

JOB DESCRIPTION

JOB TITLE	Assessment Reablement Officer
GRADE	Band H
REPORTING TO	Reablement Team Manager
JD REF	PC0140G

PURPOSE

To work within integrated Health and Social Care teams. Providing statutory assessment to identify eligible needs under The Care Act 2014. Supporting people through a reablement pathway, ensuring the best outcomes are achieved for the individuals, to maximise independence and improve Health and Wellbeing.

Carrying out complex assessment of new clients, the development and review of support plans, the setting of reablement goals by way of functional assessments and the continued review of progress and the referral of clients for on-going support.

MAIN DUTIES AND RESPONSIBILITIES

1. Undertake comprehensive functional assessments of daily living tasks. The focus being personalised individualised care planning identifying achievable goals through the means of Reablement and maximising independence. Co-ordinating and managing a specialist assessment that centres on activities of daily living, including any potential for Reablement for a time limited period of up to 6 weeks.
2. Undertake statutory social care assessments and assessments of eligibility for funded services in line with current legislation. Interpret and discuss assessment outcomes with people, their carers, other health and social care professionals and the voluntary sector to agree care plans. Identify risks to independence and work alongside individuals and carers to develop outcome focused support plans.
3. Devise the required complex intervention plan to support any period of assessment and reablement within the individuals home setting. Supporting people to be as independent as possible by facilitating a range of self-management strategies through identifying the most appropriate format. Including the support that is available from the voluntary and community sector. Commissioning services as appropriate in line with current delegation policies, ensuring effective use of resources.
4. Record and report practice, service provision and decision making and access and use management information systems, ensuring compliance with statutory, Wirral Council and local multi-agency requirements.
5. Support the team to establish effective working relationships with people, their families and carers. This will include promoting individual rights and recognising and respecting their contributions to care and support planning and delivery.
6. Establish and maintain excellent communication with individuals and stakeholders and explore complex issues relating to care options and decisions and sustain effective working relationships across all health and social care services.



7. Ensure that best practice is maintained in terms of customer service and ensure a person- centred outcome- based approach is used with all assessments.
8. Support and work collaboratively with colleagues and use agreed risk stratification tools to actively seek out patients / individuals and carers who will benefit from Reablement and co-ordination of service provisioning to avoid unplanned hospital admissions, reduce the length of hospital stays and support and promote independence at home.
9. Support work with people and carers to teach and educate them about the early warning signs of ill health or social care issues in order to facilitate rapid management of complications or crises.
10. Carry out Mental Capacity Assessments where required for people's ability to make decisions relating to their care and support, in line with relevant legislation and practice guidance
11. Make Best Interest Decisions in relation to the care and support on behalf of people who have been assessed as lacking mental capacity to make decisions themselves, in line with relevant legislation and practice guidance.
12. Ensure practice complies with statutory requirements in line with the Care Act 2014. Sharing best practice and ensuring a multi-disciplinary approach is embedded.
13. Identify and initiate procedures and ensure that any adults who may be considered vulnerable within the Adult Social Care Safeguarding Adults Policy are adequately protected. To participate in further work required in line with safeguarding procedures.
14. Effectively manage resources through budget management, and recording, monitoring and analysing performance and financial data.
15. Be involved in difficult discussions around financial support with people and their carers regarding care availability, including challenging discussions about people's behaviours and health beliefs that may impact on their own financial outcomes now or in the future.
16. Represent and champion the range of services within the functional area, in order to develop new relationships, secure partnerships for collaborative working and deliver shared objectives.
17. Ensure compliance with organisational policy and procedure, regulatory and legislative framework and statutory duties, contributing to service and corporate plan.
18. Take a supporting role in determining long term service area priorities, business plans and budgets. Identifying changes, trends and emerging initiatives and lead on change and transformation, recommending innovative/commercial approaches to service delivery to senior management.
19. Manage own workload, with a flexible approach, ensuring appropriate prioritisation of work based on mitigating risk, statutory requirements and key performance targets.
20. Work as part of the team to ensure that key performance outcomes for the team, the company and Council are achieved.
21. Ensure individuals and their carers and families remain central to the decision-making process and any conflict is addressed appropriately. This may include addressing differing opinions and views.
22. Make key decisions, identifying resolutions and resolving potential problems and ensuring mitigation of risks and prioritisation. Escalating issues through line management as appropriate.

ROLE SPECIFIC KNOWLEDGE, EXPERIENCE AND SKILLS

Qualifications

- NVQ Level 3 in care management or equivalent health and social care discipline.
- Evidence of Continuing Professional Development (CPD).

Experience

- Experience of working in operational health and care management services with an oversight of assessment and care planning systems and processes.
- Experience of writing reports, maintaining robust data capture systems and processes and analysing and monitoring in relation to Key Performance Indicators.

Skills and Knowledge

- Knowledge of key legislation, policy and practice relating to community care and disability with an understanding of the Mental Capacity Act and the Care & Support Act.
- Evidence of understanding / complexity of issues locally and nationally pertaining to management of adult with complex conditions with knowledge of complex care pathways that assure effective service user/patient outcomes.
- Ability to apply the key principles of risk management and contingency planning.
- Knowledge of policy development affecting older people/adults with long-term conditions with an understanding of their needs particularly in relation to promoting their independence and the challenges confronting health and social care economies and the reality of changing demography and fewer resources to respond to growing population needs.
- Ability to contribute to service development and wide health and social care agendas.
- Ability to work independently, with effective self-organisational and prioritisation skills.
- Demonstrate excellent interpersonal skills and communication skills and the ability to work effectively with other stakeholders and promote partnership working.
- Ability to negotiate and influence across organisational boundaries to deliver person centred care.

DESIRABLE KNOWLEDGE, EXPERIENCE AND SKILLS

Qualification

- ECDL or equivalent ICT qualification.

Skills and Knowledge

- Ability to operate within a political context and framework.
- Experience of working in a multicultural environment.

ADDITIONAL INFORMATION

Expected to work flexibly and be able to work an extended day and/or over a seven-day period, 52 weeks of the year if required by the service.

Able to travel around the Wirral using private or public transport.

DATE OF APPROVAL: 19TH MAY 2023

APPROVED BY: JASON OXLEY, ASSISTANT DIRECTOR: CARE & HEALTH