

Job Description

Job Title	Reablement Assistant
Directorate	Adults Social Care and Health
Service Area	Assessment Care Delivery
Grade	4
Competency Level	1
Salary	£27,254 - £31,022
Job Type	Building based
Location	Lime Hub
Disclosure and barring service (DBS)	Enhanced DBS Adult Workforce and Adult Barred List
Job Evaluation Ref No	

Job Purpose

Reablement Assistant provide direct support and assistance to individuals to retain their independence through person centred planning and enablement, working with carers and families and other agencies to ensure a full range of co-ordinated services are delivered.

Directly Responsible For:

Not applicable

Directly Responsible To:

Team Organiser

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 carry out the administering of medication as and when required (staff working in community)
- 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 hold keys to service users homes if needed as part of the support plan and to ensure that the appropriate security measures are observed
- 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 between 8am and 10pm, attending 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
- To carry out all duties in accordance with the City Council policies and procedures, including the promotion of anti-discriminatory practice and equal opportunities
- 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 Assistant will provide support with personal care, including the use of various manual handling equipment
- Reablement Assistant will provide support with direct support to service users with various social, recreational, educational and therapeutic activities such as hydro and rebound therapy
- Reablement Assistants will provide direct support to service users working in the onsite café. This may include periods of prolonged 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

Essential

- NVQ Level 3 in Health and Social Care or willingness to work towards certification (A,I)

Desirable

- 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 a person-centred approach

Skills/Abilities

Essential

- Ability to follow a designated reablement programme (A,I)
- Good verbal/written communication skills (A,I)
- Ability to relate to others effectively (A,I)
- Listening skills (A,I)

Commitment

Desirable

- An understanding of and a personal commitment to the Vision and Values of Liverpool City Council.
- To participate in training, supervisions, and personal development plans as and when required

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS) check at the appropriate level

Desirable

- Ability to work as part of a team.
- Work flexibly between 8am and 10pm on a rota of shift patterns.