

Kent County Council

Job Description: *Enablement Assessment Officer*

Directorate:	Adult Social Care and Health
Unit/Section:	Kent Enablement Services (KES)/Home from Hospital
Grade:	KSE
Responsible to:	Senior Enablement Worker

Purpose of the Job:

The Home from Hospital service supports individuals 18 and above who have been assessed as having unmet social care needs defined by the National Eligibility Criteria for Adult Social Care following a social needs assessment.

Home from Hospital works with people who are currently in-patients at psychiatric hospitals and wards, to identify enablement goals and agree their enablement plan. Post-discharge, support will continue with the person to assist them to regain, maintain and develop independent living skills, and avoid future hospitalisations.

The post holder will also, as capacity allows, provide enablement support in the community to people with mental health diagnoses, learning disabilities and autism.

Main duties and responsibilities:

- Work across all three psychiatric hospitals in Kent: Littlebrook (Dartford), Priority House (Maidstone) and St Martins (Canterbury), Jasmine Ward in Dartford, and other psychiatric wards as required. Begin enablement towards the person's agreed goals will start in hospital, with that enablement support continuing into the community where required.
- Enable people with complex needs to work towards achieving the goals and aspirations that they have set for themselves in their enablement plan once they are stable on the ward. Working flexibly to ensure that people engage effectively with an agreed enablement plan. Support is reviewed at regular points to determine if the person continues to require EAO support or if they can be closed, or OT if identified as a need.
- Work within a person-centered approach to empower people in relation to identified needs through interventions which enable daily living activities, health promotion, benefit maximization and welfare rights and encourage involvement in social activities, education, and employment. Positively promote independent living within the community and enablement for people to become socially included.
- Work independently in the hospital, liaising with hospital staff, Early Discharge and Planning Team (EDPT), and other social workers or professionals as needed, including joint working/visits when required.
- Work with adult social care and health teams, including Strategic Partners, Public Health, Clinical Commissioning Groups, other primary care organisations, local organisations,

and the wider community to achieve an integrated response to maximize people's independence.

- Review current needs and desired outcomes which will inform the appropriate level of support required. Where adaptations such as equipment, or domiciliary support are identified, these should be documented and recommendations made to the Occupational Therapist Service for them to action.
- Where required, provide up to 4 weeks post-discharge intensive support to the person in the community. At closure of programme, identify recommendations to the Senior Enablement worker where further enablement support or other support, such a Care Needs Assessment, has been identified, and with any recommendations to extend support with a KES support worker for up to an additional 8 weeks.
- Complete Care Needs Assessments and support plans as required, when eligibility has been confirmed for individuals accessing KES services.
- Monitor, record, and contribute to the evaluation and review of people's progress against the agreed enablement plan, encouraging and supporting people to be actively involved in this process. Notify the professionals coordinating people's care of any changes and matters of concern together with copies of contact notes and case records so that appropriate action can be taken.
- Develop and maintain an extensive knowledge of available resources within the community, in order to offer the broadest range of options to people. Support the Kent Enablement team, and IIS colleagues when required.
- Liaise with partner agencies including health, housing, and the voluntary sector, as requested by senior staff to support integration initiatives and achieve the best outcomes.
- Promote equality for all people, respecting confidentiality of information, recognizing people's right and choice and respecting their personal beliefs and identify and challenge discriminatory views in the community, in order to foster equality, diversity and rights.
- Attend and participate in training sessions, team meetings, appraisal/personal development meetings, and supervision and assist in the training and provide advice to colleagues as directed.
- Promote health, safety, and security in undertaking work activities and in the work environment by undertaking ongoing environmental risk assessments in people's homes to ensure personal safety and safety for other workers and the people you support. Raise any safeguarding concerns with the professionals involved with the person or the safeguarding coordinator in a timely manner.
- Actively engage in learning lessons from complaints and compliments received by the service.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Enablement Assessment Officer*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• GCSE (or equivalent) A-C in mathematics and English.• NVQ III or Diploma III in Health and Social Care or willingness to work towards• Competent in literacy and numeracy• A commitment to undertake continuing personal development.• Level 3 diploma qualification or equivalent, and /or relevant basic professional qualification or appropriate experience• Completed the Assessment Eligibility Criteria Care and Support Planning and Review training (or willingness to complete within 3 months)
EXPERIENCE	<ul style="list-style-type: none">• Proven experience working with people with Autism, Mental Health, and Learning Disability• Working in a multi-agency environment/partnership.• Experience of undertaking assessments• Experience working in the community.

SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to communicate effectively with people, carers, colleagues, and partner agencies through written and verbal communications, utilising current KCC recording systems. • Ability to gather and assimilate information to complete and develop SMART Enablement Support Plans. • Ability to build and develop effective working relationships across a wide range of internal and
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	<p>external partners.</p> <ul style="list-style-type: none"> • Good observational and functional assessment skills. • Ability to prioritise workload and work effectively under own initiative and as part of a team. • IT skills and effective use of Microsoft Teams. • Ability and commitment to support the KCC Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery. • Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day is essential.
KNOWLEDGE	<ul style="list-style-type: none"> • An evidenced based understanding and application of key policies, legislation and statutory guidance, and eligibility criteria relating to provision of support to people, including the Care Act, Mental Capacity Act and DOLs • Understanding of Person-Centred Planning and approaches • Awareness of local resources available in the community • Knowledge of potential safeguarding issues and understanding of the referral process. • Awareness of data protection and confidentiality issues.

KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p>
	<p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>