

Role Profile

Part A - Grade & Structure Information

Job Family Code	5PCS	Role Title	Reablement Practitioner
Grade	PS5	Reports to (role title)	Senior Reablement Practitioner/ Team Leader
JE Band	161-191	Directorate / School	Adults, Wellbeing & Health Partnerships (AWHP)
Date Role Profile was created	Feb-26	Service / Department	Reablement
Agile	Community	DBS Requirement	Enhanced with Adults

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>To promote and restore independence, this role supports integrated working between health and social care by helping individuals in their own homes to achieve the reablement goals outlined in their support plans.</p> <p>To undertake and contribute to the assessment and regular reviews of individuals, supporting them to identify SMART goals in development of their support plan. This includes accurate and timely record keeping and report writing within the agreed IT systems.</p> <p>To be advanced trusted assessors, to assess people for equipment needs, order the equipment and fit as trained. To work alongside Occupational Therapists for support and guidance and to ensure equipment is continuously monitored throughout their time in Reablement and assess safety.</p> <p>To attend and contribute to daily huddles to provide feedback on resident's progress in achieving their identified goals.</p> <p>To work closely with families / carers and other professionals e.g. Reablement Team Leaders and Occupational Therapists etc. To prevent unnecessary admission to hospital or residential care and to support individuals, following discharge from hospital, to regain their skills to be as independent as possible at home.</p>
Work Context	<p>The role will work across a geographical area and be expected to work out of multiple offices. The Reablement Service operates 365 days a year from 7am to 10pm and the role will involve working as part of a rolling rota to deliver services. Therefore, flexibility around working pattern is essential. The role is required to work flexibly across other operational areas on a temporary basis when requested, to support service resilience (e.g., covering absence or peak demand).</p> <p>In addition to delivering hands on care in individuals' own homes a portion of time will be spent ensuring accurate record keeping and assessment completion, both within the home using mobile technology/ laptop and in an office setting or at home.</p>
Line management responsibility if applicable	The post holder will work as a member of the team and will not hold direct line management responsibilities.
Budget responsibility if applicable	Have a regard for supporting adult social care to provide services within the budget, make recommendations to support individuals using friends, family and community support.

<p>Representative Accountabilities Typical accountabilities in roles at this level in this job family</p>	<p>Risk Management</p> <ul style="list-style-type: none"> • Contribute to risk awareness in carrying out duties and raise issues where appropriate. • Conduct standard assessments of service users' circumstances and issues and contribute to reviews of individual programmes under supervision from more senior colleagues. <p>Case Management</p> <ul style="list-style-type: none"> • Ensure individual care plans are implemented and the personal and health care needs of service users are met, working within guidelines and procedures, and record service user progress. • Support service users to access community opportunities and work directly with users, providing advice and support to facilitate independence. <p>Planning & Organising</p> <ul style="list-style-type: none"> • Plan, organise and supervise allocated activities within procedural and regulatory framework. <p>Finance/Resource Management</p> <ul style="list-style-type: none"> • Make effective use of resources and provide feedback on improvements to contribute to cost effectiveness. <p>Work with others</p> <ul style="list-style-type: none"> • Support other team members and demonstrate understanding of others' needs and views. • Liaise with carers, relatives, colleagues and other agencies to ensure good communication and service to users. <p>People Management</p> <ul style="list-style-type: none"> • Assist in the induction of new staff and by sharing expertise and knowledge within the team. • May oversee and guide more junior staff. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety & Welfare: To work alongside colleagues in the maintenance of a safe working environment reporting incidents, accidents, repairs and maintenance promptly and taking appropriate action as required. adherence to safe working under the health and safety policy is required.</p>
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Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<p>Vocational Qualifications Level 2 or equivalent in relevant field with practical knowledge of service user group needs, or equivalent experience.</p> <ul style="list-style-type: none"> • Awareness of relevant legislation, processes and procedures and issues relating to the service user group. • Ability to show an understanding of the circumstances of people with social care needs, to gather appropriate information and to reach a view about the likely type and source of assistance. • Able to present options and choices and support others to come to their own conclusions. • Good written and oral communication skills with the ability to build relationships with a range of stakeholders. • Competent in a range of IT tools including databases and MS Office. • Ability to explain processes and concepts in simple terms, maintain appropriate records, and to build effective relationships with service users and others. • Able to manage own time effectively and identify priorities. • Ability to work effectively and flexibly as part of a team. • Ability to guide and support less experienced or more junior colleagues • Experience of working with the user group. • Satisfactory DBS clearance might be required.
Details of the specific qualifications and/or experience if required for the role in line with the above description	<p>Willingness to work towards Level 2/3 qualifications as required. Ability to work towards National Qualification level 2 and 3 in Health and Social Care or equivalent, and to achieve Level 1 in English literacy and numeracy.</p> <ul style="list-style-type: none"> * Knowledge of how to promote the independence of and self-determination of people who use the services. * Understanding of equality and diversity issues and how they relate to the service provision. * Willingness to develop knowledge in specialist areas such as dementia, mental health, learning disabilities and autism, nutrition, alternative communication methods. * Ability to work on own initiative, taking decisions as appropriate and assessing long term needs of individuals. * Ability to work with health partners towards health and social care integration. * Ability to demonstrate person centred approach, communicate sensitively in difficult situations and put people at their ease. * Ability to approach issues in a creative and holistic way. * Commitment to contribute to improving practice standards and personal competencies through continuous personal development. * Ability to record accurate information both on written records and via electronic records. * Ability to competently use mobile technology and laptops to review and record activity within the service. * Ability to understand and work within Information Governance policies. * Ability to work within timescales in accordance with the rota. * Ability to be adaptable and flexible within the role. * Car driver with own vehicle and business insurance, willing to travel around the county. * Satisfactory clearance of Enhanced Disclosure and Barring Service (DBS) check for regulated activity. * Complete verifiable employment history. * Mobile and able to physically assist individuals in course of work.
Role Summary	<p>Roles at this level provide practical social care services under direction to improve the quality of life of service users with a range of challenging problems. They liaise with service users, colleagues and other agencies to ensure good service to users. Some roles may oversee and guide the work of more junior staff. Role holders will typically be expected to work in terms of the vocational qualifications in social care and may be encouraged to consolidate their experience through accreditation at level 2. They will need to have the ability to acquire a knowledge of systems, procedures and good practice. They work within clear procedures and best practice guidelines. They will be subject to supervision but will be expected to organise their own workload and prioritise within short, e.g. day-to-day timescales.</p>
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