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| **Job Description** |
| **Post title** | Rehabilitation Worker for People with Sight Loss |
| **JE Reference No** | pre progression *– JE Ref No: A5887*post progression *– JE Ref No: N6424*  |
| **Grade** | Grade 9 - pre progression Grade 11 - post progression  |
| **Service** | AHS |
| **Service Area** | Adult Care - OP/PDSI |
| **Reporting to** | Countywide Occupational Therapy and Sensory Support Team Manager |
| **Location** | Your normal place of work will be a Team Base, but you may be required to work at any designated workplace within County Durham, in line with the principles of Smarter Working in the Smarter Working handbook. |
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| **DBS** | This post **is** subject to an **enhanced disclosure**. |
| **Flexitime** | This post **is** eligible for flexitime. |
| **Politically restricted** | This post **is not** designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State. |

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| **Description of role** |

To ensure that the social care needs of people who have a sight loss are fully assessed and that rehabilitation services are delivered, monitored and reviewed in accordance with the agreed care and support plan.

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| **Duties and responsibilities** |

Listed below are the responsibilities this role will be primarily responsible for:

* **Assessment:**

To undertake assessments of the needs of potential users and obtain contributions to that assessment from other personnel and/or agencies; to encourage the participation of users and carers and ensure that their views are taken fully into account; and to relate those needs to agency policies and ensure that the process is carried out in accordance with published standards.

* **Care Planning:**

To define service requirements and design individually tailored packages of care to meet assessed needs; taking into account the views of users and carers and agreeing any areas of risk with them.

* **Specifications:**

Specify the nature of the services to be provided in terms of volume, frequency, duration and quality.

* **Implementing The Care & Support Plan:**

To negotiate the provision of services at the most cost effective rate and ensure they meet service principles, objectives and specifications; to make imaginative use of community resources and stimulate the development of local services; and to contribute to the drawing up of contracts with providers, in conjunction with staff of the Commissioning Unit.

* **Monitoring:**

To be responsible for developing systems to monitor the delivery of services within Budgetary limits and in line with objectives and specifications and to provide continuing support to users and carers.

* **Reviewing:**

To review the achievement of care plan objectives, reassess needs and revise the care Plan and redefine service requirements accordingly and ensure value for money.

* **Service Standards & Service Planning :**

To maintain published standards for the delivery of rehabilitation programmes and assessment; to notify providers and quality controllers about deficiencies in the standards of services and to inform service planners about unmet need and gaps and shortfall in provision.

* **Specialist Services & Therapeutic Intervention:**

Where appropriate, to provide specialist counselling social work, occupational therapy, approved social worker or other professional skill contribution as requested by clients or other Social Workers in keeping with the training, experience and aptitude of the post-holder, and to ensure that users have access to an advocate or independent representative whenever necessary.

* **Administration and Development:**

To ensure that records and user information are maintained using new technology wherever appropriate; to produce reports for management staff when requested; and to contribute to other Departmental administrative requirements necessary.

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| **Organisational responsibilities** |

* **Values and behaviours**

To demonstrate and be a role model for the council’s values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

* **Smarter working, transformation and design principles**

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

* **Communication**

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

* **Health, Safety and Wellbeing**

To take responsibility for health, safety and wellbeing in accordance with the council’s Health and Safety policy and procedures.

* **Equality and diversity**

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

* **Confidentiality**

To work in a way that does not divulge personal and/or confidential information and follow the council’s policies and procedures in relation to data protection and security of information.

* **Climate Change**

To contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities during the course of your work, wherever possible.

* **Performance management**

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council’s Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

* **Quality assurance (for applicable posts)**

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

* **Management and leadership (for applicable posts)**

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council’s values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

* **Financial management (for applicable posts)**

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

*The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.*

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| Person specification |
|  | Essential | Desirable |
| Qualifications | * Diploma/Degree in Rehabilitation Studies with Visual Impairment or equivalent Rehabilitation Studies qualification.
 | * Management qualification or post-graduate training relevant to particular specialism
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| Experience | * In Health or Social Care settings.
* Experience of working with people who have sight loss.
 | * Previous work with people who have hearing loss or dual sensory loss.
* Experience of working in a multi-disciplinary or multi-agency environment.
* Commissioning services i.e. identifying need, assessing, negotiating rehabilitation programmes, monitoring and reviewing.
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| Skills & Knowledge | * Ability to form relationships with users and carers.
* Assessment and care planning.
* Planning, monitoring and reviewing work.
* Report Writing and use of relevant IT systems.
* Specific therapeutic skills, to promote independence for people who have visual loss.
* Access to transport to meet demands for home visits.
* Organising work.
* Deciding priorities and time management.
* Knowledge of the organisation and structures within N.H.S. and Social Care and recent or impending changes.
* Of the needs of the specific user group, ie people who have a sight loss.
 | * Negotiation with providers
* Liaison and networking
* Dependent on the balance of the team and skills of existing team members
* Care management practices.
* Assessment processes in meeting individual need.
* Person centred approaches.
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| Personal Qualities | * User and carer oriented.
* Self-motivating
* Systematic approach
* Ability to work under pressure
* Commitment to equal opportunities
* Openness to new ideas and ways of working.
* Ability to work as a member of a team
* Access to a car or access to a means of mobility support (if driving must have current valid driving licence and appropriate insurance).
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