



Cumberland Council

Post Specification

Date	September 2023
Post Group Number	6493
Post Title	Reablement Supervisor
Job Family	People Care and Development
Job Family Role Profile	PCD10i
Final Grade	11

To be read in conjunction with the job family role profile

Service Area description	
Health and Care Services – Reablement Service	
Purpose of this post	
As part of a divisional team, supervise, train and support the work of Reablement Support Workers in order to provide high quality, cost effective, co-ordinated and flexible episodes of reablement to the people of Cumberland.	
Key job specific accountabilities	
<ol style="list-style-type: none">1. Work closely with the Reablement Service Manager to secure appropriate numbers of adequately trained Reablement Support Workers are available to deliver the services required.2. Provide day to day supervision, advice and support to a team of Reablement Support Workers to enable them to carry out their duties to the highest standards of quality and efficiency and in accordance reablement support plans3. To be responsible for checking and signing off staff payroll documentation against rosters4. Follow agreed procedures for the recruitment, induction, training and other areas of personnel administration related to employment and retention of permanent and relief Support Workers5. Carry out regular individual supervision and individual appraisal with Support Workers. Identify Support Worker training needs and ensure these are fed into the planning process for training. Organise and run regular patch meeting for Support Workers in line with Policy and maintain local bases for the collection and deposit of equipment and keys	
Please note annual targets will be discussed during the appraisal process	
Key facts and figures of the post	
Budget Responsibilities	<ul style="list-style-type: none">•
Staff Management Responsibilities	<ul style="list-style-type: none">• Day to day supervision, advice and support to a team of Reablement Support Workers
Other	<ul style="list-style-type: none">•
Essential Criteria - Qualifications, knowledge, experience and expertise	
<ul style="list-style-type: none">• Experience of working without immediate supervision and problem solving• Experience of working in a computerised environment• Experience of supervision of staff carrying out support and care roles	

- Experienced in Manual Handling Key Work, plus robust awareness of Health & Safety issues
- NVQ Level 3 Care Award • Ability to work effectively with staff and colleagues from other agencies
- Ability to performance manage, deliver training
- Understand the need to respect confidentiality.
- Able to deal with a variety of people and situations
- Able to prioritise and work to targets
- Good communication skills
- Customer Care: strong internal and external customer focus and a desire to deliver a quality service, respecting the rights, choices and dignity of the individual
- Team working: An ability to lead a team and work within a team environment, working together to develop and continually improve the service
- There will be a need to respond to staff and situations urgently that will not always be accessible via public transport, therefore there is a requirement to travel independently via a motorised vehicle due to the geographical dispersal of the staff and service users throughout the division.

Disclosure and Barring Service – DBS Checks

- This post requires a DBS check.
- The level of check required is:
 - DBS Enhanced – Adults

Job working circumstances

Emotional Demands	Dealing with service users who may be distressed/ disadvantaged
Physical Demands	
Working Conditions	Dealing with service users who may be upset or display aggressive behaviour.
Other Factors	
<ul style="list-style-type: none"> • • 	