

Job Title:	Reablement Therapy Worker
Reports to (job title):	Clinicians and Service Lead within Reablement Teams
Line Manager to:	N/A

Job purpose

The Reablement service is a short-term service which supports and works with people, either in their own home or in residential or nursing homes. The aim of the service is to maximise and maintain independence through the provision of rehabilitation and support. Following an initial assessment and in consultation with the service user, a care plan and rehabilitation programme are drawn up. Service users are encouraged to take an active part in the development of their plans and are supported to make informed choices regarding their care.

Key Service Objectives

- Prevention of admission to hospital
- Supporting discharge from hospital
- Carrying out planned intervention
- Stabilising Care Plans
- Working with individuals to regain as much independence as possible
- Determining the appropriate level and type of service for any on-going needs

The team works closely with local GP's and other community services such as District Nurses and Social Workers. The service operates 7 days a week throughout the year, between the hours of 08.00 and 22.00.

Location

There are a variety of vacancies across Bath and North East Somerset. Depending on locations, the base will either be:

- Bath Reablement Team – Based at Kempthorne House, St Martin's Hospital site, Bath
- Keynsham Reablement Team – Based at Keynsham Health Centre
- Midsomer Norton Reablement Team – Based at The Hollies in the Council Offices, Midsomer Norton

Key responsibilities

The post involves working with people with a range of physical and psychological conditions and diverse needs within the context of a community-based multidisciplinary team.

- To provide rehabilitation and support as identified within individual therapy and care plans under the direction of a health professional or senior colleague. This may involve promoting independence in daily living tasks, including personal care, washing and dressing, meal preparation, general mobility and transfers, home exercise programmes, skills practice, supervision of outdoor mobility and the use of public transport
- To carry out basic nursing care tasks as necessary, including continence management and the prompting of medication.
- To feedback progress of service users, liaising with colleagues and other agencies and professionals in order to provide a co-ordinated service. This might include GP's, district nurses, social workers and family and carers.
- To contribute to discussions within Cluster Teams.
- To keep up-to-date clinical records, complete relevant documentation and gather patient related statistics as requested.
- To be accountable for all aspects of own work, adhering to team and organisational standards and guidelines including lone working, equality and diversity, moving and handling food hygiene and other health and safety policies under the supervision of clinicians or more senior colleagues.
- To follow procedures relating to risk assessment and safeguarding.
- To promote the choice, control, confidentiality and dignity of service users at all times.
- To promote healthy lifestyles and safety within a home environment.
- To provide additional information and signpost to other organisations and services e.g. clubs and organisations.
- To ensure the safe and competent use of equipment and appliances used by patients under the overall supervision of a clinician e.g. demonstrating the use of prescribed equipment.
- To contribute to the day-to-day functioning of the service, providing support to team members, service managers and administration team and carrying out routine tasks such as equipment ordering.
- To attend supervision and training as required.
- To engage in learning specific to the role as requested by a senior colleague or service manager e.g. in-service training and the achievement of identified competencies.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care

- Inspire
- Understand
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- Accountability
- Involve
- Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management: NHS Code of Practice](#), [NHS Constitution](#) and [HSCIC Code of Practice on Confidential Information](#) and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.

- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourish. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Good general education to GCSE level.
- Literacy, numeracy and IT skills
- Experience of working in a care setting e.g. care home, community care or rehabilitation
- Knowledge regarding rehabilitation and the importance of maintaining independence
- Experience of team working

- Good communication skills
- Full UK Driver's License and have access to car
- The work involves physical activity and a level of physical strength associated with given tasks such as moving and handling of people and equipment. It may also be emotionally and intellectually demanding.

Desirable

- Further experience in this area of work, willingness to progress to QCF or NVQ Level2/3 in Health or Social care.
- Knowledge of NHS/social services and occupational and physiotherapy

Employee signature

Manager signature
