

REABLEMENT CARE ASSISTANT



PLYMOUTH
CITY COUNCIL

Role Profile

Title	Reablement Care Assistant	
Grade	GRADE D	
Reference:	N796	
Reports to:	Care Coordinator	
Work style Definition	Mobile worker	
Job Type:	Customer Facing Worker	
Primary purpose of role	<p>Provide care, support and encouragement to individuals in the community who have identified Reablement goals or temporary support to those requiring a long term package of care. Providing regular feedback or raising concerns to professionals on the tasks identified to inform ongoing assessment and decision making.</p> <p>Ensuring that all care is provided respectful of an individual's choice, dignity, respectful of privacy and delivered in a sensitive caring way to maximise their independence.</p> <p>The post holder will be working closely with, and supporting, vulnerable adults.</p> <p>The service is provided 365 days a year 7.00 a.m. to 11.00 p.m.</p>	
Key accountabilities and key measures	<p>Role outcomes</p> <ul style="list-style-type: none"> ▪ To support, monitor and observe and support individuals to manage their activities of daily living and personal care needs in a dignified and respectful manner whilst maximising their independence to achieve desired outcomes as directed within the individuals support plan/patient passport. (20%) ▪ Support individuals to ensure appropriate levels of nutrition and hydration are maintained as directed within the individuals support plan/patient passport. (20%) ▪ Monitoring and supporting the administration of prescribed medications as directed within the individuals support plan/patient passport. (15%) 	<p>Role measures</p> <ul style="list-style-type: none"> ▪ Maximise a person's independence and attend to the personal care needs, fluid and nutrition needs and medication administration requirements of individuals, as defined in the support plans/patient passports and in line with manual handling plans provided. This may include an exercise plan. ▪ To communicate effectively and professionally with others, including individuals being cared for, service professionals, advocates and adopt effective listening skills. ▪ To adapt personal approach to the diverse needs of individuals including the use of conflict resolution, distraction techniques and emotional support. ▪ To participate in team meetings, supervisions, appraisals and attend

	<ul style="list-style-type: none"> ▪ To have an awareness of the health, safety and wellbeing of themselves and individuals they may be supporting at all times. (10%) ▪ To maintain relevant records e.g. communication books, observations, MARs Charts, Body Charts following an accident and Food and Fluid Charts. (15%) ▪ Observe and report any concerns to Care Coordinators or Managers, this includes supporting Adult Safeguarding by challenging poor practice, reporting abuse and ensuring safety. (10%) ▪ Provide detailed feedback via Carer Activity following care visits to support multi-agency reviewing of packages of care. (10%) 	<p>mandatory training updates as required to develop knowledge and skills, demonstrating a commitment to personal development.</p> <ul style="list-style-type: none"> ▪ To complete detailed and accurate recordings both handwritten and electronically relevant to the individual's progress and desired outcomes. This will include sending regular observations and completion of Medical Administration Record charts.
Key activities	<p>Care, Support and Reablement (80%)</p> <ul style="list-style-type: none"> ▪ Maximising an individual's independence by delivering a compliant high quality intermediate and personal care services, which promotes rehabilitation in the community and a home environment in accordance with the personal support plan/patient passport, PCC's policies and procedures and national care quality commissioning standards. <p>This may include:</p> <ol style="list-style-type: none"> 1. Supporting and encouraging individuals to establish routines 2. Supporting and encouraging individuals with dressing and undressing 3. Supporting and encouraging individuals with personal hygiene, including, full body wash, bathing and using a commode or toilet 4. Supporting and encouraging individuals to empty commodes and in the disposal of bodily fluids e.g. incontinence pads and sharps. 5. Supporting and encouraging individuals in stoma, urostomy and catheter care as required 6. Supporting and encouraging individuals with transfers, mobility and/or daily living skills developing the individual's confidence by building a rapport with them. 7. Support and encourage individuals or undertake light domestic tasks, including laundry and making beds, where appropriate. 8. Assist, prompt and monitor service users to take their medication in accordance with policy and procedure the personal support plan/patient passport and Risk Assessment. Including administering eye/ear drops when appropriate in line with medication training. Support individuals with level 3 medication following specialist training 	

	<p>9. Motivate individuals to use and assist as trained in moving and handling aids and appliances for example stand aids, hoists, stair lift etc.</p> <p>10. Support individuals where necessary to facilitate supported home visits prior to discharge from hospital or rehabilitation units.</p> <p>Observe & Report (15%)</p> <ul style="list-style-type: none"> ▪ Observe general behaviour, functional ability and response of individual. ▪ Record and report information as requested to the coordination team using the technology or documentation provided, to assist in the assessment of the individual's needs. ▪ Work on own initiative to ensure all Communication books , Medication Administration Records, Individuals user plans, memos are completed accurately and in a timely manner and returned to the office. ▪ Liaise with other professionals, multi-agencies and family members when appropriate, who are involved in the individuals care. <p>Other Activity (5%)</p> <ul style="list-style-type: none"> ▪ Attend and actively participate in Team Meetings, Group Appraisals and Group Supervisions ▪ Mandatory training and blended learning and continual professional development relevant to your job role ▪ Undertake other duties appropriate to the grade of the post
Essential qualifications/ knowledge	<ul style="list-style-type: none"> ▪ GCSE (A-C) or equivalent in English and Maths ▪ Ability to work towards the Health and Social Care Diploma Level 2 ▪ Full Driving Licence and access to a vehicle for work purposes ▪ A commitment to continuous professional development in accordance with National Care Quality Standards and Plymouth City Council's training plan
Desirable qualifications/ knowledge	<ul style="list-style-type: none"> ▪ Health and Social Care Diploma Level 2 or 3 ▪ Knowledge of policies and procedures related to moving and handling, adult safeguarding and Health and Safety risk assessment.
Essential experience	<ul style="list-style-type: none"> ▪ Reasonable experience of the need for dignity, respect and sensitivity when working with vulnerable and older people.
Desirable experience	<ul style="list-style-type: none"> ▪ Recent experience of working in a care ▪ Experience at motivating and working with service users whose behavior may be challenging, disengaged or who are terminally ill
Essential skills	<ul style="list-style-type: none"> ▪ Effective communication skills including that of listening, verbal and written, in order to rapport build, assist individuals and to record and report on aspects of the individual's health and well-being to the care coordination team. ▪ Physically capable to carry out a range of personal care tasks, as defined by the personal support plan/patient passport, in accordance with manual handling policy and procedures and risk assessments. ▪ Ability to work with colleagues or lone work using own initiative with service users in their own home. ▪ Ability at times to work in an undesirable environment and/or emotionally challenging circumstance e.g. mental health, terminal illness or substance misuse. ▪ Effective at enabling, promoting and maintaining individual's independence. ▪ Effective time management skills and an ability to work under pressure. ▪ Ability to build effective relationships with service user to overcome any resistance or lack of willingness to take part in reablement activity.

Corporate standards

- In accordance with Council policies and guidance on information management and security, it is your personal responsibility for data protection, client confidentiality and information governance.
- Act at all times in accordance with appropriate legislation and regulations, codes of practice, the provisions of the Council's constitution and its policies and procedures.
- Work within the requirements of the Council's Health and Safety policy, performance standards, safe systems of work and procedures.
- Undertake all duties with due regard to the corporate equalities policy and relevant legislation.