



Person Specification			
<b>Post title</b>	Reablement Assistant	<b>Grade / Salary</b>	SCP 5-6 £23,500 - £23,893

**\*\*\* This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months \*\*\***

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
<b>Skills, knowledge, experience</b>		
S1	The basic knowledge of the purpose of Reablement and the ability to support and promote independence in all activities of daily living in line with national standards	CV/SS, I
S2	Ability to keep accurate and complete documentation and to provide short written summaries.	CV/SS, I
S3	The ability to demonstrate satisfactory levels of numeracy and literacy.	CV/SS, I
S4	The ability to communicate effectively with a range of people	CV/SS, I
S5	Ability to demonstrate active listening skills including non verbal skills, questioning skills	CV/SS, I
S6	The ability to encourage the development of professional relationships within families, friends and community resources	CV/SS, I
S7	The ability to monitor and report changes in the identified needs of service users/carers	CV/SS, I
S8	Ability to demonstrate the principles of care i.e. maintaining dignity, choice, independence ensuring confidentiality at all times	CV/SS, I
S9	Ability to work on own initiative within the levels of competency as defined within the role	CV/SS, I
S10	Ability to work as a flexible team member across the Borough	CV/SS, I
S11	Ability to identify and manage risk within guidance, policies and procedure. Recognise and respond to Safeguarding issues.	CV/SS, I

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S12	Experience in the provision of care to adults	CV/SS, I
S13	Experience of coping or dealing with difficult situations within the limitations of the role and seeking appropriate advice	CV/SS, I
S14	The ability to form positive working relationships	CV/SS, I
<b>Personal attributes and circumstances</b>		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Positive approach to reablement of vulnerable people to achieve maximum independence	CV/SS, I
P3	Be aware of issues with regard to Equal Opportunities and Anti Discriminatory practice and to act accordingly	CV/SS, I
P4	Able to work contracted hours within agreed rota patterns	CV/SS, I
P5	Sufficiently physically able to undertake moving and handling of service users as required	CV/SS, I
P6	Have access to a car or equivalent mobility	CV/ SS, I
<b>Qualifications</b>		
Q1	NVQII in Care, or a related subject/equivalent – with the opportunity to undertake and complete Level III	CV, C

**A** = Application form    **CV/ SS** = Curriculum Vitae/Supporting Statement    **C** = Certificate    **E** = Exercise    **I** = Interview  
**P** = Presentation    **AC** = Assessment Centre    **T** = Test

**Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:**

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

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We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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