

## Job Description

<b>Position:</b>	Care Assistant
<b>Reports to:</b>	Team Leader / Senior Care Assistant
<b>Grade:</b>	A

### Overall purpose of the role:

- To holistically support individuals after a period in hospital with a reablement plan and work with them for up to six weeks to find ways to meet their desired outcomes with a view to regaining as much independence as possible to enable them to return home.
- To promote and ensure high standards of care and support taking into account the person's physical, mental and social needs.
- Be part of home visits and assessments to ascertain equipment needs and any barriers as well as support available to identify ongoing care package requirements when they return home.
- Ensure the Service User is at the centre of decision making and involve other stakeholders where appropriate during their reablement programme.
- If home is not the desired destination to work with people to identify a suitable alternative

### Responsibilities:

- Provide a high quality personal care service to service users with a diverse range of social needs and medical conditions, encouraging and motivating service users to achieve agreed outcomes.
- Assume specific key worker responsibilities and be accountable for the reviewing and updating of individually tailored reablement plans and risk assessments on a daily and weekly basis.
- Be the link between all members of the multidisciplinary team.
- Ensure continuity of care of service users on a day to day basis.
- Effectively and professionally liaise with the reablement team, health and social care professionals, and voluntary community sector to provide the best outcomes for the service user.
- Forge strong links with Occupational Therapists and Physiotherapists to actively participate in the therapeutic aspect of the reablement of service users.
- Participate and assist with any needs assessments, produce relevant Brunelcare documentation and complete weekly review of outcomes.
- Assign reablement workers specific tasks daily to ensure reablement outcomes are being met.
- To respond to the needs of Service Users and their families/carers, ensuring the service user or their advocate is at the centre of decision making.
- Ensure continued professional development to remain competent in medication administration.

- Ensure all Service Users are treated with respect and dignity, emphasising their independence and supporting them as individuals whilst observing the Code of Confidentiality at all times.
- Assist in signposting Service Users to services which will ensure their continued independence after the reablement programme service has ceased.
- Maintain the 'Principles of Care' as outlined by the General Social Care Council.
- Promote positive risk taking whilst ensuring safe working practices by working within Brunelcare policies and procedures and know when to report concerns.
- Attend & participate in regular team meetings, supervisions and annual appraisals with Reablement Manager and other members of the multi-disciplinary team as required.
- Attend the daily staff handover at the end or beginning of shift to update colleagues on progress, report outcomes and reductions in need or barriers to achievement.
- Understand what constitutes abuse and how to report concerns.
- Comply with Brunelcare policies and procedures at all times
- Attain Diploma Level 3 Health and Social Care or equivalent.
- Any other duty reasonably requested by the Line Manager.

#### **Knowledge, experience and behaviours:**

- The role requires a proactive, self-motivated and flexible individual who is able to identify & implement solutions to a wide range of problems facing individuals when they return to their own homes.
- Enthusiastic and welcome changing culture to change the moment for people staying with us.
- Be able to work under your own initiative and also as part of a team. · Excellent problem solving skills.
- Good communication, influencing, encouraging and coaching skills. · A positive approach to risk.
- Good listening skills, patience and diplomacy.
- Experience would be an advantage but is not essential
- Be prepared to work towards a diploma in health and social care

#### **Environment:**

Brunelcare is an award-winning Bristol-based charity providing high-quality housing, care, and support for older people in the South West, whilst also being recognised for our excellence in caring for people living with dementia. We are at the forefront of developing ways for people to stay as independent as possible whilst creating great communities to live, work and thrive in.

Brunelcare is both a registered Charity and a Registered Provider of social housing. It employs over 1100 staff and has an annual income of over £40m. It has 33 sheltered housing sites, 3 extra care housing sites, 5 care homes, 2 reablement sites and a retirement village. It also provides community care for more than 450 clients in the community.