

**ROCHDALE BOROUGH COUNCIL**  
**JOB DESCRIPTION**

**SERVICE:** Adult Care

**SECTION:** Short Term Assessment & Re-ablement Service (STARS)

**LOCATION:** 72 Drake Street, Rochdale, OL16 1PA

**JOB TITLE:** Reablement Support Assistant

**POST NUMBER:**

**Grade:** 4

**Accountable to:** Locality Co-Ordinator

**Accountable for:**

**Hours of Duty:** 80 or 100 hours to be worked over a 4 week period in accordance with operational requirements of the service. This may require working a varying shift pattern, including evenings and weekends. This post attracts Casual Mileage rates pending the review of travel allowances

**Any Special Conditions of Service:** The Authority operates a Smoke Free Policy for all its employees and applies to any building and associated grounds within the immediate vicinity of the building which is wholly owned, leased or operated and occupied by Rochdale Borough Council.

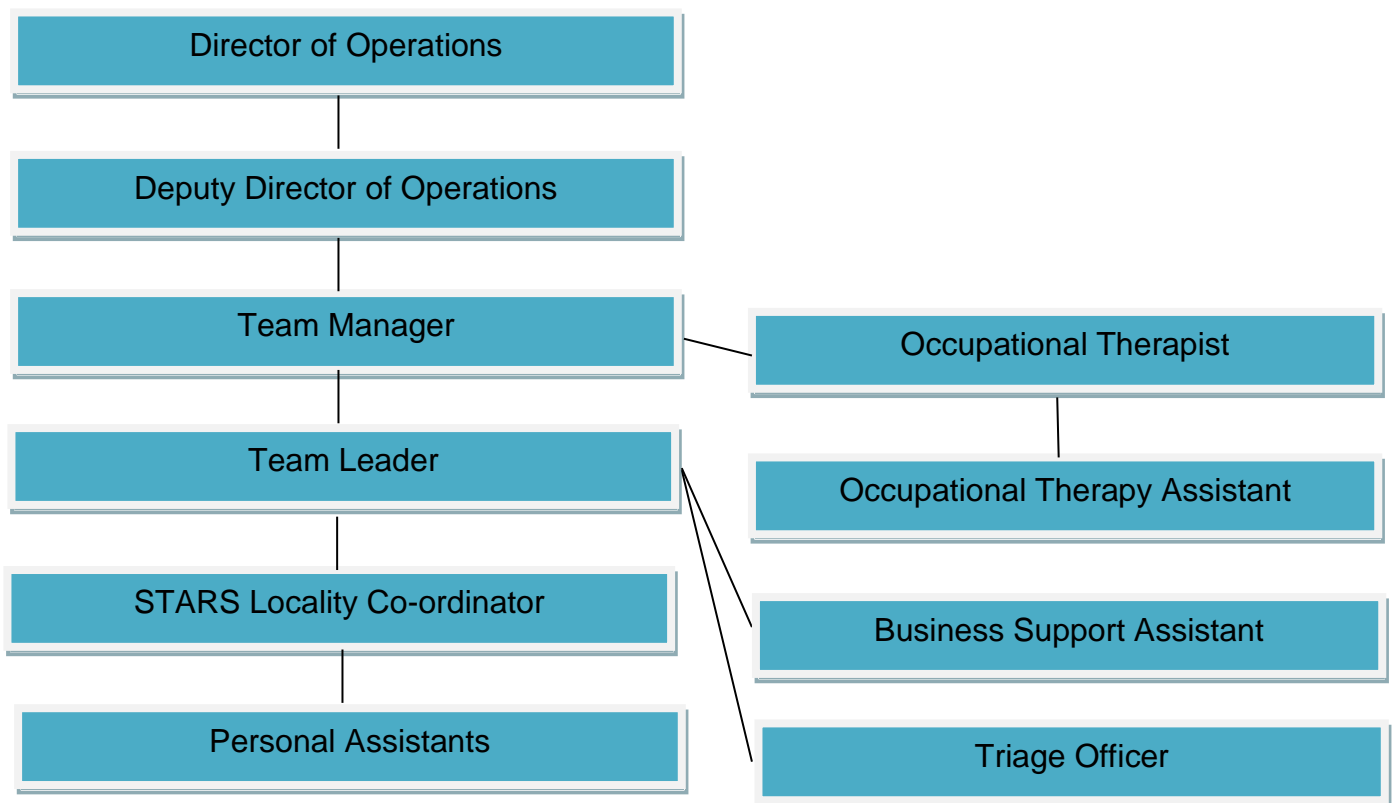
The Council is committed to safeguarding the welfare of children, young people and vulnerable adults and expects staff to share this commitment.

Appointment to this post is subject to enhanced Disclosure and Barring Service and background checks.

In accordance with Section 7 of the Immigration Act 2016 this post requires the ability to converse at ease with the members of the public and provide advice in accurate spoken English.

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## ORGANISATIONAL CHART – SHORT TERM ASSESSMENT AND REABLEMENT SERVICE



### **PURPOSE AND OBJECTIVES OF THE JOB**

The purpose and objective of the role is to provide a personalised care and support service in accordance with an agreed care support plan in partnership with the service user and their family.

Duties will cover care, support and unit or community based tasks that will be delivered on a flexible basis, including day, evening or weekend provision.

Programmes of work will be allocated by your line manager.

- Ensuring effective liaison and communication with key partners in an integrated environment.
- Promoting independence, choice and control for the people of Heywood, Middleton & Rochdale.
- Promoting outcome focussed, strength based support linking with community assets.

### **Control of Resources**

#### **Financial**

To assist service users to manage their own monies (if they are able to do so) where appropriate to access community activities.

To keep records of all financial transactions regarding service user monies in line with service policies/procedures.

#### **Equipment/Materials**

To ensure the proper use of material/equipment resources.

To take appropriate action to maintain equipment and bring to the attention of the appropriate Officer any defect or problems with the equipment.

## **Health & Safety**

Responsibility for the safety and welfare of self and colleagues in accordance with the Health and Safety Policies of the Council.

## **Equality and Diversity**

To work in accordance with the Authority's Policy relating to the promotion of Equality and Diversity.

## **Training and Development**

The post holder will be responsible for assisting in the identification and undertaking of his/her own training and development requirements in accordance with the Council's Performance Management Framework.

## **Relationships (Internal and External)**

Develop and maintain good relations with service users, their families/carers, neighbours, staff of outside agencies, including public and voluntary agencies.

Maintain effective and professional relationships with Colleagues across the Council, Elected Members, Statutory Partner Agencies, Voluntary Sector and Local Community Groups/Organisations.

## **Responsibilities**

The post holder must –

- (i) Perform his/her duties in accordance with Rochdale Council's Equality and Diversity Policy.
- (ii) Work in accordance with the General Social Care Council Code of Practice.
- (iii) Ensure the Rochdale Council's commitment to public services orientation and care of our customers is provided.

## **Values and Behaviours**

Approach the job at all times using the values set out below

- Proud of the difference we make
- Passionate about the diversities of the Borough
- Pioneering and Open in our Approach

Be aware of and apply the Rochdale Way behaviours at all times

## **Principal Duties**

1. To develop and maintain a professional and supportive relationship with service user and their families/carers to ensure their individual needs are being met.
2. To utilise community assets and strength based approaches when supporting people to improve their outcomes/independence and meet their needs within the Prevention agenda.
3. To undertake tasks as detailed and prescribed in a service users care/support plan.
4. To support and encourage service users to participate in meaningful activities, new experiences and opportunities which will meet their individual needs, and achieve social inclusion.
5. To keep accurate daily records as required.
6. To be responsible for providing physical and personal care to service users taking into account their basic and acute emotional needs.

7. To administer medication (as prescribed by the medical practitioner) in accordance with Service policies and guidelines
8. To adopt a flexible approach to the hours worked in accordance with the needs of the service user and the organisation.
9. To ensure that the information and advice given is proportionate and it assists to promote the individual's wellbeing by increasing their choice, control and prompting their independence.

### **Principal Duties (STARS specific)**

1. To be responsible for maintaining a safe and secure environment whilst on duty, to deal with accidents, illness and emergencies in accordance with service policies/procedures and guidelines.

### **Secondary Duties**

1. To attend regular staff meetings and, other relevant meetings as and when required.
2. To maintain a working knowledge of routine fire safety, health and safety, and medication procedures.
3. To participate in training courses as required.
4. To provide appropriate cover for other colleagues across the service during holidays, sickness or training.
5. To assist service users in travelling when necessary.
6. To undertake duties of a domestic nature to ensure the care and comfort of service users.
7. To participate in planned supervision and personal development reviews.
8. To undertake such other duties and responsibilities of an equivalent nature as may be determined from time to time by the Service Director (or nominated representative) in consultation with the post holder (and if he/she so wishes with his/her Trade Union representative).

Job Description prepared by	<u>S Henderson</u>	Date	<u>April 2011</u>
	Reviewed by Kate Bedford		<u>June 2020</u>
	Reviewed by Caroline Hobson		<u>February 2023</u>
Agreed by Postholder	<u></u>	Date	<u></u>
Supervisor	<u></u>	Date	<u></u>
Service Director	<u></u>	Date	<u></u>

**Rochdale Borough Council  
Person Specification**

<b>Service :</b>	<b>Adult Care</b>	<b>Post:</b>	<b>Reablement Support Assistant (STARS)</b>
<b>Section :</b>	<b>Short Term Assessment &amp; Re-enablement Service</b>	<b>Post Number :</b>	
<b>Job Ref:</b>		<b>Grade:</b>	4

**Note to Applicants:**

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The *How Identified* column shows how the Council will obtain the necessary information about you.

If the *How Identified* column says the **Application Form** next to an *Essential Criteria* you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

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	<b>Criteria</b>	<b>Essential (E) or Desirable (D)</b>	<b>How Identified: AF Application Form I Interview A Assessment</b>
	<b>Filter Questions</b>		
1	Have you got access to your own transport and are you able to work at any location within the Borough of Rochdale?	E	AF / I
2	Have you the ability to provide personal care?	E	AF / I
3	Do you hold a recognised qualification in Health and Social Care? If not you will be expected to complete the Care Certificate within 6 months of employment	E	AF / I
(a)	<b>Special Working Conditions</b>		
4	Please demonstrate how you have a flexible approach to working hours to meet the needs of the service	E	AF / I
5	Ability to converse at ease with the members of the public and provide advice in accurate spoken English	E	I
(b)	<b>Qualifications and Experience</b>		
6	Please give details of your experience of providing care in either a paid or voluntary capacity	E	AF / I
7	Please tell us of your experience of providing personal care	E	AF / I
(c)	<b>Skills and Knowledge</b>		
8	Please give examples of using your numeracy and literacy skills	E	AF / I
9	Please give an example of your ability to keep clear records	E	AF / I
10	How would you promote choice, independence and inclusion for service users?	E	AF / I
11	What is your understanding of the needs of service users and the issues they face in the community?	E	AF / I
12	Please demonstrate your ability to communicate with a wide range of service users including their relatives and/or carers	E	AF / I
(d)	<b>Behaviours and Values</b>		
13	Approach the job at all times using the values set out below: <ul style="list-style-type: none"> <li>Proud of the difference we make</li> <li>Passionate about the diversity of the Borough</li> <li>Pioneering and Open in our approach</li> </ul>	E	AF / I

	Please confirm you are willing to adhere to these values and behaviours.		
14	If applying as part of the Armed Forces Scheme: Please confirm your last long term employer was the Armed Forces	D	AF
15	If applying as part of the Armed Forces Scheme: Please confirm you have been looking for a job for 6-24 months since you left the Armed Forces.	D	AF