

JOB DESCRIPTION

TITLE: Vision Rehabilitation Specialist

POST NO: PREF104115

DEPARTMENT: Population Wellbeing

DIVISION: Adult Social Care

RESPONSIBLE TO: Therapies & Assistive Technologies Manager

GRADE: M1

PURPOSE OF POST:

The Adult Social Care Division exists to promote the independence, inclusion and well-being of all adults with social care needs. It aims to do this by enabling people to:

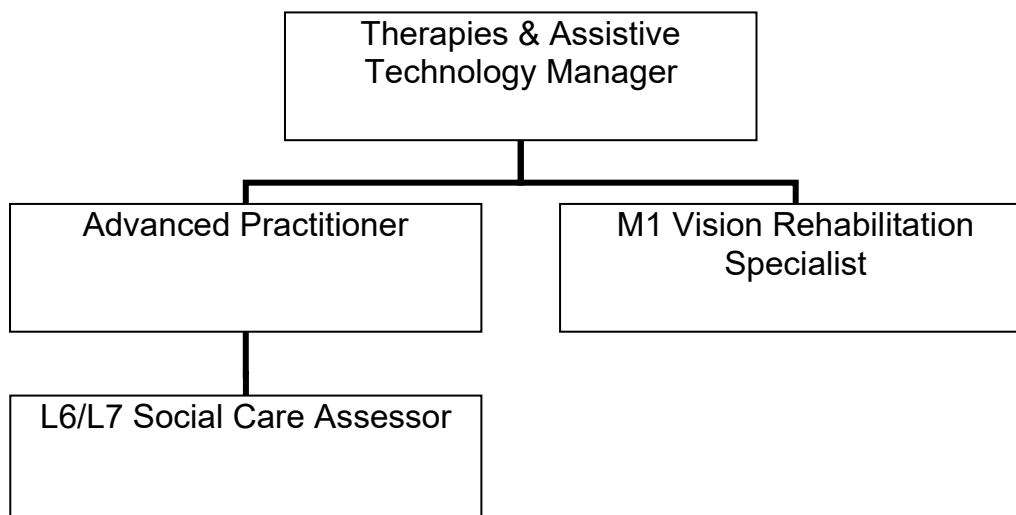
- Have control over their lives.
- Live safe, healthy and fulfilled lives.
- Have an active role in a stronger and prosperous community.
- Access the support they need in order to be as independent as they choose.

You will be expected to receive and coordinate referrals, undertake Specialist Sensory assessments (including complex cases), as well as other assessments such as Carers and Mental Capacity Assessment provide rehabilitation for mobility and independent living skills for adults and/or children with a visual impairment and where appropriate undertake tasks involved in support planning and review.

Coach and mentor Outreach Workers or Social Care Assessors who are undertaking assessments, support planning and review tasks.

Influence the direction of future services by promoting independence, enablement and rehabilitative models. Promote personalised care pathways ensuring choice and control for all eligible individuals. You will be expected to work with others to influence and shape the local environment, to promote social inclusion and accessibility and ensure that identified needs are understood individually, by locality and fed into strategic commissioning.

ORGANISATION CHART:



PRINCIPAL RESPONSIBILITIES

%
70%

1. Receive and co-ordinate referrals for adults and children with a visual impairment, undertake assessments of need and risk in respect complex service users and carers (using Luton Borough Council eligibility criteria where adults are concerned) arrange action, provide training for mobility and independent living skills and review services. This involves:
 - Undertaking statutory duties under the Care Act 2014, and other legislation and guidance relating to children, service users and carers.
 - Overseeing a duty role as necessary and prioritising level of intervention as appropriate
 - Providing rehabilitation and mobility training for visually impaired service users, including independent living and communication skills. Demonstrating and training service users to use equipment to increase their independence.
 - Ensuring that service users and carers are involved in timely assessment and support planning and review processes. (This may include duty work, screening, providing advice and carrying out a range of assessments for: equipment, reablement and longer term community care support. It is also likely to involve a working knowledge of welfare benefits to advise service users how to maximise their income and be able to contribute towards the costs of their care services)
 - Considering a range of solutions to meet needs within the principles of self-directed support and safeguarding
 - Planning professional intervention and ensuring needs are met through discussion and negotiation with service users and their carers and consultation with professional colleagues, and that Support Plans are person centred and focused on individual outcomes, meet assessed needs, address risks, promote independence and choice, respect service users dignity and rights and meet their cultural needs
 - Checking that equipment, support plans (or care packages) provide value for money and meet assessed needs and outcomes identified by the user and take account of any changing needs at review.
 - Keeping appropriate case records, statistics and information utilising Council computer case recording systems, and other IT systems where required.

- Working with other professionals and partners to achieve effective integration and joint working through initiatives that require a multi-agency approach, participating in, organising and chairing multi agency meetings.
 - Maintaining high standards of professional practice and implementing quality assurance systems
 - Attending training as required and staying aware of legislative changes and best practice
2. Coach, develop, supervise and mentor unqualified staff (Social Care Assessors and Outreach Workers). Providing effective leadership, support and challenge to enable them to undertake assessments, including risk assessments, deliver rehabilitation plans, and support service users and carers with support planning and review tasks. This involves: 20%
- Ensuring that service users and carers are involved in timely assessment and support planning and review processes
 - Ensuring needs are met through negotiation with service users and their carers and consultation with professional colleagues, and that Support Plans are person centred and focused on individual outcomes, meet assessed needs, address risks, promote independence and choice, respect service users dignity and rights and meet their cultural needs
 - Checking that equipment that is recommended provides value for money
 - Ensuring there is engagement with other professionals and partners to achieve effective joint working through initiatives that require a multi-agency approach
 - Ensuring the provision of an effective service to local people by maintaining high standards of professional practice and implementing quality assurance systems
 - When necessary and subject to accreditation, carry out, when required the role of practice educator for students on professional qualifying courses
3. Undertake research for specific items or problems and inform colleagues and service users/carers of the range of services available to meet needs and the likely benefit and cost of different options to maintaining independence. (This overlaps with tasks identified under 1 and 2 above and is intended to reflect the additional time this may require) 5%
4. Contribute to the development of strategic plans and or borough wide and neighbourhood projects with professional knowledge on an operational and strategic basis, as required 5%

DIMENSIONS:

Supervisory Management Direct line management responsibility for staffing, Providing coaching and mentoring on case work issues to unqualified workers (social care assessors or Outreach Workers and students) who are part of the multi-disciplinary team and for

providing advice to other staff about the needs service users with a visual or dual sensory loss.

Financial Resources: Although not a budget holder the postholder will be expected to develop, challenge and review arrangements for support and care which may involve expenditure of many thousands of pounds. As part of a team he/she will need to contribute to ensuring that the team's budget is properly and effectively managed.

Physical Resources: Responsibility for the provision, fitting and demonstration of portable equipment.

Other:

WORKING ENVIRONMENT: The post is based in a shared office within an open plan office with hot desks. There will be opportunities to complete some work from home and or to undertake some tasks from other locations. The post holder will need to undertake frequent lone working, visiting individuals at home and in their local environment. This work will be in accordance with the Lone Workers policy and Team Risk Assessment guidelines. The post holder will need to maintain contact with members of the team for whom he/she has supervisory responsibility and should be available for, advice and decision making by team members and consultation by other colleagues.

PHYSICAL EFFORT: The ability to fit and demonstrate (Sensory Impairment) equipment. Also some exposure to emotional stress, which is likely to involve dealing with angry and distressed service users, often in a crisis situation, for which supervision and on-going support is given through teamwork and access to professional counselling.

CONTEXT:

Vision Rehabilitation Specialist are part of the Adult Social Care Division, although they also provide services to children and young people and work closely with work closely with Ophthalmology Consultants and Staff in Eye Clinics and Hospitals (mainly the Luton and Dunstable.

The Adult Social Care Division exists to promote the independence, inclusion and well-being of all adults with social care needs. It aims to do this by enabling people to:

- Have control over their lives.
- Live safe, healthy and fulfilled lives.
- Have an active role in a stronger and prosperous community.
- Access the support they need in order to be as independent as they choose.

The strategy is to focus on people's strengths, seeing neighbourliness and neighbourhoods as the 'glue' that holds communities together, not services. Alongside local area coordination, it will embrace new ways of working to support people, building on the extraordinary levels of volunteering seen locally and across the country.

The Team's role is to meet the Local Authority's legal responsibility under the Care Act 2014 to carry out strength based person centred assessments of adults who appear to have care and support needs, and their carers, and to meet these needs through a variety of ways, achieving positive outcomes for them. Potential customers will include

adults with sensory impairment as well as physical disabilities, learning disabilities, dementia or mental health needs and other adults with care and support needs at risk of harm or neglect, who are unable to protect themselves. The Team also exercises directly, or indirectly, the Local Authority's other responsibilities including compliance with the Mental Capacity Act 2005, Deprivation of Liberty Safeguards and other relevant legislation.

The post holder will work on their own with the most vulnerable and challenging service users in the Borough and will be expected to work in partnership with a wide range of professionals particularly health, independent care providers and the voluntary sector to ensure a seamless, quality service.

Children and Young People's services work with children up to 19 and their families, Adult Social Care works with adults and older people aged 18 and over, and their carers who are eligible for services, this involves undertaking the full range of statutory work with both Service Users and Carers.

The Post Holder will focus rehabilitation, promoting independence, enablement and reablement and reducing, preventing and delaying the need for intensive expensive services including hospital admissions and long stays in institutional settings. The post holder will take a whole person approach to enable a person to achieve their full potential.

The Post Holder will be enthusiastic, adaptable and provide inspirational leadership on risk, quality and safeguarding matters and to promote personalised care pathways ensuring choice and control for all eligible individuals. You will be expected to work with others to influence and shape the local environment, to promote social inclusion and accessibility and ensure that identified needs are understood individually, by locality and fed into strategic commissioning.

You will be expected to be able to cover for your line manager on occasion and to also to cover for occupational therapists/social workers from other teams if required to do so for a temporary period.

The job will involve working to policy and procedures of the Council, involvement in high-risk decision making and the exercise of a high level of judgement and personal responsibility for the safety of service users. It also involves working to very demanding time scales in assessment and care planning for adults and older people. The post holder will be aware of and act within the legal framework for Adult Social Care Practice and will ensure that case recording on the councils computer system is maintained at a high level.

You will work on your own with some of the most vulnerable and challenging service users in the Borough and will be expected to work in partnership with a wide range of professionals particularly health, independent care providers and the voluntary sector to ensure a seamless, quality service.

Safeguarding Statement – all staff in ASC are expected to:

- To work in accordance with the Mental Capacity Act and its principles;
- To ensure that any suspected abuse of an adult at risk is reported in accordance with the Adult Safeguarding Policy and Procedure;

- To promote awareness of the Adult Safeguarding Policy and the Mental Capacity Act;
- To Safeguard adults at risk by promoting their health and wellbeing, dignity and respect;
- To promote the prevention of abuse of service users and carers;
- To ensure any provider service concerns are reported to the Purchasing and Quality Team.

Safeguarding Statement Specific to Vision Rehabilitation Specialist Role

- In addition to the above to have attended the relevant level of Safeguarding Children Training and understand the responsibility to protect children and young people and how to report suspected abuse.
- To support and contribute to children and adult safeguarding investigations where appropriate.
- To ensure that information is shared where necessary and in accordance with legal requirements.
- To contribute to safeguarding planning to respond to identified risks of abuse.
- To contribute to and co-operate with any multi agency audits and Serious Case Reviews required by the either the Safeguarding Children or Safeguarding Adults Boards.

DBS

Because of the nature of this job, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. Therefore, it is essential in making your application you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders 1974 (Exemptions) (Amendments) Order 1986. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up, any failure to disclose such convictions will result in dismissal or disciplinary action by the Authority. The fact that a bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

Person Specification – Vision Rehabilitation Specialist

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected

Desirable (D):- useful for choosing between two good candidates.

Please make sure, when completing your application form, you give <u>clear examples</u> of how you meet the <u>essential and desirable</u> criteria.				
Attributes	Essential	How Measured	Desirable	How Measured
Experience	Post qualifying experience in the field of rehabilitation of visually impaired and deafblind people Significant demonstrable ROVI experience of working work with complex and challenging cases - with access to support and supervision - where there may be issues of vulnerability and risk and where crisis intervention may be required in compliance with health and safety policies Experience of the customer interface environment and demonstrable commitment to customer satisfaction including knowledge of the different adult social care client groups Experience of advocacy and user /carer involvement issues including promoting the involvement of people in developing their own care/support plans Demonstrable Experience of coaching/ mentoring Experience of collaborative, partnership and inter-agency working.	1,2 1,2 1,2 1,2	Experience of working with children and young people with visual impairments Experience of working with adults with dementia, mental health, autism, learning disabilities, physical disabilities Experience of managing and supervising staff	1,2
Skills/ Abilities	Dynamic and innovative, able to work as part of a team and meet strict deadlines and targets and manage/implement change	1,2	Able to undertake the role of placement supervisor for students on qualifying courses	1,2

	Able to promote the benefits of working together as one multi-disciplinary team and one department to minimise duplication and make best use of scarce resources.	1,2,5	Ability to lead and chair multi-disciplinary meetings.	
	Able to work with complex and challenging cases where there may be issues of vulnerability and risk and where crisis intervention may be required in compliance with health and safety policies and in such situations be able to deal politely and tactfully with customers give advice within specific guidelines and persuade and gain commitment from a wide range of people	1,2		1,2
	Able to advise, guide, assist, coach, supervise to direct work, develop and mentor the professional case work practice of Outreach Worker or Social Care Assessors. Including evidence of ability to evaluate alternative lines of action, identify degrees of priority and urgency and make creative and sound judgments in providing solutions on case work issues.	1,2		
	Able to make professional judgements, accept the consequences of own actions and negotiate resources in a multi-disciplinary setting.	1,2		
	Able to communicate effectively (orally and in writing) and work with service users who have a visual impairment or are deafblind, their carers and with a wide range of other professionals. This includes being able to teach and successfully impart knowledge in relation to new skills and strategies to people with a visual impairment.	1,2		
	Able to promote the benefits of working together as one multi-disciplinary team and one department to minimise duplication and make best use of scarce			

	resources. Able to maintain high quality records, write clear, concise reports and correspondence dealing with complex issues. This will involve using Council computer database and case recording systems Able to evaluate alternative lines of action, identify degrees of priority and urgency and make creative and sound judgments in providing solutions to case work issues. Value for money minded with evidence of ability to design cost effective care packages, being clear about the impact of decisions on costs, and maintain effective administrative and organisational procedures Able to set and maintain the highest standards of personal, professional and ethical behaviour and gain the trust and respect of others. Demonstrable organisational skills - able to manage periods of competing pressures, conflicting demands and priorities and plan workload in order to meet strict deadlines and targets whilst maintaining excellent standards			
Equality Issues	Knowledge and understanding of equality issues. Able to identify when discrimination is taking place in service delivery Demonstrable commitment to equal opportunities	1,2 1,2		
Specialist Knowledge	In depth knowledge and understanding of social care legislation and regulation and how to interpret this in a modern context including: • Personalisation • Care Act 2014 • Sensory best practice guidance • Making Safeguarding Personals	1,2,3,5	Ability to communicate in Braille Ability to communicate using BSL Ability to communicate using Deafblind manual Ability to support colleagues working with	1,2

	• MCA DoLS • Multi-disciplinary complex case work • CQC Care Standards • Rehabilitation & Reablement • Continuing Healthcare • Telecare & Other Technologies Knowledge of and application of the Early Help & preventative agenda Basic knowledge of welfare benefits and visual impairment registration concessions in order to advise customers and a willingness to acquire knowledge.	1,2	complex family dynamics	
Education and Training	Dip HE in Rehabilitation studies or degree (At least Level 5 lasting 2 years full time or equivalent if completed part time, or if qualifying prior to the 2 year course) Professional registration is with <i>Rehabilitation Workers Professional Network</i> accredited by the Professional Standards Authority for Health and Social Care. Committed to ongoing personal and professional development. Post qualifying training of at least 5 days per year in addition to updates on legislation and best practice specific to the role	1,4	Recognised qualification in rehabilitation visually impaired children. Relevant Degree in related area, or management qualification Practice Teaching award/ Willingness to undertake further PQ training	1,4 1,2,4
Other Requirements	Able to visit customers and families in their own homes (daily) Able to acquire new skills and learning Able to work outside normal office hours (occasionally) Able to undertake research and small scale project work related to rehabilitation needs of visually impaired or deafblind service users Willingness to do Practice Educator Training	1,2 1,2 1,2	Clean driving licence	1,4

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Equality Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities, Health and Safety, Data Protection Act (2018).