



Position Title	Rehabilitation Assistant
Department	Ward
Reports to	Senior Rehabilitation Assistant
Direct reports	No direct reports
<p>Purpose of the Position:</p> <p>Reporting to the Nurse Manager, Senior Staff Nurse, Staff Nurse and Senior Rehabilitation Assistants you will assist in the delivery of the highest quality care to Service Users requiring specialised rehabilitation in order to maximise their personal progression.</p> <p>To enable patients and service users to perform activities of everyday living which, due to a neurological impairment, they are unable to perform without assistance. This may include nutrition, mobility, personal hygiene and elimination in line with care plans whilst maintaining dignity and respect.</p> <p>To assist in the implementation of individualised therapy programmes which might incorporate educational, vocational, social and leisure activities.</p> <p>To support clinical team in providing a consistently high-quality service across the whole of the Glenside site.</p> <p>Take an active role in the development and implementation of patient’s and service user’s weekly activity programmes.</p> <p>Main Responsibilities</p> <p>Work proactively with the nursing and therapy teams to implement individualized rehabilitation programmes, following plans of care to meet patient and service user centered outcomes.</p> <p>Personal Needs</p> <ul style="list-style-type: none"> • Undertake observations such as temperature, pulse, blood pressure recordings and monitoring and recording of client’s weight. • Follow the highest standards of care, including personal care to include; assisting in eye care, nail care, removal of dentures, undertaking bathing / washing and assisting in management of continence. • Enable and support patients and service users to care for their own rooms and personal effects. • Encourage and enable patients and service users to enjoy meals and drinks while supporting wishes and preferences. This may include assisting with ordering of meals, monitoring and recording fluid intake and assisting with feeding. 	



- Assist with communication, ensuring that patients and service users can be understood and understand others.
- Assisting with mobility including; hoisting, positioning and assisting with mobility aids.
- Support patients and service users to access the community safely including with activities and appointments.

Therapy Needs

- Support patients and service user to achieve a purposeful life, contributing to occupational, educational, social and leisure activities and assisting in developing programmes to meet those needs.
- Gain an understanding of personal, emotional and social needs of patients and service users including the behavioural and emotional changes which can be associated with neurological conditions.
- Participate in patients and service user's individual care and therapy plans.
- Participate in the keyworker programme, acting as an advocate and liaising with others regarding individual programme plans to ensure consistent deliver of care and rehabilitation.
- Develop and engage in therapeutic relationships with patients and service users whilst maintaining professional boundaries.
- Managing and putting into place de-escalation techniques where necessary.
- Work with the wider clinical team to manage repetitive behaviours.

Other Responsibilities

- Maintain physical environment of the service by assisting in the cleaning of rooms, fixtures and fittings.
- Complete written records as necessary.
- Engage in supervision and appraisal process and make a commitment to on-going learning.
- Contribute to service development by engaging in staff forums and feedback groups.
- Behave in a manner which upholds the reputation of the organisation and profession.
- Be aware of and understand own behaviours and how this can impact negatively or positively on the individual using the service and the colleagues we work with.
- Have the ability to work in a dynamic and changing environment.
- Refer safeguarding concerns to senior members of staff.
- Participate in an internal rotation of duty shifts (days and nights) designed to meet the rehabilitation needs of patients and service users on a 24 hour basis.

COMPETENCIES:

Communication and relationship skills	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Communicate clearly and succinctly • Build and manage relationships within the nursing and wider clinical team and with patients and service users and their families • Establish positive rapport, empathy, trust and credibility with Service Users • Use a range of communication skills and technologies to support person-centred care • Able to listen to others without making value judgments • Is articulate and able to contribute to documentation as directed 	<p>Behaviours</p> <ul style="list-style-type: none"> • Can communicate both routine and complex/sensitive information to Service Users, clients, relatives and staff and other stakeholders. Able to feedback and engage in decision making when appropriate • Use safe, effective and non-discriminatory communication to establish and maintain and develop professional relationships • Initiate and build relationships with Service Users to enhance the delivery of care and rehabilitation • Ensure that information is passed to appropriate members of the team and that received information is acted on as directed • Adopt a flexible style when interacting with others • Can use effective verbal and written communication and an ability to understand and use electronic records when required
Planning and Organisational skills	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Manage own time effectively, ensuring all delegated tasks carried out in a timely manner • Ability to recognise own and role limitations and able to identify additional learning needs • Ability to prioritise allocated tasks to ensure Service Users needs are met • Can implement care prescribed by care plans 	<p>Behaviours</p> <ul style="list-style-type: none"> • Demonstrate organisational and time management skills • Communicates to others when they are at the limit of their competence • Communicate with others in the team to ensure tasks are carried out • Integrate guidance from care plans into direct care

Learning and Development	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Engage fully with all training requirements • Talks to line manager about personal development • Understand the responsibility to attend staff meetings 	<p>Behaviours</p> <ul style="list-style-type: none"> • Attends mandatory training • Engage in supervision and appraisal system • Make a valuable contribution to team discussions
Personal Influence	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Acts in a professional manner at all times • Build and maintains therapeutic relationships with Service Users • Understand the role of advocacy • Participates in staff forums 	<p>Behaviours</p> <ul style="list-style-type: none"> • Demonstrate professional behaviours at all times and act as a role model to others • Engage in relationships whilst maintaining strict professional boundaries at all times • Will advocate for Service Users under supervision • Provides appropriate input to influence service development
Decision Making	
<p>Key Indicators</p> <ul style="list-style-type: none"> • Able to use information to make sensible, sound decisions or proposals • Thinks logically and demonstrate sound problem solving abilities • Identify any deviation from care plans and seeks advice from others • Identify clinical changes in Service User presentations and report to nurse 	<p>Behaviours</p> <ul style="list-style-type: none"> • Discuss proposals with proxy supervisor or line manager before implementing • Identify and understands issues, problems and opportunities • Report to nursing staff any deviation from care plans • Report without delay any perceived changes in Service Users