

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Rehabilitation Officer Vision Impairment	Grade: SO2 – PO2
Section: Access and First Response Team	Directorate: Adults Services Directorate
Responsible to following manager: Senior Rehabilitation Officer Vision Impairment	Responsible for following staff: None
Post Number/s: RWA0044	Last review date February 2019

Working for the Richmond/Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Job Purpose

To work as a member of the Access Team, to identify, deliver and evaluate professional rehabilitation interventions to people with vision loss or dual sensory loss to enhance their skills and confidence to maximise their independence.

To assess and provide rehabilitation interventions to help people at risk from harm or becoming dependent on others due to their sensory loss.

To act as an advocate for people with sensory loss and the organisation to help promote accessible services; equality; social integration and understanding of the impact of sight loss/dual sensory loss.

Specific Duties and Responsibilities

1. To undertake specialist visual impairment and dual sensory loss assessments of individual and carers needs and risks to encourage independence, provide support and prevent harm. This includes promoting a multi-agency approach by developing and maintaining effective working relationships
2. To undertake complex mobility Assessments, provide specialist mobility equipment, recommendations, advice, demonstration, support, training and a Personal Safety Plan to minimise risk and to maximise service users' independence and dignity.
3. To prescribe, order or recommend specialist disability equipment, minor adaptations and then train service users and their carers in their safe installation, maintenance and use.
4. To work in partnership with service users and carers using a person-centred approach, with the aim of maximising independence, wellbeing and choice, providing pertinent information and advice covering a range of topics relating to sensory loss including: care and support; prevention of needs; finances; health; and safeguarding.
1. To respond appropriately to urgent referrals and prioritise workload in response to levels of risk and duty of care, within agreed workload through-put targets. To hold a caseload appropriate to the level of expertise, experience and personal development of the post holder, and to provide ongoing expert Sensory advice and case liaison with colleagues and partner staff.
5. To plan, implement, evaluate and review rehabilitative services aimed at reducing risk, maximising and maintaining independence, safety, dignity and choice. Including daily living skills, mobility and community safety training, communication skills and low vision.
6. To work with people with sensory loss who have additional complex needs such as learning, physical and mental health disabilities in recognition of the cumulative effect of additional disabilities. To liaise with other specialist workers as necessary.
7. To provide advice, information and guidance to service users and carers ensuring that that support plans and other information regarding individual care packages is shared with the service user, carers and other agencies as required in accordance with the Council's policies and procedures including those on data protection

8. To monitor implementation of intervention plans and adjust them as appropriate and to ensure they address identified risk, ensuring funding arrangements for any services, are thoroughly reviewed in accordance with statutory requirements and Council policy to ensure highest quality of service and best value.
9. To apply ROVI ethical principles and values to guide professional practice and respect diversity and apply critical reflection and analysis to inform professional decisions and use supervision to promote continuous professional.
10. To ensure that information is recorded consistently, accurately and meets statutory timescales. To ensure that service user confidentiality is maintained and that information is shared with the service user, care and other agencies in accordance with the Department's data protection requirements.
11. To maintain a current working knowledge of the safe use of a wide range of specialist equipment and appropriate community resources.

Progression from Scale SO2 to PO1

The ROVI assessor needs to hold a level 5 qualification in rehabilitation work visual impairment. The ROVI needs to be able to demonstrate, through supervision and their own portfolio of supporting evidence, that they have been able to demonstrate the ability to provide intervention and support planning consistent with a PO1 grade autonomously when of higher complexity to achieve agreed outcomes for service users.

The ROVI assessor must be able to demonstrate highly developed interpersonal skills and an ability to effectively use digital systems and platforms for effectively recording case work and decision making.

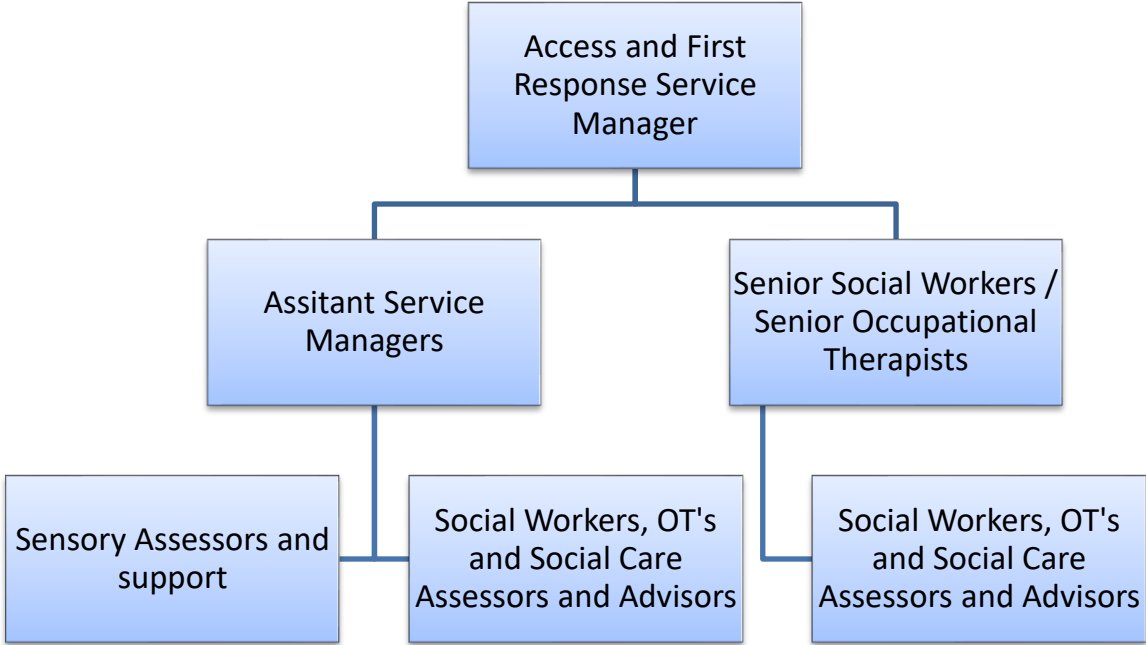
Progression from Scale PO1 to PO2

The ROVI assessor must demonstrate ability to undertake increasingly higher complex mobility assessments, with greater autonomously including high risk and complex route training. The ROVI assessor must demonstrate ability to support plan and risk assess to minimise risk to both service users and carers and to maximise service users' independence and dignity consistent with PO2 grade.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.
- To advise and support managers on the relevant matters affecting the service and to contribute as required to change programmes within the service
- To support ways of working that ensure that residents and stakeholders are actively engaged in the future of the service and are able to influence decision making
- To work in ways that develops good working relations and collaborative arrangements with internal and external stakeholders.

Current team structure



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Post Number/s: RWA0043	Last review date February 2019

Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

Being open. This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

Being supportive. This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

Being positive. Being positive and helpful means we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a 'can do' attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements		Assessed by A & I/ T/ C (see below for explanation)
Knowledge		
1. An understanding of good customer services.		A&I
2. Knowledge of the roles and responsibilities of a Social Services Department.		A&I

3. An understanding of safeguarding adults and children and within that, the responsibilities of Social Services and the role specifically.	A&I
4. Understanding of the importance of supervision and training.	A&I
Experience	
5. Experience of providing assessment of needs, planning, implementing, providing and evaluating rehabilitative services aimed at maximising and maintaining independence, safety, dignity and choice.	A&I
Skills	
6. Ability to communicate clearly and concisely both verbally and in writing, using appropriate IT.	A&I/T
7. Ability to learn and retain up-to-date knowledge of local services.	A&I
8. Ability to collect information and complete a full assessment of need.	A&I
9. Ability to actively encourage people towards the types of rehabilitation training, information and/or advice that may be particularly relevant to them.	A&I
10. Ability to interact responsively with people who are distressed or angry.	A&I
11. Ability to work collaboratively with others, promoting equality and respect for diversity.	A&I
Qualifications	
12. Diploma in Rehabilitation Work Visual Impairment or equivalent.	A&I/C

A – Application form**I – Interview****T – Test****C - Certificate**