

Job Description

Job Title	Senior Independence and Reablement Practitioner
Directorate	Adult Social Care and Health
Service Area	Independence and Reablement
Grade	7
Competency Level	2
Salary	£40,777 - £46,142
Job Type	Hybrid
Location	Citywide
Disclosure and barring service (DBS)	Enhanced DBS Adult Workforce and Adult Barred List
Job Evaluation Ref No	A9763

Job Purpose

Liverpool City Council's Independence and Reablement service is a goal-focused and strengths-based service that aims to help recover skills, build confidence, and maximise independence that enable individuals to live better lives.

The service is available to all adults aged 18 years and older who are assessed as having reablement potential, regardless of their specific need type. This includes people with mental health issues, learning disabilities, neurodiversity, physical and sensory disabilities, older people, and young people transitioning into adulthood.

Senior Independence and Reablement Practitioners are responsible for leading and managing a team of Independence and Reablement Practitioners delivering reablement support. Independence and Reablement Practitioners work directly with individuals to provide a period of reablement support for up to 12 weeks. Support is delivered in line with a person's assessed short-term support needs and jointly developed, outcome-focused goal plan.

Senior Independence and Reablement Practitioners provide direction, support, and approval for best practice decision-making, goal planning, and review outcomes. Independence and Reablement Practitioners continuously monitor a person's outcomes against assessed need and set goals, including formal reviews at 3, 6, and 12 weeks where applicable. They can adjust the goal plan whenever necessary.

Senior Independence and Reablement Practitioners ensure carers, families, and other agencies are appropriately engaged to develop a person-centred goal plan and ensure holistic support provision. Through every interaction, Senior Independence and Reablement Practitioners apply the Prevent, Reduce, Delay principles of the Care Act 2014 with the aim of maximising the person's independence.

Directly Responsible For:

Independence and Reablement Practitioners

Directly Responsible To:

Independence and Reablement Team Leader

Main Areas of Responsibility:

- To lead and manage a team of Independence and Reablement Practitioners, including line management responsibilities, direction and guidance for best practice service delivery, and approval of formal reviews and goal plan adjustments
- To work with the Independence and Reablement Multidisciplinary Team to coordinate reablement support delivery in line with a person's assessed short-term support needs and goal plan.
- To oversee the delivery of a period of reablement support in line with a person's assessed physical, social, and emotional needs and goal plan, with a focus on maximising a person's independence to help them live a better-quality life.
- Depending on assessed need and goal planning, this may include working with a person to:
 - increase confidence in day-to-day activities within their community (or usual place of residence), including through practical help, confidence building techniques, and alternative ways of carrying out tasks
 - remain as independent as they can in their own homes utilising therapies, wellbeing support, and technology-enabled care
 - retain or reduce existing levels of care and support by providing short-term reablement to regain confidence

- To oversee and support multidisciplinary engagement and service delivery, including with a person's family, carers, and other service providers as appropriate to support joint goal planning and holistic reablement support.
- To ensure that Independence and Reablement Practitioners are effectively monitoring person's outcomes against assessed need and set goals with the aim of maximising a service user's independence – adjusting goal plans as necessary
- To review and approve formal Reviews at 3- and 6- weeks (as well as at 12-weeks where applicable) undertaken by Independence and Reablement Practitioners, to determine whether short-term care outcomes have been achieved, or whether further care and support may be required.
- To supervise and develop staff through annual appraisals, performance review development, and supervision.
- Identify and manage risk including situations where the individual may be experiencing abuse or neglect and ensure compliance with Safeguarding Adults procedures and Making Safeguarding Personal guidance.
- Work in partnership with colleagues from across Liverpool City Council and external partners to support holistic, multidisciplinary support - reducing barriers and handovers between services, and promoting the use of the Independence & Reablement service.
- Dispensing of medication as and when required including the monitoring and delivery of medication and the correct dispensing of medication.
- Ensure the highest level of team data quality and that information is recorded in a timely, accurate and complete manner, ensuring the service meets all statutory recording requirements.
- Establish strong links with other agencies and professionals to develop future services and alternative natural resources / links.
- To undertake mental capacity assessments and, where required, best interest decision making, in accordance with the Mental Capacity Act.

- To recognise and raise safeguarding concerns in line with current guidance and policy and contribute towards the undertaking of safeguarding enquiries.
- To undertake strength-based assessments and support planning with outcomes that people want to achieve.
- To plan and co-design individual support plans with people.
- To participate in training and supervision sessions in accordance with Liverpool City Council guidelines.
- To work flexibly over 7 days, between 8am and 10pm on a rota of shift patterns.
- To assist the Registered Manager with the preparation of staff rotas and annual leave.
- To carry out all duties in accordance with the City Council policies and procedures, including the promotion of anti-discriminatory practice and equal opportunities.

Supervision and Management Responsibility:

- Ensuring activities are planned to include meaningful one to one conversations, quality annual appraisals and regular workforce planning and development.
- Manages performance and behavioural issues effectively.
- To provide advice and guidance to Independence & Reablement Practitioners to enable them to appropriately meet the goals set by staff
- To appropriately allocate cases to Independence & Reablement Practitioners following on from referrals made from other professionals

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:

- Working to enable people to regain independence with daily living tasks and to promote their health and wellbeing
- This may include use of manual handling equipment

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 2**.

[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 Social Care (A)

Experience

- Appropriate experience or working in a social care setting (A)
- Experience of supervising or managing staff (A)
- Experience of dealing with complex individual cases and/or situations (A/I)
- Experience of promoting independence (A/I)
- Experience of managing referrals, care plans, and discharge planning (A/I)
- Experience of the management of medication (A/I)

Desirable

- Experience of working as part of a multi-disciplinary team
- Experience of meeting deadlines in a busy environment
- Experience of completing risk assessments

Skills/Abilities

Essential

- Ability to delegate, allocate and manage workloads (A/I)
- Ability to follow a designated reablement programme (A/I)
- Good verbal/written communication skills (A/I)
- Ability to relate to others effectively and positively (A/I)
- Ability to keep accurate and feedback (A/I)
- The ability to monitor and report changes in the identified needs of people /carers (A/I)
- Ability to identify safeguarding concerns and take appropriate action (A/I)
- Knowledge of managing risk (A/I)
- Ability to work as part of a team (A/I)

Commitment

Essential

- Understand, and be committed to Equal Opportunities and Anti-Discriminatory Practice (A/I)

Desirable

- An understanding of, and a personal commitment to, the Vision and Values of Liverpool City Council
- Employees are responsible for demonstrating professional behaviour, leading by example, demonstrating integrity, honesty, and respect for others. Their behaviours will promote equality of opportunity, remove barriers to traditionally excluded groups, challenge unfair discriminatory

practices, and ensure that services are focused for the benefit of the service users, their families, and care givers

Other

Essential

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