

**City of Edinburgh Council
Health and Social Care
Home Care Service**

Dear Colleague

Home Care Improvements – Expressions of Interest in Home Care Re-ablement Teams

As you will know, from meetings, copies of the Frontlines Home Care Newsletter and Outlook (the Council's Newspaper sent to all households in Edinburgh), changes are planned for Home Care Services in Edinburgh.

Part of these changes will involve setting up Re-ablement Teams. These teams will work intensively with all service users for up to 6 weeks following their referral.

After this period of active re-ablement, service users who continue to need care and support at home will receive this from either the Council's Home Care Service or Independent Care at Home Services.

This exciting development is planned for the autumn of this year and will begin in South Edinburgh; all existing Home Care Staff have the opportunity to be considered to become part of the Home Care Re-ablement Teams. We expect each locality to have two Home Care Re-ablement Teams, each with 12 to 16 team members.

The attached form should be completed by staff who are interested and returned to your Home Care Service Manager by 18th July 2008. Interviews will be held locally with interested staff and Home Care Service Managers on the week beginning 4th August 2008 to decide who should become part of the Home Care Re-ablement Team. We are looking for staff with the right skills and qualities for the Home Care Re-ablement Service and these are listed as an attachment to this letter. It is important that you read these so that you know what we are looking for during the interview.

Training is already being put in place to bring staff up to date with the Re-ablement approach.

If you have any questions about this, please contact your Home Care Service Manager, whose details are attached below.

Thanks you for your interest in this exciting development

Yours sincerely

**Bill King
Manager of Home Based Services**

Expressions of Interest in Home Care Re-ablement Teams Form

Name	
Address	
Telephone Number	
Email Address	
Current Job Title – Please tick relevant box	Home Help <input type="checkbox"/> Social Care Worker <input type="checkbox"/> Home Care Coordinator <input type="checkbox"/> Other - Please State <input type="checkbox"/>
Which team do you currently work in? Please tick relevant box	Hospital Discharge Team <input type="checkbox"/> Mainstream Home Care <input type="checkbox"/> Other - Please State <input type="checkbox"/>
Which locality do you currently work in? Please tick relevant box	South East <input type="checkbox"/> South West <input type="checkbox"/> South Central <input type="checkbox"/>
Which Locality do you wish to work in. Please insert 1 for first choice, 2 for second choice and 3 for third choice	South East <input type="checkbox"/> South West <input type="checkbox"/> South Central <input type="checkbox"/>
What relevant training have you had?	
Please write down the reasons for your interest in working within the Home Care Re-ablement Service in the space below	

Please return completed form to you Home Care Service Manager by 11th July 2008

Home Care Service managers

South West - Janice Morrison Tel – 313 6701
Springwell House

South Central Ann Giles Tel – 527 5130
Victoria Street

South East Dionne Yorkston Tel – 529 5383
Captains Road

Hospital Discharge Sylvia McGowan Tel – 529 7161

Skills, Qualifications and Qualities Specification for Home Care Re-ablement Team

Skills	
Understanding of the service users' perspective and individuality	Essential
Understanding of National Care Standards	Essential
Engaging positively with service users	Essential
Understanding of Empowerment	Essential
Communication	Essential
Recording	Essential
The benefits of goal setting to improve confidence, self belief and independence	Essential
Motivating Service Users	Essential
Doing tasks with service users rather than doing tasks to service users	Essential
Working in partnership with unpaid carers/ family	Essential
Problem solving with service users to increase independence	Essential
Teamwork and contributing to team meetings	Essential
Working with other professionals such as Social Workers and Occupational Therapists	Essential
Awareness of equipment and adaptation	Essential
Seek support when necessary	Essential
Qualification SVQ2, equivalent or above	Desirable
Qualities	
Positive	Essential
Encouraging	Essential
Calm	Essential
Self awareness	Essential
Adaptable and flexible	Essential
Consider and respect other members of the team	Essential
Want to make a difference for service users so they have better outcomes	Essential