

Role Purpose	
<p>To provide support to customers, their families and carers completing tasks that will promote and maintain their physical, mental and emotional health, enabling them to remain in their own home.</p> <p>To work as an effective member of Oldham Cares, providing an Enablement Service 7 days a week, aimed at promoting independence whilst meeting the requirements of CQC, departmental policies, procedures and guidelines.</p>	
Key Relationships	
Line Manager:	Reablement Team Manager
Direct Reports:	N/A
Main Accountabilities and Responsibilities	
<ul style="list-style-type: none"> - To assist with the monitoring, implementation and evaluation of care plans and enablement programmes. - To complete written records as required with the customer, carer and family following discussions regarding agreed goal planning. Complete departmental enablement paperwork and maintain confidentiality. - To encourage individuals to maintain optimum independence including providing support in all decision making related to their care. - To provide flexible, personal and practical support (inclusive of personal care needs) which is respectful of customer's privacy and dignity and in line with their assessed need. - To support customers and their carers to cope with the psychological effects of any loss of independence or long-term disability or illness, recognising when to pass concerns on to a senior member of the team. - Ensure the appropriate use, maintenance and storage of equipment supplied for the customer's enablement programme. As part of the monitoring process alert a senior staff member if an equipment reassessment or repair is required. - Attend staff meetings, supervisions, appraisals, reviews and development days as required. - Maintain accurate records, contribute to reviews / assessments and team meetings and liaise with other agencies and professionals such as social workers, nurses and therapists when required. - To promote awareness of and respect for equality and diversity in accordance with MioCare Group policies and procedures. - When competent, undertake recording measurements including blood pressure and urine tests in the home. A clinician will make the decision if further action is required. - When competent, complete simple dressings and assessment of patient's tissue viability as delegated by a registered nurse. - Work flexibly across all MioCare Group services as and when required. - Participate in the induction of new staff. - To actively promote the equalities and diversity agenda in the workplace and in-service delivery. - To uphold and implement policies and procedures of the company; including Customer Care, Data Protection, Finance, ICT, Safeguarding, Health and Safety, Complaints and Compliments Policies. - To actively engage with the behaviours and values of the company - To adhere to the relevant quality standards. - To undertake continuous professional development and to be aware of new developments, legislation, initiatives, guidelines, policies and procedures as appropriate to the role. - To undertake any additional duties commensurate with the level of the post. - To suggest areas for service and process improvement. <p>No job description can be entirely comprehensive, and the post holder is expected to carry out other duties as required which are broadly consistent with the job description.</p>	

Person Specification
Reablement Support Worker

	Selection criteria (Essential)	Assessment Method
Education and Qualifications	NVQ Level 2 in Health & Social Care or achievement within 2 years.	Application form / Interview
Experience	Relevant experience of providing support to a vulnerable person in either a paid or voluntary capacity.	Application form / Interview
	Experience of liaising with other agencies.	Application form / Interview
Skills and Abilities	Effective interpersonal skills with customers, carers and professional colleagues.	Application form / Interview
	Effective communication skills including the ability to write concise, accurate notes and short reports.	Application form / Interview
	The ability to follow verbal and written instructions.	Application form / Interview
	Ability to maintain confidentiality.	Application form / Interview
	The ability to work both on own initiative, unsupervised and as part of a team.	Application form / Interview
	Ability to seek guidance and support using the day to day planned supervision process.	Application form / Interview
	Ability to demonstrate sensitivity to the needs of people in distress and manage occasional highly charged emotive situations.	Application form / Interview
	The ability to undertake moving and handling tasks.	Application form / Interview
	Ability to challenge anti-discriminatory practice and attitudes.	Application form / Interview
Basic budgeting skills.	Application form / Interview	
Knowledge	An understanding and have an awareness of the reablement processes which allow customers to live independently in the community.	Application form / Interview
	Knowledge of health and safety issues.	Application form / Interview
	Knowledge of Health and Social Care.	Application form / Interview

Work Circumstances	Current valid driving licence and willingness to use own car for business use.	Application form / Interview
	Will be required to work on a rota basis which covers evening/bank holidays and weekends between the hours of 7am – 11pm.	Application form / Interview
	Must be able to access the full range of customer homes and work flexibly across all health and care establishments as required.	Application form / Interview
	Commitment to ongoing lifelong learning and self-development through training and self-motivated activities.	Application form / Interview

N.B. - Any candidate with a disability who meets the essential criteria will be guaranteed an interview.