

## Gweithiwr Cymorth Ailalluogi

Cyfeirnod y swydd: AHSS00331D1AGE

Lleoliad: Gogledd Sir Ddinbych

Cyflog: Gradd 4, £13.26 - £13.90 yr awr

Oriau: 26 y wythnos

Contract: Parhaol

Dyma amser cyffrous i ymuno â'n Tîm Annibyniaeth Gartref. Rydym am ddatblygu ein gwasanaeth Ailalluogi er mwyn sicrhau bod mwy o bobl yn cael y cyfle i adennill a chynnal eu hannibyniaeth. Fel gweithiwr ail-alluogi, byddwch yn helpu unigolion i wneud pethau drostynt eu hunain drwy gynnig cefnogaeth sy'n sicrhau bod eu hanghenion corfforol, cymdeithasol ac emosiynol yn cael eu diwallu. Bydd hyn yn cynnwys darparu gofal personol.

Mae Gweithwyr Ailalluogi yn darparu cefnogaeth i bobl yn eu cartrefi. Felly, mae gofyn i'r ymgeiswyr allu teithio o fewn yr ardal waith yn ôl y gofyn. Gellir darparu cerbyd.

P'un a ydych newydd ddechrau neu wedi gweithio ym maes gofal o'r blaen, ni yw'r cyflogwr i chi. Rydym am gael gweithlu sy'n adlewyrchu ein cymunedau amrywiol, felly rydym wedi ymrwmo i recriwtio staff o amrywiaeth o gefndiroedd yn ogystal â phobl â gwahanol lefelau o brofiad. Y dull a'r agwedd gywir yw'r rhinweddau pwysicaf yr ydym yn edrych amdanynt.

Rydym hefyd yn cynnig amrywiaeth o fuddion eraill i weithwyr, yn cynnwys:

- Gwyliau blynyddol hael
- Cynllun Pensiwn Llywodraeth Leol
- Mynediad at Raglen Cymorth i Weithwyr
- Arbedion Ffordd o Fyw trwy Wobrau Uniongyrchol CSDd (siopa, gwyliau, dyddiau allan)
- Polisiâu Cyfeillgar i Deuluoedd

Rydym wedi ymrwmo i ddatblygu ein staff a byddwn yn darparu cyfnod sefydlu cynhwysfawr, goruchwyliaeth reolaidd, hyfforddiant a datblygiad. Os ydych chi'n uchelgeisiol mae yna hefyd ddigonedd o gyfleoedd i symud ymlaen yn eich gyrfa.

Penodiad yn amodol ar Wiriad Gwasanaeth Datgelu a Gwahardd a geiradon boddhaol a chofrestriad gyda Chyngor Gofal Cymru.

Os hoffech chi drafod unrhyw agwedd ar y swydd, ffoniwch Julie Bamber ar 01824 708366.

Os oes gennych ddi-ddordeb yn y swydd wag hon, gwnewch gais ar-lein trwy ein gwefan [www.sirddinbych.gov.uk](http://www.sirddinbych.gov.uk) Am ddulliau eraill o wneud cais, cysylltwch â'r Adran Gwasanaethau Cwsmeriaid ar 01824 706100.

Rhaid i ymgeiswyr gwblhau ein ffurflen gais i gael ei ystyried. Mae'n ddrwg gennym nad ydym yn gallu ateb pob cais. Os nad ydych wedi derbyn ateb o fewn tair wythnos i'r dyddiad cau, dylech gymryd yn ganiataol nad ydych wedi cyrraedd y rhestr fer am gyfweliad.

Mae Cyngor Sir Ddinbych yn ymroddedig i Gyfle Cyfartal a'i Safonau Iaith Gymraeg. Rydym yn croesawu ceisiadau yn y Gymraeg. Sylwch na fydd unrhyw ffurflenni cais a dderbynnir yn y Gymraeg yn cael eu trin yn llai ffafriol na ffurflenni cais a gyflwynwyd yn Saesneg.

## Reablement Support Worker

Job reference: AHSS00331D1AGE

Location: North Denbighshire

Salary: Grade 4, £13.26 - £13.90 per hour

Hours: 26 per week

Contract: Permanent

This is an exciting time to join our Independence at Home Team. We are ambitious to grow our Reablement service to ensure more people have the opportunity to regain and maintain their independence. As a reablement worker, you will be helping individuals to do things for themselves by offering support that ensures their physical, social and emotional needs are met. This will include delivering personal care.

Reablement Workers provide support to individuals within their own homes. There is therefore a requirement for applicants to have the ability to travel within the geographical work area as required. A vehicle can be provided.

Whether you are new to a career in care or you have worked in care previously, we are the employer for you. We want a workforce that reflect our diverse communities, therefore we are committed to recruiting staff from a range of backgrounds as well as people with different levels of experience. The right approach and attitude are the most important qualities we are looking for.

We offer a range of employee benefits including:

- Generous annual leave
- Local Government Pension Scheme
- Access to an Employee Assistance Programme
- Lifestyle savings via DCC Rewards Direct (shopping, holidays, days out)
- Family friendly policies.

We are committed to developing our staff and will provide a comprehensive induction, regular supervision, training and development. If you are ambitious there are also ample opportunities for career progression.

Appointment subject to Disclosure & Barring Service Check, satisfactory references and registration with Social Care Wales.

If you would like to discuss any aspect of the post, please call Julie Bamber on 01824 708366.

If you are interested in this vacancy, please apply on-line via the website [www.denbighshire.gov.uk](http://www.denbighshire.gov.uk). For alternative methods of applying please contact Customer Services on 01824 706101.

Candidates must complete our application form to be considered. We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

Denbighshire County Council is committed to Equal Opportunities and its Welsh Language Standards. We welcome applications in the Welsh Language and application forms received in the Welsh Language will not be treated less favourably than an application form submitted in English.

## CYNGOR SIR DDINBYCH SWYDD-DDISGRIFIAD

<b>Teitl y Swydd:</b>	<b>Gweithiwr Cymorth Ailalluogi</b>
<b>Graddfa:</b>	<b>4</b>
<b>Gwasanaeth:</b>	<b>Gwasanaeth Gofal Cymdeithasol Oedolion a Digartrefedd</b>
<b>Maes Gwasanaeth:</b>	<b>Ardal Sir Ddinbych</b>
<b>Yn atebol i:</b>	<b>Y Cydlynnydd Ailalluogi</b>
<b>Cyfeirnod y Swydd / Dyddiad cyhoeddi:</b>	<b>01594</b>
<b>Categori Iaith Gymraeg:</b>	Mae sgiliau iaith Gymraeg yn ddymunol - lefel 1 <a href="#">Lefelau o ran sgiliau Cymraeg</a>
<b>Pwrpas y Swydd</b>	
<p>Nod swydd Gweithiwr Cymorth Ailalluogi yw helpu unigolion yn eu cartrefi eu hunain neu leoliadau cymunedol eraill i wneud y mwyaf o'u hannibyniaeth a gwella eu hiechyd a'u lles mewn modd cydlynol. Bydd deiliad y swydd yn rhoi cynlluniau cymorth ar waith a fydd yn canolbwyntio ar ganlyniadau, gyda'r nod o hybu annibyniaeth drwy helpu unigolion i gyflawni pethau drostynt eu hunain a gwneud y mwyaf o'u gallu i fyw bywyd mor annibynnol ag y bo modd. Golyga hyn fynd i'r afael â'u hanghenion corfforol, cymdeithasol ac emosiynol. Gallai hyn gynnwys elfennau o ofal personol. Byddant yn gweithio yn ôl canllawiau a phrotocolau clir gyda goruchwyliaeth anuniongyrchol drwy'r shifft gyfan, neu ran ohoni.</p> <p>Bydd deiliad y swydd yn aelod o'r Gwasanaeth Ardal sy'n cynnwys Sir Ddinbych gyfan, ond bydd fel arfer yn gweithio o fewn ardal ddaearyddol ddynodedig. Bydd y diwrnodau a'r oriau a weithir yn hyblyg [o fewn oriau a gontractiwyd].</p>	
<b>Prif Gyfrifoldebau</b>	
<p>Rhoi rhaglen ailalluogi sy'n canolbwyntio ar nodau tymor byr ar waith, fel y nodwyd mewn cynllun cymorth y cytunwyd arno, sy'n cynnwys gofalwyr a pherthnasau fel y bo'nbrïodol.</p> <p>Annog annibyniaeth a hyder mewn unigolion drwy eu hysgogi, eu helpu a'u goruchwyllo i gyflawni tasgau gofal personol a sgiliau bywyd. Gallai hyn gynnwys helpupobl i ddefnyddio cyfleusterau cymunedol a chymryd rhan mewn diddordebau, neu gefnogi gweithwyr proffesiynol cofrestredig wrth gyflawni ymyriadau trin therapiwtig neudasgau gofal.</p> <p>Sicrhau y gall ef/hi a'r unigolion ddefnyddio'r holl gyfarpar cymunedol yn ddiogel ar ôl derbyn hyfforddiant priodol ac asesiad risg gan uwch aelod o'r tîm.</p>	

Llenwi cofnodion dyddiol a chofnodi gwybodaeth berthnasol ar systemau cyfrifiadurol ar gyfer defnyddwyr gwasanaeth unigol, a chadw cyfrinachedd yn unol â pholisi'r Gwasanaethau Cymdeithasol.

Cynnig adroddiad llafar rheolaidd i uwch aelodau staff a gweithwyr proffesiynol cofrestredig am gynnydd unigolion a'u hymateb i weithgareddau, gan nodi unrhyw broblemau fel y bo'n briodol. Bydd hyn yn cynnwys cyfrannu i'r adolygiadau ffurfiol.

Darparu gwybodaeth a chyngor am gyfleusterau cymunedol ac asiantaethau allanol er mwyn hyrwyddo dewis a lles ac i fodloni'r canlyniadau y cytunwyd arnynt ar gyfer defnyddiwr y gwasanaeth.

Gweithredu'n briodol i ddiogelu ac amddiffyn oedolion diamddiffyn, gan gynnwys adnabod, adrodd ac ymateb yn briodol i unrhyw argyfwng neu sefyllfa frys.

Rhoi'r gorau i ymyrraeth yn unol ag arferion da a dangos i unrhyw ddarparwyr gofal cartref parhaus sut i gyflawni gweithgareddau.

### **Cyfrifoldebau Ychwanegol**

Gweithio gyda sensitifrwydd, urddas a pharch a darparu safon uchel o ofal bob amser, yn unol â gofynion sefydliadol.

Cymryd rhan mewn cyfarfodydd fîm i hyrwyddo cyfathrebu effeithiol gyda holl aelodau'r fîm.

Ymgymryd â hyfforddiant a datblygiad gorfodol yn unol â'r Polisi Sefydliadol er mwyn diweddarau sgiliau a chynnal portffolio o ddatblygiad personol.

Rhaid i bob gweithgaredd a gyflawnir fod yn gyfyngedig i'r rhai y mae deiliad y swydd wedi cael ei asesu'n gymwys i ymgymryd â nhw.

Cymryd rhan mewn goruchwyliaeth a cheisio cymorth ar unwaith os oes ganddynt amheuan ar unrhyw bryd am eu cymhwysedd.

Cadw at Bolisiâu, Canllawiau a Gweithdrefnau Sefydliadol h.y. Gweithwyr Unigol, Rheoli Haint...

Cydnabod bod ganddynt ddyletswydd gofal statudol am eu diogelwch personol eu hunain yn ogystal â diogelwch unigolion eraill a allai gael eu heffeithio gan yr hyn y maent yn ei wneud neu'n peidio ei wneud.

Rhoi gwybod am unrhyw offer peryglus neu ddiffygiol.

### **Adnoddau / Offer / Deunyddiau**

Gwisg, Taflenni Amser, Ffonau symudol, Taflenni cofnodi cyfathrebu, Cyfarpar TG.

## **Goruchwyllo / Rheoli Pobl**

Nid yw'r Gweithiwr Cymorth Ailalluogi yn gyfrifol am reoli unrhyw staff, er y gallai fod disgwyl iddynt gefnogi aelodau tîm newydd a myfyrwyr yn eu rôl.

## **Gwybodaeth, Sgiliau, Hyfforddiant a Phrofiad**

Aelod brwdfrydig o dîm sydd ag ymagwedd hyblyg tuag at ddyletswyddau ac oriau gwaith, ac yn gallu gweithio gydag ychydig iawn o gefnogaeth.

Sgiliau rhyngpersonol ardderchog gyda'r gallu i gyfathrebu'n effeithiol gydag amrywiaeth o bobl.

NVQ Lefel 2 mewn lechyd a Gofal Cymdeithasol neu Gymhwyster neu brofiad cyfwerth.

Profiad mewn lleoliadau gofal cymdeithasol ac o fewn y gymuned.

Profiad o ddarparu cymorth ymarferol gyda gweithgareddau bywyd bob dydd.

Tystiolaeth o allu i arsylwi a chadw cofnodion da.

Gallu cyflawni dyletswyddau dirprwyedig, h.y. derbyn cyfarwyddyd, adrodd yn ôl i oruchwyliwr/ gweithiwr proffesiynol priodol, gweithio o fewn canllawiau ac ymateb yn briodol i adborth.

Gallu gweithredu'n ddigyffro mewn argyfwng ac ymateb mewn modd proffesiynol dan bwysau ac mewn sefyllfaoedd heriol.

Dealltwriaeth dda o bwysigrwydd hyrwyddo annibyniaeth a'r cysyniad o ailalluogi a gofal canolraddol.

Gallu deall a pharchu cyfrinachedd ym mhob agwedd ar y gwaith.

Bydd deiliad y swydd yn credu ym mhwysigrwydd ffyrdd o fyw gwerthfawr ar gyfer pobl hŷn ac anabl, ac yn rhoi sylw i natur unigryw pob unigolyn.

Gallu hybu'r syniad o ailalluogi a hybu annibyniaeth a chynhwysiad cymdeithasol.

Gwybodaeth a dealltwriaeth o faterion cydraddoldeb ac amrywiaeth.

## **Creadigrwydd ac arloesi**

Bydd angen bod yn greadigol ac yn arloesol yn y swydd er mwyn darparu atebion i broblemau nad ydynt yn gymhleth ac adrodd yn ôl.

Bydd deiliad y swydd yn gweithio'n greadigol wrth sefydlu cysylltiadau o fewn y gymuned ehangach er mwyn lleihau effaith arwahanrwydd cymdeithasol a gwella lles.

### **Amodau Gwaith Arbennig**

Bydd deiliad y swydd yn gweithio yng nghartrefi unigolion, felly rhaid bod yn ymwybodol o'r risgiau hynny.

Rhaid gallu codi a symud pobl a gwrthrychau yn ddiogel.

Bydd deiliad y swydd yn gweithio mewn amryw o leoliadau; yn y swyddfa/ adeiladau lle mae mynediad i'r cyhoedd a chartrefi cleientiaid – pob un gyda gwahanol amodau. Mae'r Adran yn symud tuag at weithio hyblyg ar gyfer yr holl staff cymunedol.

Wrth weithio'n unigol (yn darparu gwasanaethau wyneb yn wyneb mewn amryw leoliadau o amgylch Sir Ddinbych neu yng nghartrefi'r cleientiaid), mae'n rhaid i ddeiliad y swydd fod yn ymwybodol o'r angen i weithio o fewn paramedrau'r Polisi Gweithwyr Unigol a bod yn ymwybodol o'u hiechyd a'u diogelwch eu hunain.

Trwydded Yrru Lawn.

### **Archwiliadau Cyflogaeth / Gofynion Penodol**

Mae'n ofynnol i bob aelod newydd o staff fynd drwy ein gwiriadau recriwtio mwy diogel; gwiriad DBS, 2 eirida boddhaol dros 3 blynedd o gyflogaeth, tystiolaeth o gymwysterau hanfodol, tystiolaeth o'r Hawl i Weithio yn y DU, tystiolaeth o gofrestru gyda Gofal Cymdeithasol Cymru.

Mae Cyngor Sir Ddinbych yn cydnabod ei rwymedigaethau i ddiogelu plant ac atal caethwasiaeth a masnachu mewn pobl, gan wneud popeth o fewn ei allu i atal caethwasiaeth a masnachu mewn pobl o fewn ei fusnesau. Mae sawl math o gaethwasiaeth modern, gan gynnwys masnachu mewn pobl, llafur gorfodol, caethiwed a chaethwasiaeth.

Mae diogelwch yn bwysig i bawb, ac mae gofyn i holl gyflogeion Sir Ddinbych weithio yn unol â pholisïau a gweithdrefnau Diogelu Oedolion / Plant y Cyngor, mae dyletswydd arnynt i roi gwybod am unrhyw bryderon sy'n codi yn ystod eu dyletswyddau a bod yn ymwybodol o arwyddion camfanteisio. Dylid codi unrhyw bryderon â'r Rheolwr Diogelu Penodedig er mwyn i'r Cyngor allu gweithredu pan gaiff camfanteisio ei adnabod.

### **Gweledigaeth / Cyd-destun**

Bydd y swydd yn llunio rhan o dîm amlddisgyblaethol a fydd yn darparu gwasanaethau ar draws Sir Ddinbych ac yn cynnwys gweithio'n agos â chydweithwyr. Bydd arferion arloesol yn cael eu hannog i fodloni gofynion y gwasanaethau cymdeithasol modern o fewn cyd-



destun ariannol heriol.

Bydd deiliad y swydd yn gweithio yn ôl cyngor a chanllawiau Gweithiwr Proffesiynol Cofrestredig ynghyd ag amryw o gydweithwyr amlddisgyblaethol mewn modd cyfannol, er mwyn hwyluso a gwneud y mwyaf o botensial.

## CYNGOR SIR DDINBYCH MANYLION AM YR UNIGOLYN

Mae'r Manylion yn nodi'r sgiliau, yr wybodaeth a'r profiad a ystyrir yn hanfodol er mwyn ymgymryd â dyletswyddau'r swydd yn effeithiol. Caiff ei defnyddio wrth lunio rhestr fer ac ar gyfer y broses o gyfweild am y swydd hon. Dylech ddangos ar eich ffurflen gais sut rydych yn bodloni'r meini prawf hyn. Byddwch ddim ond yn cael eich cynnwys ar y rhestr fer os ydych yn bodloni pob un o'r meini prawf hanfodol (â'r meini prawf dymunol lle bo'n berthnasol).

<b>Teitl y Swydd:</b>	<b>Gweithiwr Cymorth Ailalluogi</b>		
<b>Gwasanaeth:</b>	<b>Gwasanaeth Gofal Cymdeithasol Oedolion a Digartrefedd</b>		
<b>Graddfa:</b>	<b>4</b>		
<b><u>MEINI PRAWF</u></b>	<b><u>HANFODOL</u></b>	<b><u>DYMUNOL</u></b>	<b><u>DULL ASESU</u></b> Ffurflen Gais / Cyfweiliad / Cyflwyniad / Geirda ac ati
<b>1. ADDYSG A CHYMWYSTERAU</b>	NVQ Lefel 2 mewn Iechyd a Gofal Cymdeithasol neu Gymhwyster neu brofiad cyfwerth  Lefel dda o addysg  Sgiliau rhifedd a llythrennedd er mwyn gallu cwblhau cofnodion a nodiadau  Trwydded Yrru Lawn	Diogelwch Bwyd sylfaenol  Sgiliau Cymorth Cyntaf sylfaenol  Pasbort Codi a Chario  BTEC mewn darparu offer cymunedol  Cofrestru guda Gofal Cymdeithasol Cymru (gofyniad hanfodol wrth benodi)	Ffurflen Gais Tystysgrifau a Cyfweiliad
<b>2. PROFIAD PERTHNASOL</b>	Profiad mewn lleoliadau gofal cymdeithasol ac o fewn y gymuned  Profiad mewn lleoliad adsefydlu  Profiad o ddarparu cymorth ymarferol gyda gweithgareddau bywyd bob dydd	Profiad mewn lleoliadau gofal iechyd	Ffurflen Gais a Cyfweiliad
<b>3. GWYBODAETH A SGILIAU CYSYLLTIEDIG Â'R SWYDD</b>	Tystiolaeth o allu gweithio dan oruchwyliaeth uniongyrchol o ddydd i	Gallu cyfathrebu'n effeithiol yn ysgrifenedig ac ar lafar drwy gyfrwng y	Ffurflen Gais a/neu Cyfweiliad

	<p>ddydd</p> <p>Gallu gweithredu'n gydlynol fel aelod o dîm amlddisgyblaethol, amlasiantaeth</p> <p>Tystiolaeth o allu arsylwi a chynhyrchu cofnodion o ansawdd da</p>	<p>Gymraeg</p> <p>Ymwybyddiaeth o asesu</p>	
<p><b>4. NODWEDDION PERSONOL</b></p>	<p>Gallu cyflawni dyletswyddau dirprwyedig, h.y. derbyn cyfarwyddyd, adrodd yn ôl i oruchwyliwr/ gweithiwr proffesiynol priodol, gweithio o fewn canllawiau ac ymateb yn briodol i adborth</p> <p>Gallu gweithredu'n ddigyffro mewn argyfwng ac ymateb mewn modd proffesiynol dan bwysau ac mewn sefyllfaoedd heriol</p> <p>Gwybodaeth am offer cymunedol</p> <p>Ymwybyddiaeth sylfaenol o lechyd a Diogelwch</p> <p>Sgiliau gwranddo, cyfathrebu a rhyngpersonol ardderchog, gyda'r gallu i roi a derbyn gwybodaeth sensitif ynghylch salwch a thriniaeth cleientiaid</p> <p>Gallu ymgymryd â gweithgareddau sy'n galw am ymdrech gorfforol gymedrol yn gyson</p> <p>Hyblygrwydd a'r gallu i ganolbwyntio wrth fyndi'r afael â sefyllfa annisgwyl</p>		<p>Ffurflen Gais a/neu Cyfweliad</p>

	yn y gweithle		
<b>5. GOFYNION ERAILL</b>	<p>Dealltwriaeth dda o bwysigrwydd hybu annibyniaeth a'r cysyniad o ailalluogi a gofal canolraddol</p> <p>Gallu deall a pharchu anghenion pobl hŷn a materion ethnigrwyddac amrywiaeth</p> <p>Gallu teithio o fewn yr ardal waith ddaearyddol yn ôl y gofyn</p> <p>Gallu gweithio'n hyblyg gan gynnwys oriau anghymdeithasol a gallu addasu i ffyrdd newidiol o weithio</p> <p>Empathi at y Gymraeg a diwylliant Cymru</p>	Yn rhugl yn yr Iaith Gymraeg	Ffurflen Gais a/neu Cyfweiliad

## DENBIGHSHIRE COUNTY COUNCIL JOB DESCRIPTION

<b>Job Title:</b>	<b>Reablement Support Worker</b>
<b>Grade:</b>	<b>4</b>
<b>Service:</b>	<b>Adult Social Care and Homelessness Service</b>
<b>Service Area:</b>	<b>Denbighshire Locality</b>
<b>Responsible to:</b>	<b>Reablement Co-ordinator</b>
<b>Job ID Number / Date Issued:</b>	<b>01594</b>
<b>Welsh Language Category:</b>	Welsh language skills are desirable – level 1 <a href="#">Welsh Language Levels</a>

### Job Purpose

The aim of the Reablement Support Worker role is to support individuals in their own homes or other community settings to maximize their independence and improve health and well-being in a coordinated way. They will implement support plans which will be outcome focused and aimed at promoting independence by helping individuals to do things for themselves and to maximise their ability to live life as independently as possible by addressing their physical, social and emotional needs. This may include components of personal care. They will be working to clear guidelines and protocols with indirect supervision for all or most of the shift.

The post holder will be a member of the Localities Service which covers the whole of Denbighshire however post holders will usually work within a designated geographical patch. The days and hours of work will be flexible (within contracted hours).

### Principal Accountabilities and Responsibilities

To implement a short term goal orientated programme of reablement as identified within an agreed support plan, involving carers and relatives as appropriate.

To encourage independence and confidence in individuals through motivating, assisting and supervising them to carry out personal care and life skills. This may include assisting people to access community facilities and engage in hobbies or supporting registered professionals to implement therapeutic handling interventions or care tasks.

Ensure safe use of all community equipment by self and individuals following appropriate training and the completion of a risk assessment by senior member of the team.

To complete daily records and input relevant information onto computer systems for individual service users and maintain confidentiality in accordance with Social Services' policy.

To verbally report to seniors and registered professionals regularly on individuals' progress and their response to activities, identifying issues as appropriate. This will include contributing to the formal reviews.

To provide information and advice about community facilities and external agencies to promote choice and well-being to meet the agreed outcomes for the service user.

To take appropriate action to safeguard and protect vulnerable adults including recognizing, reporting and responding appropriately to any emergency or urgent situation.

To end intervention in line with good practice and demonstrate activities to any ongoing domiciliary care provider.

**Additional Responsibilities**

Work with sensitivity, dignity and respect and provide a high standard of care at all times, in line with organizational requirements.

To participate in team meetings to promote effective communication with all team members.

Undertake mandatory training and development in accordance with the Organizational Policy to update skills and maintain a portfolio of personal development. All activities undertaken must be limited to those which the post holder has been assessed as competent to undertake.

Engage in supervision and seek support if at any time they have doubts about their competence immediately.

Adhere to Organizational Policies, Guidelines and Procedures, i.e. Lone Workers, Infection Control...

Recognize they have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Report any hazardous or defective equipment.

**Resources/Equipment/Material**

Uniform, Time Sheets, Mobile telephone, Communication log sheets, IT equipment.

**Supervision/Management of People**

The Reablement Support Worker is not responsible for the management of any staff although may be expected to support new team members and students in their role.

## **Knowledge, Skills, Training and Experience**

A motivated team player who has a flexible approach to duties and working hours and is able to work with minimal support.

Excellent interpersonal skills and the ability to communicate effectively with a range of people.

NVQ Level 2 in Health & Social Care or equivalent qualification or experience

Experience in social care settings and within the community.

Experience of providing practical support with activities of daily living.

Proven ability to observe and produce good recording.

Ability to carry out delegated duties i.e. accept instruction, report back to supervisor/appropriate professional, work within guidelines and respond appropriately to feedback.

Ability to act calmly in emergencies and respond in a professional manner to stressful and challenging situations.

Good understanding of the importance of promoting independence and the concept of reablement and intermediate care.

An understanding of and respect for confidentiality in relation to all aspects of work.

The post holder will believe in the importance of valued lifestyles for older and disabled people and have regard to the uniqueness of each individual.

Ability to promote the concept of reablement and promote independence and social inclusion.

Knowledge and understanding of equality and diversity issues.

## **Creativity and innovation**

The post will involve creativity and innovation to provide solutions to non-complex problems and report back.

The post holder will be creative in establishing contacts within the wider community to mitigate social isolation and improve well-being.

## **Special Working Conditions**

Working in individuals own homes, so must have an awareness of those risks. Must be able to safely handle animate and inanimate objects.

The post holder will work in a variety of locations; office based / public access buildings and clients' own homes - all of which will have varying conditions. The Department is moving towards agile working for all community based staff.

When working alone (providing face to face services at various locations around Denbighshire or in clients' own homes) the post holder must be aware of the need to work within the parameters of the Lone Working policy and to be aware of their own health and safety.

### Employment Checks/ Specific Requirements

All new starters are required to undergo our standard safer recruitment checks; DBS clearance, 2 satisfactory references covering 3 years' employment, evidence of essential qualifications, evidence of Right to Work in the UK, evidence of registration with Social Care Wales.

Denbighshire County Council recognises its obligations to safeguard children and adults together with preventing slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business. Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery.

Safeguarding is everyone's business and all Denbighshire employees are required to work in accordance with the Council's Child / Adult Safeguarding policies and procedures and have a duty to report any concerns which may be noted during the course of their duties and are asked to be alert to the signs of exploitation. Concerns should be raised via their Designated Safeguarding Manager in order that the Council can take prompt action when exploitation is identified.

Full driving licence.

### Vision/Context

The post will form part of a multi-disciplinary team that will deliver services across the county of Denbighshire and involve close working with colleagues. Innovative practice will be encouraged to meet the demands of a modernised social services function, within a challenging financial context.

The post holder will work to the advice and guidance of Registered Professional along with a range of multi-disciplinary colleagues in a holistic manner to facilitate and maximise potential.

## DENBIGHSHIRE COUNTY COUNCIL PERSON SPECIFICATION

The Person Specification sets out the skills, knowledge and experience that are considered to be necessary to carry out the duties of the post effectively. It will be used in the short-listing and interview process for this post. You should demonstrate on your application form how you meet these criteria as you will only be shortlisted if you meet all of the essential criteria (and desirable criteria where applicable).

<b>Post Title:</b>	<b>Reablement Support Worker</b>		
<b>Service</b>	<b>Adult Social Care and Homelessness Service</b>		
<b>Grade:</b>	<b>4</b>		
<u>CRITERIA</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>METHOD OF ASSESSMENT</u> Application Form / Interview / Presentation / References etc
<b>1. EDUCATION &amp; QUALIFICATIONS</b>	<p>NVQ Level 2 in Health &amp; Social Care or equivalent qualification or experience</p> <p>Good Level of Education</p> <p>Numeracy and Literacy skills to enable completion of records and notes</p> <p>Full Driving Licence</p>	<p>Basic Food Safety Basic First Aid Skills</p> <p>Manual Handling Passport</p> <p>BTEC provision of community equipment</p> <p>Registration with Social Care Wales (essential requirement on appointment)</p>	<p>Application Form Certificates and Interview</p>
<b>2. RELEVANT EXPERIENCE</b>	<p>Experience in social care settings and within the community</p> <p>Experience in rehabilitative setting</p> <p>Experience of providing practical support with activities of daily living</p>	<p>Experience in health care settings</p>	<p>Application Form and Interview</p>
<b>3. JOB RELATED KNOWLEDGE &amp; SKILLS</b>	<p>A proven ability to work with direct supervision on a day to day basis</p> <p>Ability to function</p>	<p>An ability to communicate effectively both verbally and in written form through the</p>	

	<p>cohesively as a member of a multi-disciplinary, multi-agency team</p> <p>Have a proven ability to observe and produce good quality records</p> <p>Ability to carry out delegated duties i.e. accept instruction, report back to supervisor / appropriate professional, work withinguidelines and respond appropriately to feedback</p> <p>Ability to act calmly in emergencies and respond in a professional manner to stressful and challenging situations</p> <p>Knowledge of community equipment</p> <p>Basic Health and Safety Awareness</p>	<p>medium of Welsh</p> <p>Risk assessment awareness</p>	<p>Application Form and/or Interview</p>
<p><b>4. PERSONAL QUALITIES</b></p>	<p>Excellent listening, communication and interpersonal skills with the ability to give and receive sensitive information concerning client illness and treatment</p> <p>An ability to undertake activities that require frequent moderate physical effort</p> <p>Flexibility and concentration when dealing with unpredictable situation in the workplace</p>		<p>Application Form and/or Interview</p>

<p><b>5. OTHER REQUIREMENTS</b></p>	<p>Good understanding of the importance of promoting independence and the concept of reablement and intermediate care</p> <p>An understanding of and respect for the needs of older people and of ethnicity and diversity issues</p> <p>An ability to travel within the geographical work area as required</p> <p>An ability to work flexibly including unsocial hours and the ability to adapt to changing ways of working</p> <p>Empathy with the Welsh Language and Culture</p>	<p>Fluent in Welsh language</p>	<p>Application Form and/or Interview</p>
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