Care Dorset

Job Description and Person Specification

JD Ref: CD012 Community Reablement Worker

Responsible to:	Registered Manager, Reablement Officer
Location:	Dorset
Salary:	Grade 4

Context

Care Dorset launched in October 2022 as a new provider supporting adults across a range of support models and in different settings including reablement, day services, supported living, and residential care. We are a local authority trading company, wholly owned by Dorset Council, with strong ambitions to innovate and transform our existing services to deliver better outcomes for people as well as growing commercially.

We are passionate about not only providing the highest quality of support, but in also providing rewarding and meaningful career opportunities to our colleagues.

The role

This is an exciting and rewarding opportunity for a dedicated individual who is passionate about reablement and delivering high-quality, person-centred care, helping individuals regain independence and improve their overall well-being, making a real difference in their lives.

The role holder will provide domiciliary reablement support to individuals as part of a planned programme within an agreed package of care to help people we support remain in their own homes.

The role involves delivering high-quality care and support to individuals in their own homes, enabling them to regain independence and improve their quality of life. As a Community Reablement Worker, you will be responsible for working with individuals who require support in activities of daily living, focusing on reablement and recovery to help them regain their independence and live as independently as possible.

The role holder will ensure that care is delivered in compliance with Care Quality Commission (CQC) standards and work closely with a multidisciplinary team to meet the diverse needs of each individual in a person-centred manner. **Key responsibilities**

- Reablement Care Delivery: Provide reablement support to individuals in their own homes, assisting them in regaining independence through personal care, mobility, meal preparation, and other daily living activities.

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- With appropriate instruction, administer medication as directed and prescribed by a GP and as set out in the approved Administration of Medication guidelines.

- Person-Centred Care: Develop and implement care plans tailored to the individual needs of each person we support, promoting choice, dignity, and independence at all times.
- Assessments and Reviews: Conduct initial assessments and regular reviews of individual's needs and progress, ensuring care plans are updated to reflect changes in their condition or abilities.
- Collaboration: Work closely with other healthcare professionals, including occupational therapists, physiotherapists, nurses, and social workers, to coordinate and deliver holistic care.
- Monitor and Record Progress: Regularly monitor and document individual's progress and well-being, reporting any concerns or changes in condition to the appropriate manager or healthcare professional.
- Support and Motivation: Encourage and support service users in their reablement journey, offering motivation and promoting their physical, emotional, and mental well-being.
- Safeguarding: Recognise and report any safeguarding concerns or risks to individuals, following Care Dorset's safeguarding policies and procedures.
- Compliance with CQC Standards: Ensure all care and support activities are compliant with the Care Quality Commission (CQC) standards, promoting high-quality care and continuously improving service delivery.
- Training and Development: Participate in mandatory training and development opportunities to maintain and enhance skills and knowledge in reablement, health, and social care.
- Health and Safety: Maintain a safe environment for individuals, following health and safety guidelines and ensuring the appropriate use of equipment and resources.

This role profile is not exhaustive and reflects the type and range of tasks, responsibilities and outcomes associated with the role.

Why Join Us:

- Generous Annual leave entitlement - starting at 27 days, rising to 32 after 5 years (exc. Bank holidays) • Enhanced Maternity Pay
- Occupational Sick pay entitlement from day one
- Funded Blue Light discount package (superb discounts on travel, leisure, entertainment and more)
- Access to Employee Assistance Programme
- Comprehensive induction
- Access to ongoing training and professional development opportunities to enhance your skills and knowledge in the care industry.
- We offer a supportive, inclusive, and collaborative work environment with opportunities for career progression and personal development.
- Refer a Friend Bonus - up to £300 per person you refer (Uncapped and paid on successful appointment) • Celebrated success through annual awards ceremony

Person specification

Must haves

Experience and Qualifications

- Experience: Experience in delivering personal care and reablement services, ideally in a community or homecare setting.
- Qualification: NVQ Level 2 or 3 in Health and Social Care or an equivalent qualification (or willingness to work towards it).
- Experience of assessing individual client needs
- Person-Centred Approach: Ability to deliver care in a person-centred manner, ensuring each service user's unique needs, preferences, and goals are respected.
- Strong Communication: Excellent communication skills, both verbal and written, with the ability to build positive relationships with service users, families, and colleagues.
- Organisation and Time Management: Strong organisational skills with the ability to manage a caseload of clients, prioritize tasks, and ensure timely delivery of care.
- Problem-Solving: Ability to assess situations, think critically, and resolve issues as they arise while maintaining the dignity and respect of people we support.
- Experience of understanding and applying anti-discriminatory practice.
- Understanding of Safeguarding Adults policy and procedures
- Driving License: A valid UK driving license and access to a car may be required, depending on the service area.

Good to have

Experience and qualifications

- Reablement Experience: Previous experience specifically in reablement care or rehabilitation is preferred.
- Knowledge of CQC Standards: A solid understanding of the Care Quality Commission (CQC) standards and regulations for reablement services.
- Additional Certifications: Training in manual handling, first aid, dementia care, or specific health conditions is an advantage.