

Job Description and Specification

Job Title: Reablement Worker

Reference: JAJF4333

Service: Care4CE

Grade: 5

Reports to: Resource Manager / SSSW

Location: Westfields / Macclesfield Town Hall

Your job

To demonstrate the CEC values, to achieve positive outcomes for the customer. To assist customers to achieve maximum independence through the provision of personal and practical support to determine the assessed need, or a reablement programme.

In this job you will

1. Attend to the personal needs of customers. Encouraging the customer, where possible to undertake these physical tasks for themselves, including all aspects of personal care and administering prescribed non-invasive medication. Promoting where possible, community involvement to aid wellbeing.
2. Contribute to the development of support plans and risk assessments and interpret, implement these competently to ensure that agreed outcomes are met. Undertake tasks as required on behalf of Health and Social Care professionals following instruction and training.
3. Contribute to the ongoing assessment of customers, by carrying out assessment tasks and by maintaining and updating electronic records as required. Work independently and respond in changes to customers circumstances by informing other agencies and linked professionals.
4. Ensure that the personal care and safety requirements of customers are met, and that all support to customers is carried out in accordance with Cheshire East Policy and Procedures within regulatory Legislation requirements, including the Moving & Handling of People and responding to emergency situations
5. Maintain all related records to ensure clerical and management information is available for decision making, working in line with General Data Protection Regulations and Confidentiality Procedures.
6. Implement the initial action within defined procedures and ensure that any changes in customer needs, or Health and Safety issues are communicated to the duty officer so that support is safely delivered. Contribute to the risk assessment process and that they are written and adhered to, feeding any concerns to the relevant person.
7. Work within the Care Act in a person-centred manner when liaising with customers and helping customers to maintain contact with family, friends, and community in a professional manner. Promote choice and control in all aspects of support to customers ensuring they are at the centre of all decisions.

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8. Develop teamwork and efficient working practices to resolve day-to-day problems and customer needs to ensure high standard service delivery to achieve customer outcomes.
9. Engage in integrated partnership working with other professionals ensure a holistic approach to customers outcomes are met. Attending and contributing to reviews and best interest meetings.
10. Maintain an updated knowledge base on Social Care policies and procedures in order to deliver high standard of service and demonstrate an awareness of best practice.

The job holder may be required at any time to undertake any work up to and/or at a level consistent with existing responsibilities. These tasks may be at any location in Cheshire East, to ensure the effective deployment of labour, materials, transport and equipment to meet daily service requirements.

In this job you will need

CRITERIA	DESIRABLE	ESSENTIAL	METHOD OF ASSESSMENT
Qualifications	<p>The Care Act mandatory induction training or able to complete within 12 weeks.</p> <p>IT skills</p>	<p>Good level of education, GCSE's or equivalent in literacy and numeracy. Diploma in Adult Social Care Level.2 or 3 or equivalent. Or commitment to complete within 12 months of appointment.</p> <p>Commitment to ongoing learning and development including e-learning.</p> <p>Commitment to contribute to PDR and embedding the Brighter Futures Values & Behaviours</p>	<p>Application form</p> <p>Certificates</p> <p>Interview</p>
Experience	<p>Experience of working in a Care/Support setting, although not essential. Full induction training given.</p> <p>Experience of undertaking Risk Assessments and/or assessing risks</p>	<p>Able to use service specific equipment e.g., Hoists, Experience of working independently, and as a member of a team</p> <p>Experience of dealing with customers who are new to the service and developing</p>	<p>Application form</p> <p>Certificates</p> <p>Interview</p>

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		good working relationships in order to support assessment of current needs and future support required.	
Technical, Specialist or Job Related Knowledge	Mental Health, Manual Handling, Dementia Care, Reablement.	Competent in the use of Moving and Handling equipment. Experience of using service specific specialist equipment or willingness to learn	Application form Certificates Interview
Theories, Techniques, Concepts	Demonstrable knowledge of current issues in social care Knowledge of the Care Act 2014		Application form Certificates Interview
Procedures, Policies, Legislation, Organisational Structures		Good working knowledge of relevant policies and procedures specific to the customers including working knowledge of care systems and procedures Safeguarding GDPR Medication Administration Moving and Handling Emergency First aid Risk assessments Equality and Inclusion Infection Control In order to maintain safe working practices; the safety of customers, job holder; to identify hazards in customers' homes:	Application form Certificates Interview
Skills and Aptitudes	Experience of maintaining accurate written and financial documentation	Good communication required to pass on information daily, around customers, partnership	Application Form References Interview

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<p>(e.g. Operation of Equipment and Machinery, Languages, inc. Foreign and Sign Language)</p>		<p>working, integrated partnerships, using electronic systems/mobile devices, working with external community partners, and building good working relationship(s) using a range of communication techniques</p> <p>Ability to work across a variety of settings</p> <p>Ability to respond positively to change</p>	
<p>Other Requirements</p>	<p>Awareness of the practical environment we work in.</p> <p>Local knowledge (e.g., locations of nearest chemist, post office, etc.)</p> <p>Awareness of the needs of older people and associated medical conditions</p> <p>Knowledge of wider services (i.e., NHS and Emergency Services, other County services)</p>		

Our culture

For us, it is not just about our achievements as an organisation, but about how we do it. At Cheshire East Council we are working for a brighter future together –

- **We have a shared purpose**
- **We are supported and well led**
- **We are treated fairly and highly valued**
- **We succeed together**

This is all underpinned in our employee deal and everyone is expected to uphold their commitments by living by our values and demonstrating our behaviours.

Our values

Flexibility: adaptable, open to learning and resilient

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Innovation: creative, challenges convention and always looks to improve

Responsibility: delivers on promises, efficient and has integrity

Service: listens, delivers quality, is reliable and enables others

Teamwork: respectful, inclusive and contributes at all levels

Our COMMITMENT

Shared purpose

- Provide a safe and positive working environment
- Setting clear performance objectives with realistic timescales for delivery
- Having fair and efficient policies and procedures in place and applying them consistently
- Listen, respond and act appropriately when you tell us about something that is inappropriate or wrong

Well led

- Provide honest, respectful and responsible leadership
- Be fair, consistent and timely in our decision making
- Work with you, enabling you to do your best work every day with the right resources, tools and technology

Valued people

- Have regular, useful team meetings, keep you informed and provide an opportunity for everyone to share their views
- Treat you as individuals, be respectful, flexible and supportive
- Care for your health and well-being
- Provide you with regular, meaningful and constructive feedback on your performance through one-to-ones and performance review meetings

Succeeding together

- Offer you opportunities for learning and developing
- Recognise and value your hard work and contribution
- Work together as one team and one council to deliver the best service for our customers and communities

Your COMMITMENT

Shared purpose

- Bring a positive and can do attitude into work
- Be proactive and always responsive to our customers and communities
- Work responsibly and ask for help if you need it
- Tell us if you see or experience anything that is inappropriate or wrong

Well led

- Be honest and reliable
- Get involved, keep informed, make suggestions and share your ideas
- Embrace technology and new ways of working

Valued people

- Participate fully and make helpful contributions to team meetings
- Be respectful of others and work flexibly and collaboratively with colleagues and partners
- Care for your health and well-being enabling you to maximise your attendance at work
- Value helpful constructive feedback and act upon it

Succeeding together

- Take the opportunity to learn and develop
- Be supportive and appreciate others
- Work together as one team and one council to deliver the best service for our customers and communities

Working for a brighter future together

