COMHAIRLE NAN EILEAN SIAR

JOB DESCRIPTION

Job Title:	Homecare & Reablement Assistant - START	**Job Number:**	Various
Department:	Health & Social Care	**Grade:**	D
Location:	Western Isles	**Date:**	2026
Responsible To:	Chief Officer (Health & Social Care); in the first instance to the Operational Manager, Home Care & Reablement		

Job Purpose

Western Isles Council – Short Term Assessment and Reablement Team (START) is looking for Home Care and Reablement staff who have good interpersonal skills, with an understanding of care values of promoting independence, choice, dignity and rights. The Reablement service supports service users in a structured way to undertake a range of social care tasks and working to a plan to help optimise levels of ability and independence. You will be part of a small team consisting of Reablement Workers, Care and Support Supervisor, Occupational Therapist and Physiotherapist. As a team you will be providing a person-centred approach to deliver an agreed Reablement support plan including identifying assistive equipment and demonstrating the safe use of equipment. This is an extremely rewarding role that involves working closely with an individual and supporting them to get back to independence.

Duties

1. To assist and support the delivery of personal care tasks as indicated in the Care Plan; washing, bathing, maintenance of personal hygiene, continence care, nutrition, etc.

2. To assist with mobility and transferring of service users in the home or homely setting as required to support delivery of the Care Plan.

3. To support service users to administer medications as indicated in the Care Plan and in accordance with Departmental Policies and Procedures.

4. To support, assist and promote the development of independence, reablement, intermediate care provision and the resettlement of patients at the time of hospital admission or discharge.

5. To support and assist service users who are terminally ill to die well, in accordance with the Care Plan.

6. To assist and support service users to remain comfortable within their homes or homely settings whilst maximising their independence.

7. To communicate timeously to their supervisor any relevant information or factors in relation to Home Environment, Social and personal care needs or other information which may indicate changes in health, ability, safety or other risk factors relevant to the delivery of the Care Plan or to the Risk assessments and Management plans.

8. To participate fully in supervision, appraisal, training, personal development and take personal responsibility for the recording of Post Registration Training and Learning.

9. To comply with the requirements of registration, the SSSC Code of conduct and work to Care Inspectorate Health and Social Care Standards.

10. To work in accordance with the Care Plan and under the direction of a Care and Support Supervisor.

11. To support communication for service users who have difficulty communicating by using their preferred methods and supports.

12. To assist and support family carers to continue caring and to empower and contribute to the reablement of service users.

13. To support the service user with their Nutritional Care Plan.



General Accountabilities

1. To ensure that all information received and disseminated, whether verbal, written or electronic concerning all employees, prospective employees or service users is treated in the strictest confidence and that all such information held is regulated and controlled in a similar manner in compliance with Data Protection legislation.
2. To ensure compliance with Standing Orders and Financial Regulations of the Comhairle.
3. To ensure that all duties and responsibilities are performed in a safe manner so that no risk to health and safety arises to yourself, any other employee or member of the public.
4. As the Comhairle is committed to the effective management of risk, it is the responsibility of all employees to carry out their duties and responsibilities with adequate regard for Risk Management as outlined within the Comhairle's Risk Management Policy.
5. To comply with the Comhairle's Equal Opportunity Policy in Service Delivery and Employment, thereby promoting a fair and quality service to all.
6. To keep under review your own development needs. Learning needs should be discussed and determined at your annual Performance Appraisal and you will be required to undertake training as identified and as appropriate and required for the effective performance of the duties of the post.
7. Any other duties or responsibilities that may need to be allocated from time to time to ensure the efficiency of the service.



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PERSON SPECIFICATION

This form lists the essential and desirable criteria required. Applicants will be leeted on the basis of meeting the criteria. Please ensure you complete your application form considering the criteria below.

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CRITERIA	ESSENTIAL	DESIRABLE
Knowledge	E1. Understanding of various health & social care needs. E2. Awareness of the rights of the individuals who receive care and support.	D1. Knowledge of food safety. D2. Knowledge of health and safety. D3. Knowledge of personal hygiene.
Skills and Abilities	E3. Ability to assess and react appropriately in an emergency. E4. Ability to communicate clearly and listen effectively. E5. Ability to work without direct supervision. E6. Ability to report changes in client's circumstances to Line Manager. E7. Flexible approach and ability to work shifts including weekends and public holidays. E8. Empathy, compassion and understanding of social needs. E9. Ability to successfully complete all mandatory training within a defined timescale.	D4. Understanding the benefits of rehabilitation.
Education and Experience	E10. Experience of caring for people, either in a paid or unpaid capacity. E11. Candidate must have the ability to undertake and achieve an SVQ II in Health & Social Care within 6 months from commencing in post.	D5. Moving and Handling training. D6. Administration of medication.
Other Factors	E12. Work effectively as part of a team. E13. Understanding of confidentiality. E14. Full, unrestricted driving licence and business insurance (where applicable, pool cars will be provided). E15. Attend training as and when required. E16. Positive attitude and demonstrate good social values.	D7. Ability to communicate in Gaelic. D8. Flexibility to work at short notice. D9. Promote individuality and the human rights of those receiving support.

