

PERSON SPECIFICATION

REABLEMENT PRACTITIONER

All the criteria below, both essential and desirable, will be assessed via your application form; further methods will be used to support this in the interview/selection stage should your application progress. Please refer to this document and the job description when completing your application, giving examples. A re-wording of the criteria listed will not guarantee an interview.

Method of Assessment: S - Scenario, I - Interview, P - Portfolio, T - Test, D – Documents

Qualifications and training

Method of Assessment – D, I

Desirable:

- Care Certificate
- Level 3 Diploma in Adult care (or equivalent)
- GCSE in English and Maths C/4 or above
- Should candidates not have obtained the above qualifications they will be expected to complete a funded Level 3 Apprenticeship in Adult Care including Maths and English functional skills

The New GCSE Grading System

- Grades 7-9 are equivalent to the old grades A and A*.
- The bottom of grade 7 aligns with the bottom of grade A.
- Grades 4-6 are equivalent to the old grades B and C.
- The bottom of grade 4 aligns with the bottom of grade C.

Experience and knowledge.

Method of Assessment – I, T D

Essential:

- Experience of working with vulnerable groups
- Confident with record keeping.
- Confident in supporting individuals with medication.
- Confident in manual handling operations.

Desirable:

- Experience of mentoring and inducting new staff



- Provided care as a formal carer.
- Awareness of reablement and empowering independence.

Specialist skills and abilities

Method of Assessment – I, T, D

Essential:

- Knowledge of domiciliary/Home care

Desirable:

- Experience of End-of-life care
- Experience of Infection Control
- Experience of Safeguarding
- Experience of Health and safety.
- Experience of Mental Health
- Experience of Direct Catheter care

Personal skills and attributes

Method of Assessment – I, T, D

Essential:

- Ability to undertake manual handling tasks.
- Awareness of relevant Health & Safety issues.
- Anti-discriminatory attitude and approach to people.
- Good communication and observation skills.
- Good interpersonal and listening skills.
- Self-motivation and reliability.
- A flexible approach and a progressive and responsive attitude to change.
- Possess a caring nature and attributes.
- A good sense of humour
- Ability to talk to people of all age groups.
- A friendly and approachable nature.

Decision making impact and innovation

Method of Assessment – I, T, D

Essential:

- Ability to work independently whilst recognising when advice, guidance or escalation is required.
- Contributes to service improvement by identifying opportunities to enhance reablement outcomes, efficiency and quality of service delivery.



- Ability to support individuals to maximise independence, promote choice and control, and reduce reliance on long-term services where appropriate.
- Maintains accurate records and uses information effectively to support decision-making and continuity of care.

Desirable:

- Knowledge of strengths-based practice, outcome-focused support planning and assistive technology within a reablement setting.
- Understanding of health and social care legislation, safeguarding responsibilities and best practice guidance relevant to reablement services.

Fluency Duty

Essential – Communication (Fluency Duty)

This role is subject to the Fluency Duty under the Immigration Act 2016. The postholder will be required to demonstrate an appropriate level of spoken English where this is a regular and intrinsic part of the role.

This criteria applies in accordance with the statutory [Fluency Duty for public facing roles](#)

Special working conditions

Method of Assessment – D

Essential:

Access to a suitable means of transport, with business insurance and must maintain a full current UK driving licence.

Able to work a rota weekly forecast plan which includes evenings, weekends, Bank Holidays 365 days a year.

You will be required to work throughout the county of Shropshire to maintain service delivery.

You may be required to change shift patterns to accommodate mandatory training courses and absence cover.

During a Pandemic, Epidemic or Major Incident or Emergency you may be asked to undertake duties that are not stated in your Job Description or Person Specification where there is a skill, competency, and experience match

