

Job Description and Person Specification

Rehabilitation Officer- Visual Impairment

A Lambeth to be proud of



Job Title: Rehabilitation Officer- Visual Impairment

Department: Integrated Health and Adult Social Care

Division: Adult Social Care

Grade: SO1

Responsible to: OT Practitioner Manager

Job Purpose

To provide Rehabilitation Assessment and Mobility Training to Adults who are blind, Deafblind and partially sighted, who are residents of; or are the responsibility of the London Borough of Lambeth, are in their own homes or at other suitable locations as appropriate. At all times give due regard to Council Departments and Service Units policies and practices when carrying out his/her responsibilities. To monitor, update and add to the Lambeth Council Registration Certificate of Visual Impairment following Certification by a Consultant Ophthalmologist.

Responsibilities

1. Assess the rehabilitation and mobility needs of visually impaired people for training to enable them to maintain or improve their independence, confidence and abilities.
2. Through risk assessment and provision of resources and or equipment, equipment which will help reduces risk of accidents to the person [i.e. walking into road, burns from cooking etc].
3. To assess the needs of people newly registered as blind or partially sighted for services provided by the Team or for referral to other agencies, liaising with carers and others where appropriate.
4. Provide or assist with rehabilitation and mobility training for visually impaired people on an individual or group basis.
5. Train service users for independent living with skills to maintain their independence, including daily living, mobility and orientation, personal hygiene, use of special equipment, communication aids etc.
6. Following a ROVI assessment to advise on the provision of equipment required; demonstrate and train in its use in accordance with National and Local guidelines.
7. To ensure that work is regularly reviewed, monitored, recorded and evaluated in order to maintain high quality services.

8. To maintain a range of costed resource information that is accessible to users, carers and other colleagues.
9. Provide Mobility and Life Skill training to children under 18 years old, through risk assessment and age appropriate training [i.e. management of personal care, to remain safe inside and outside their home].
10. To provide training in road awareness, transport mobility, joint working with Transport for London [on the tubes, trains, and buses etc].
11. Provide Mobility training in all weather conditions as required by the Service User [including snow and rain].
12. Assess Service Users with Dual Sensory Loss - Deafblind - and with Multiple Disabilities; Adults with a Learning Disability and Adults over 65 years of age.

Job Activities

1. To respond professionally to requests for assistance, taking sufficient basic information about the needs in question so as to be able to determine the level and type of assessment required.
2. To maintain up to date case records in line with national and local policies, practices and procedures and to write reports to a professional standard that informs Management.
3. To inform the Line Manager of specific needs that cannot be met due to unavailability of resources or because of inadequate financial provision.
4. Liaise regularly with Voluntary Agencies [Royal National Institute for the Blind, Action for the Blind, SENSE etc]. To keep abreast and up to date with new developments, in technology, equipment and methodologies, relating to visual impairment. Make appropriate recommendation for change with regard to Best Value.
5. Establish and deliver Visual Impairment Awareness training to care staff in care homes or service users own home. Provide awareness training to train the trainers, social workers and other staff within care management.
6. Joint working with Health professionals in Low Vision Clinics in Hospitals, screen and fast track the process for assessment and or equipment.
7. To work with complex and contentious issues relating to sight loss, Dual Sensory Loss, Deafblind and Partially Sighted.
8. Manage workload demands and conflicting priorities, prioritise work load delivery.
9. Adhere to the Council and Departmental Policies and Procedures, including Confidentiality, Access to client records, Complaints procedure, Health & Safety, Equal Opportunities and Adult Protection.

Assessment and Training

1. To ensure that assessments pay particular attention to individual strengths and weaknesses.
2. To ensure that assessments take into account the view of users and their carers and that users and carers are enabled to participate in the assessment process.
3. To liaise with other specialists and agencies as necessary and enable them to be involved and make contributions to the assessment process.
4. Provide individual and group training in communication skills essential for visually impaired people.
5. Assess, provide and advise training to assist service users to make the best use of appropriate low vision aids C.C.TVs and Information Technology.
6. Instruct train and advise relatives and carers in sighted guide techniques to enable them to understand the objectives of rehabilitation and mobility training to enable the visually impaired person to become more independent.
7. Supervise students/trainee Rehabilitation Officers Visual Impairment on placement who are training in this specialism, in accordance with policy and practice.
8. Provide training in communication skills essential for the visually impaired, and where appropriate, liaise with other agencies for the provision of services.
9. Attend training and provide training for the Team, colleagues and others as appropriate.

Additional General Responsibilities

1. Establish and maintain contact with other sections within the department and other departments as necessary and appropriate.
2. Liaise and work closely with colleagues from other multidisciplinary teams, including Hearing Impairment, Occupational Therapists, Consultants, specialist agencies and voluntary agencies etc. This will include joint visits where appropriate.
3. To participate in office duty arrangements.
4. To participate with manager in regular supervision sessions and the Councils Performance Management System.
5. To provide your line manager with regular statistical and other relevant management information in manual and computerised form.
6. Keep up to date with developments, techniques and equipment related to rehabilitation and mobility and other issues related to visually impaired people.
7. To contribute, as appropriate with others, to a comprehensive needs analysis and to the development of services for people with visual impairment.
8. To promote and enhance co-operation and effective working relationships between professional colleagues and agencies.
9. To carry out all the above duties in line with the spirit of the Councils Equal Opportunity policy, with an awareness of the ethnic and cultural diversity of the local community.

10 To take responsibility appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

11 To work outside of normal working hours as and when necessary.

PERSON SPECIFICATION

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with "Ticks" (✓) on the person specification when you complete the application form.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Key Knowledge	K1	Good understanding of adult community care activity in relation to statutory, voluntary or private social care sector.	✓A
	K2	Knowledge of causes and effects of common disabling medical conditions.	✓A
Relevant Experience	E1	Considerable experience of working within a social care setting where you are/were working with people with disabilities or older people.	
	E2	Considerable experience of working with people who have limited or no verbal communication including understanding of how to work with people who have a cognitive impairment.	
	E3	Considerable experience of working with vulnerable adults in the community with experience of assessing need via assessment or review or using assessment skills to meet current need.	A
	E4	Able to manage a work load to agreed targets and able to use initiative and work without direct supervision.	
Qualification	Q1	A foundation degree level qualification in Rehabilitation Work (Visual Impairment) or an equivalent qualification.	✓A

Core Values and Behaviours		Equity	
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		• Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. • Ensure fairness and justice is at the heart of my decision making and support to my team and others. • Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. • Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part • Take positive action to ensure everyone in my team has opportunities to learn and grow at work • Encourage everyone to be themselves at work and value who they are • I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness • Treat each member of my team with respect and dignity just as I would want for myself. • Encourage each member of my team to do their very best work and am available to them to provide support and guidance. • Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way	

		• I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others. • I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	
		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities. • Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities	

		to learn from each other and others. We plan our learning and career growth.	
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