

Job Description

Job Title	Assessment Reablement Officer
Grade	BAND H
Reporting To	Reablement Team Manager
JD Ref	PC0149G

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

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.

Communication, Engagement and Training:

- 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.
- 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.
- 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.
- Support work with people and carers to teach and educate them about the early warning signs of ill health or social care issues to facilitate rapid management of complications or crises.
- 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.

- Represent and champion the range of services within the functional area, to develop new relationships, secure partnerships for collaborative working and deliver shared objectives.
- Work as part of the team to ensure that key performance outcomes for the team, the company and Council are achieved.

Data Analysis and Decision-Making:

- 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.
- 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.
- 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.
- 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.
- Manage own workload, with a flexible approach, ensuring appropriate prioritisation of work based on mitigating risk, statutory requirements and key performance targets.
- 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.
- Make key decisions, identifying resolutions and resolving potential problems and ensuring mitigation of risks and prioritisation. Escalating issues through line management as appropriate.
- 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.

Performance Management:

- Effectively manage resources through budget management, and recording, monitoring and analysing performance and financial data.

Compliance:

- 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.
- 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.

- Ensure that best practice is maintained in terms of customer service and ensure a person-centred outcome- based approach is used with all assessments.
- 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.
- Ensure compliance with organisational policy and procedure, regulatory and legislative framework and statutory duties, contributing to service and corporate plan.

Other: Any other duties commensurate with the grade.

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).
- *Desirable – ECDL or equivalent ICT qualification.*

Knowledge & Skills

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

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.



Additional Information

Ability to travel across the Borough and work from various locations.

Work hybrid, with a flexible working approach to accommodate service needs.

Expected to work from a fixed location (subject to change).

On occasion, able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

Health & Safety Considerations:

- Lone working
- Work with VDUs (Video Display Unit) (>5hrs per week)
- Exposure to persons with challenging or aggressive behaviour

Approved By: Simon Garner

Date Of Approval: 1st September 2024

