorities of the organisation.

Person Specification

Assessment methods used: I = Interview, P = Presentation, A = Application, E = Exercise, T = Test, AC = Assessment Centre

Qualification and training

Desirable

- NVQ Level 3 in Health and Social Care or willingness to work towards this certification
- Certificate in manual handling

Experience

Essential

- Experience of working in an adult social care setting (A/I)
- Experience of promoting and assisting individuals with their independence (A/I)

Desirable

- Experience of providing person-centred care

Skills/Abilities

Essential

- Ability to follow a designated reablement programme (A/I)
- Good verbal/written communication skills (A/I)

- Ability to use computers for word and email (A/I)
- Ability to relate to others effectively (A/I)
- Listening skills (A/I)

Commitment

Essential

- Ability to work as part of a team (A/I)
- Work flexibly on a rota of shift patterns (A/I)
- To participate in training, supervisions and personal development plans (A/I)

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level (Delete if not applicable)