



Person Specification			
Post title	Reablement Assistant	Grade / Salary	SCP 5-6 / £24,790 - £25,183 pro rata per annum

***** This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months *****

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	The basic knowledge of the purpose of Reablement and the ability to support and promote independence in all activities of daily living in line with national standards	CV/SS, I
S2	Ability to keep accurate and complete documentation and to provide short written summaries.	CV/SS, I
S3	The ability to demonstrate satisfactory levels of numeracy and literacy.	CV/SS, I
S4	The ability to communicate effectively with a range of people	CV/SS, I
S5	Ability to demonstrate active listening skills including non verbal skills, questioning skills	CV/SS, I
S6	The ability to encourage the development of professional relationships within families, friends and community resources	CV/SS, I
S7	The ability to monitor and report changes in the identified needs of service users/carers	CV/SS, I
S8	Ability to demonstrate the principles of care i.e. maintaining dignity, choice, independence ensuring confidentiality at all times	CV/SS, I
S9	Ability to work on own initiative within the levels of competency as defined within the role	CV/SS, I
S10	Ability to work as a flexible team member across the Borough	CV/SS, I
S11	Ability to identify and manage risk within guidance, policies and procedure. Recognise and respond to Safeguarding issues.	CV/SS, I

October 2023





S12	Experience in the provision of care to adults	CV/SS, I
S13	Experience of coping or dealing with difficult situations within the limitations of the role and seeking appropriate advice	CV/SS, I
S14	The ability to form positive working relationships	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Positive approach to reablement of vulnerable people to achieve maximum independence	CV/SS, I
P3	Be aware of issues with regard to Equal Opportunities and Anti Discriminatory practice and to act accordingly	CV/SS, I
P4	Able to work contracted hours within agreed rota patterns	CV/SS, I
P5	Sufficiently physically able to undertake moving and handling of service users as required	CV/SS, I
P6	Must have access to a car and have a full clean driving licence or equivalent mobility	CV/ SS, I
Qualifications		
Q1	NVQII in Care, or a related subject/equivalent – with the opportunity to undertake and complete Level III	CV, C

A = Application form **CV/ SS** = Curriculum Vitae/Supporting Statement **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

October 2023





Knowsley Council

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

October 2023

