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| Service and job specific context statement |
| **Directorate:** | Health and Adult Services |
| **Service:** | Care & Support  |
| **Post title:** | Rehabilitation Officer/Worker Visual Impairment |
| **Grade:** | J |
| **Responsible to:** | Team Manager (Sensory Services) |
| **Staff managed:** | None |
| **Date of issue:** | April 2017 |
| **Job family:** | **C&S - Care & Support** |

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| Job context |
| This post is part of a specialist countywide Sensory Services Team offer for North Yorkshire. The team consists of Sensory Social Workers, Rehabilitation Officers Visual Impairment and Communicator Guides.  The core focus of this role is preventing, reducing and delaying the needs of adults with care and support needs and carers by promoting independence and recovery through the provision rehabilitation support, training and equipment, ensuring people make best use of community facilities as appropriate to promote independence. You will be expected to work collaboratively with North Yorkshire County Council staff and other professionals working with people with sensory needs and also to promote awareness and understanding of sight loss and the impact on individuals to the wider community. An enhanced DBS clearance is required. This role involves spoken communications so a confident use of English language is required. |

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| **STRUCTURE:**Safeguarding OfficersGrade LSafeguarding ManagerGrade N |  Head of Care & Support SelbySM2   Service Manager EDT & Care & Support Team in Customer Resolution Centre Service ManagerGrade NTeam Manager SensoryGrade MTeam Manager Care & Support Grade MSocial Care Assessors &Occupational Therapists Grade J-KPlanned CareTeam ManagersGrade MIndependenceTeam ManagerGrade MSocial Worker/Social Care Assessor SensoryGrade J-KRehabilitation Officer Visual ImpairmentGrade JCommunicator GuideGrade GRegistered Manager ReablementGrade K |

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| Job purpose | The core focus of this job is to maximise the independence and safety of people of all ages with vision needs in North Yorkshire who have eligible social care needs.  |
| Operational management | * Support vulnerable people of all ages with visual impairment who have been assessed as being in need by planning, implementing and reviewing rehabilitation programmes to meet the person’s or carer’s preferred outcomes within specified resources or by enabling peopleto access universal community resources.
* Provide support, advice and training to peopleand carers, including
	1. Enabling visually impaired people to maintain / acquire communication skills
	2. Training visually impaired people in the use of orientation and mobility techniques/skills
	3. How their needs could be partly or wholly met by access to universal and other non-care services
* Promote awareness and understanding of vision loss and techniques to support individuals through training and equipment to meet individual needs.
* Undertake reviews of the rehabilitation programmes as required by the Team Manager.
* Assist with Safeguarding Adults Investigations, as delegated by the designated Safeguarding Manager and in line with procedures.
* Ensure value for money and maximise opportunities to generate income for adults with care and support needs.
* Involve advocacy services when appropriate.
* Maintain regular contact with adults and carers to monitor and respond to changes in their situations.
* Represent the Directorate in court proceedings and with other agencies as required.
* Assist in proactively working towards the increased uptake of direct payments and other service development initiatives including (but not limited to) reablement, personalisation, individual budgets, self-assessment and self-directed care.
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| Communications | * Contribute to the development of communities to enable the empowerment of vulnerable people with vision needs. Liaising with local, universal and other services to promote vulnerable people’s access to them.
* Share best practice and learning with North Yorkshire County Council staff and other professionals working with people with vision loss to promote awareness and understanding of vision loss and the impact on individuals.
* Communicate with adults with care and support needs and carers in an appropriate manner to enable effective written and oral communication in line with Directorate policies and procedures
* Engage with a range of other agencies to maximise choice and resources
* Facilitate 1:1 and group sessions with North Yorkshire County Council staff and other professionals working with people with vision loss to promote awareness and understanding of vision loss and the impact on individuals.
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| Partnership / corporate working | * Work with colleagues within Heath and Adult Services, Care and Support, North Yorkshire County Council, also other agencies including health partners and voluntary sector to ensure you maximise resources and opportunities for people.
* Work with the Team Manager to contribute to the development of communities to enable the empowerment of vulnerable people with vision needs. Liaising with local, universal and other services to promote vulnerable people’s access to them.
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| Resource management | * Support the adult with care and support needs and carers to meet their assessed needs within the indicative budget and in a way which maximises resources, where this is not the case you will seek advice from the Team Manager.
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| Systems and information  | * Maintain clear, concise and timely case records in line with the Directorate's policies
* Assist in the collection of performance data using the appropriate IT systems.
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| Safeguarding | * To be committed to safeguarding and promote the welfare of children, young people and adults, raising concerns as appropriate.
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| Person Specification |
| Essential upon appointment | **Desirable on appointment** |
| Knowledge* Working knowledge of the causes and effect of different types of vision loss and the variety of impacts of visual impairment on people in society
* Knowledge of the range of equipment available to support people with vision needs.
* Knowledge and understanding of vision need/rehabilitation policy developments and good practice at a local and national level.
* Good working knowledge, understanding and application of community care legislation and regulations.
* Knowledge of statutory requirements, including requirements in respect of carers, equality and anti-discrimination legislation, maintaining a safe working environment, data protection and confidentiality.
* Knowledge of the Care Act and its application
* Knowledge and understanding of how Equality & Diversity, Dignity & Respect and Human Rights will apply to this role.
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| Experience* Experience of working creatively and innovatively with adults with care and support needs or carers to develop an agreed rehabilitation programme to achieve the identified outcomes including daily living skills both inside and outside of the home to maximise independence.
* Experience of working with people with vision needs in their own homes in the community
* Experience of working positively in a changing environment.
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| Occupational Skills* Person centred approach to work with adults and carers
* Asset and strength based approaches with adults
* Development and provision of rehabilitation programmes and training including orientation and mobility techniques, daily living skills and communication skills.
* Excellent communication and presentation skills – written, verbal, Braille etc.
* The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.
* Ability to use persuasion, influencing and/or negotiation techniques to influence others.
* Resilience skills. Works productively in a pressurised environment and supports others to do so. Ability to act calmly during difficult circumstances and recovers quickly from setbacks.
* Effective time management and planning skills, meets deadlines
* Effective written communication skills – communicates effectively in writing to produce documents in a range of formats and styles to suit a range of audiences. Excellent case recording and report writing skills.
* Decision making skills – can make decisions within own area of responsibility which may involve considering risks.
* Ability to monitor quality and service standards.
* Good IT skills including use of email, intranet, internet, word, excel and inputting date into the Council’s assessment system.
* Flexibility and adaptability.
* Problem solving skills – uses creativity and innovation to generate solutions to problems.
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| Professional Qualifications/Training/Registrations required by law, and/or essential for the performance of the role* Diploma HE Rehabilitation Studies – or predecessors
 | * NVQ Level 3 Health and Social Care/ QCF Level 3 Diploma in Health & Social Care OR there is a requirement that you will be expected to complete this award within 12 months
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| Other Requirements* Ability to travel across the County
* Ability to attend meetings outside of normal business hours
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| Behaviours  | [Link](http://www.northyorks.gov.uk/article/23524/What-you-should-know-before-applying-for-a-job) |

**You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.**