

Job Description

Job Title	Reablement Assistant
Directorate	Adult Services and Health
Service Area	Assessment and Care Delivery
Grade	4
Competency Level	1
Salary	£26,409 – £30,060
Job Type	Community Based
Location	City Wide
Disclosure and barring service (DBS)	Enhanced DBS
Job Evaluation Ref No	

Job Purpose

Assisting 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 To:

Team Organiser

Main Areas of Responsibility:

- To meet the physical, social, and emotional needs 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 independent living in the community.
- To work in partnership or as part of an integrated team of allied health and social care professionals.
- To carry out administration of medication as and when required.
- To work alongside service users in the implementation of individual person-centred support plans. To participate in assessments 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, between 8am and 10pm on a rota of shift patterns. Attending staff training sessions as arranged by Line Manager in conjunction with personal development plans.
- To be flexible and contribute to the ever-changing needs within the service as and when they occur.
- To carry out all duties in accordance with Liverpool City Council's policies and procedures, including the promotion of anti-discriminatory practice and equal opportunities.
- Availability/requirement to work from any location within the city boundary and to conform to the standards and working practices in all aspects of work undertaken.

Supervision and Management Responsibility:

- There is 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.

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 – (A/I)

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 and written communication skills (A/I)
- Ability to relate to others effectively (A/I)
- Listening skills (A/I)

Commitment

Essential

- To participate in training, supervisions, and personal development plans as and when required A/I

Desirable

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

Other

Essential

- This post is subject to a Disclosure and Barring Service (DBS)
- Ability to work as part of a team.
- Work flexibly between 8am and 10pm on a rota of shift patterns.