Job Description

Job Title	Independence and Reablement Practitioner
Directorate	Adult Social Care and Health
Service Area	Operations
Grade	4 - 5
Competency Level	1
Salary	Grade 4 £28,153 - £32,046 Grade 5 £32,046 - £36,581
Job Type	Hybrid
Location	Citywide
Disclosure and barring service (DBS)	Enhanced DBS Adult Workforce and Adult Barred List
Job Evaluation Ref No	A10598 (G5) and A10596 (G4)

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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 registered with the CQC to provide care and support to people in their own homes.

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.

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.

Once progressed to a Grade 5 role; 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.

Independence and Reablement Practitioners work with carers, families, and other agencies to develop a person-centred goal plan and ensure holistic support provision. Through every interaction, 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:

Not Applicable

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Directly Responsible To:

Senior Independence and Reablement Practitioner

Main Areas of Responsibility:

Grade 4 - Duties when working with people

- To deliver a period of strengths-based 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
- To assist service users with tasks as agreed in support plans
- To provide personal care and support, including assistance with washing, dressing, toileting, mobility, nutrition and hydration, where identified within a person's assessed needs, support plan and reablement goals.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 undertake proportionate mental capacity assessments and, where required, best interest decision making, in accordance with the Mental Capacity Act in relation to delivery of Independence and Reablement services
- To recognise and raise safeguarding concerns in line with current guidance and policy
- To contribute to client reviews when required
- 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

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- 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 accurately maintain records using electronic case management and recording systems, and report any changes in a service user or their circumstances to their Line Manager
- To deliver care and support in accordance with the CQC regulations.
- 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

Grade 5 - Duties when working with people

- Focusing 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
    - support people to remain as independent as they can in their own homes utilising therapies, wellbeing support, and technology-enabled care
    - enable a person to retain or reduce existing levels of care and support by providing short-term reablement to regain confidence
- To work with a person's family, carers, and other service providers as appropriate to support joint goal planning and holistic reablement support
- To complete and maintain electronic assessment, review and goal planning documentation, producing written summaries of the persons reablement outcome and any additional needs following reablement
- To continuously monitor a 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 undertake formal review at 3- and 6- weeks (as well as at 12-weeks where applicable), to determine whether short-term care outcomes have been achieved, or whether further care and support may be required
- To provide appropriate information and advice around financial assessment where appropriate, liasing with professionals to ensure these are undertaken in a timely manner
- To understand where equipment and/or assitive technology could support an individual's goals and needs and make referrals/recommendations to other professionals to further assess needs

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Duties to own development

- Attend staff training sessions as arranged by the Senior Independence and Reablement Practitioner and in conjunction with personal development plans
- To be flexible and contribute to the ever-changing needs within this service as and when they occur

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:

Independence and Reablement Practitioners:

- 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

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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.

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Person Specification

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

Qualification and training

Essential

- Care Certificate or willingness to work towards certification (A)

Desirable

- Certificate in Manual Handling
- NVQ Level 3 in Health and Social Care or willingness to work towards certification

Experience

Essential

- Experience of working in an adult social care setting (A/I)
- Experience of promoting and assisting people with their independence (A/I)
- Experience of providing care and support to adults, including personal care activities where required (A/I)

Desirable

- Experience of providing a person-centred approach
- Experience applying a strength-based approach

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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 and positively (A/I)
- The ability to monitor and report changes in the identified needs of people /carers (A/I)
- Ability to work on own initiative within the levels of competency (A/I)
- Ability to identify and manage risk within guidance, policies, and procedure (A/I)
- Ability to learn and develop the digital skills to use electronic recording systems to maintain accurate and complete documents, and to provide short written summaries (A/I)

Commitment

Essential

- To participate in training, supervisions, and personal development plans as and when required (A)

Desirable

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

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Other

Essential

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

Additional Information

If you join us in this role, you will start at **Grade 4**. Don't worry we will fully support you to develop your skills and progress.

As part of the role, you will complete a structured training programme that includes:

- Strength-Based Approaches
- Liquid Logic training
- Care Act e-Learning
- Assistive Technology / Technology-Enabled Care
- Strength-Based Approaches (Practitioner level)
- Goal Setting and Risk Assessment
- Financial Assessment Training

Once you've successfully completed all of the required training and are confident in the Grade 5 responsibilities, you will move up to **Grade 5**.

Most people complete this progression within **12 months**, and your manager will work with you to make sure you have everything you need to get there.

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