

Job Specification

Job title: Enablement Support Worker

Service: Heathside Pathway and Assessment Service

Grade: G5

Reporting to: Registered Manager

Your job

You will support the Heathside Assessment and Pathway Service (HAPS) to enable people to get back to their full potential.

You will provide a therapeutic setting and a reablement service giving people the opportunity to maximise their skills, talents and aspirations as well as carry out therapeutic activity in accordance with agreed assessment plans to encourage independence and self-management in line with the agreed period of stay.

You will support in identifying the appropriate exit from the service and to identify current and future care needs and encourage individuals to maintain independence and self-management.

The post will require you to work weekends, bank holidays and unsociable hours.

The Council is committed to complying with the European General Data Protection Regulations (GDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection Regulations.

In this job you will

In the next 12 months, you will:

- Support the leadership team in developing the service and collaborate with newly identified stakeholders
- Support in the evaluation of the new pathway and assessment service

On an ongoing basis you will:

- Key work people to maximise independence
- Develop bespoke reablement plans supporting people to gain independence and self-reliance
- Support in the assessment of people for future people powered technologies
- Attend discharge meetings identifying people's future needs and accommodation
- Assess and assist people to take prescribed medication independently or with support
- Support people to maintain links with families, friends and community circles
- Use technology to record and communicate ongoing care plans and assessments
- To support people with personal care when required
- Collaborate in a solution focussed manner enabling people to can do
- Build relationships with all stakeholders connected to the service
- Ensure you operate within GDPR guidelines by regularly reviewing data held and destroying information in line with retention schedules

In this job you will need

You must be able to demonstrate the following essential requirements:

- Level 3 qualification in Health and Social Care or must have an equivalent level of relevant experience and the ability to achieve the qualification within the first 18 months.
- An understanding of providing reablement plans that maximise independence and self-reliance
- Effective interpersonal skills with service users, professionals and general public
- Good IT skills and knowledge of technologies that support residents to live independently
- A proven track record of meeting positive outcomes for people with a disability
- The ability to work on your own, unsupervised or as part of a team
- Values and compassion when supporting people to maximise independence
- Ability to take positive risks in enabling people to maximise skills and independence
- A proven track record in finding solutions to maintaining people's independence
- Experience of using your own initiative

Our culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **Be Wigan** behaviours.

Be Positive... take pride in all that you do

Be Accountable... be responsible for making things better

Be Courageous... be open to doing things differently

Individuals with line management responsibilities are also expected to ...

Inspire... lead by example and help others to see the big picture

Care... show genuine concern for people as individuals and value their contributions

Engage... I connect with others both within and beyond the organisation

Staff Deal

Our Staff Deal is an informal agreement with all staff. It outlines what you can expect from us, and in return what we expect from you

Our part

- Provide strong, honest and visible leadership
- Reward your commitment and hard work
- Care for your health and well being
- Listen to you and put your ideas into action
- Support you to give something back
- Offer opportunities to learn and grow
- Be one team, one council
- Believe in you

Your part

- Listen, be open, honest and friendly
- Be efficient, flexible and professional
- Care for your health and stay active
- Tell us how we can improve
- Give something back whenever you can
- Take opportunities to learn and grow
- Be one team, one council
- Believe in yourself and our borough