

Hertfordshire County Council

Job Outline



JOB TITLE: Rehabilitation Officer – Visual Impairment
GRADE: H8 – H9
REPORTS TO: Senior Rehabilitation Officer
TEAM: Sensory Services
DEPARTMENT: Adult Care Services

Purpose of the Job

To contribute effectively and professionally to the work of the Sensory Services team by providing appropriate responses to those in need of support and taking appropriate safeguarding action, with guidance and direction from a manager.

The Rehabilitation Officer Visual Impairment (ROVI) will endorse and act in accordance with the principles of personalisation, ensuring that care and support are person-centred and as far as possible put people who have a visual impairment with whom they work in control of their lives. In doing so they will carry out assessments of need, plan and deliver services and review outcomes with the individual, their personal networks and support providers.

The ROVI will ensure their practice is responsive, inclusive and community based with a clear focus on outcomes.

More broadly the ROVI will support the delivery of the HCS vision to *‘the People of Hertfordshire so that they feel well informed about what’s available to them so they can lead safe, happy and healthier lives in a way they choose. They feel valued and listened to, have independence and a range of positive things to do. We offer the best and most responsive services in the country. These are services our staff feel proud to deliver and would be pleased to receive.’*

Main Areas of Responsibility

1. Responds to complex needs

Provides professional expertise in situations which are complex or ambiguous.

Uses analytical skills to inform assessment, decision making and intervention

Completes support planning with service users to ensure that outcomes identified at assessment are met (within budgetary constraints) through the provision of Rehabilitation support, equipment, adaptations and enabling programmes.

Actively engages with, assists and provides advice to carers, conducting carers assessments when appropriate, to enable them to sustain their caring role

Makes proportionate, professional judgements applying necessary Rehabilitation process and expertise

2. Ensures effective safeguarding and risk management

As the specialist Rehabilitation professional, contributes where appropriate, in safeguarding processes, inter-agency and inter-professional investigations and works in partnership with Social Workers

Assesses and manages risk, knowing how to intervene proportionately and ensuring people are protected from harm, while protecting their human rights

Undertakes proportionate assessment of vulnerable adults and children in accordance with current Adult/ Children's Social Care legislation

Actively works within a safeguarding framework to identify, manage and where possible reduce risk to visually impaired adults, children, families, carers, communities, self and colleagues; providing expert knowledge of rehabilitation policy and case law where appropriate

Contributes to safeguarding investigations with Social Workers and under the direction of a manager

Works with Children's Services to safeguard children, as appropriate

Actively engages with, assists and provides advice to carers, conducting carer assessments, to enable them to sustain their caring role

3. Addresses adversity and social exclusion

Acts as the specialist VI rehabilitation professional (providing information and advice) when an adult/child is at risk of social exclusion and assists people to deal with adverse circumstances such as poor health, poverty, inadequate living conditions.

Maximises the strength of individuals, their families and their communities utilising knowledge of VI rehabilitation to promote engagement

Actively promotes equality and diversity and challenges discrimination

4. Promotes independence and autonomy

Acts as the specialist professional where a person is severely constrained by social or family circumstance, as a result of sensory loss and provides support to achieve a reasonable degree of independence and autonomy

Adopts a person centred approach, developing creative and personalised solutions to assist people to manage their sight loss to live independently for as long as possible, through the design of a rehabilitation programme

Promotes independence and community wellbeing, choice and control within a personalisation framework and uses self-directed support flexibly

Assesses the environment in relation to making recommendations for adaptations to encourage service user participation, providing information and advice and community support to individuals, carers and family members, with a particular focus on environmental adaptations including minor adaptations, lighting adaptations, equipment and assistive technology

5. Rehabilitation and service provision (including prevention and early intervention)

Plans, implements, evaluates and reviews Rehabilitative services to the visually impaired person aimed at maximising and maintaining independence, safety, dignity and choice. Rehabilitation may include, but not be restricted to:

- Early intervention including psychological aspects of sight loss and providing appropriate support to individuals, their families and carers.
- Daily Living Skills
- Communication Skills
- Mobility training
- Low vision
- Signposting to other services appropriately

Develops and maintains links with primary and secondary care and public health services particularly Ophthalmology, Optometry practices and GP practices

Works with visually impaired people 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

Maintains the Local Authority's Partially Sighted/Sight Impaired and Blind/Severely Sight Impaired Registers and complete the Certificate of Visual Impairment CVI process

6. Demonstrate HCC Values and Behaviours and Professional Standards

Carries out duties, in a timely and responsive manner, in line with good practice and HCC's Values and Behaviours framework

Maximises efficiencies in care planning through consideration of charging systems and other funding streams

Keeps and maintains accurate, up to date service user records, in line with professional requirements and departmental recording methods

Identifies gaps in current provision and discusses these with supervisor

Makes effective use of resources utilising all options available, working with service users and across organisational boundaries

Is an ambassador and leader for the profession both internally and externally

7. Development of Self

Maintains accurate and up to date knowledge of eye conditions and treatments, resources, legislation and rehabilitation practice through continual professional development, supervision and active engagement with local communities

Takes responsibility for own professional development in line with Performance Plan and Personal Development Plan

Undertakes specialist training as appropriate Supports and mentors student Rehabilitation Officers on placement, as required

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Person Specification

Rehabilitation Officer Visual Impairment

When applying, please include anonymised case examples where appropriate, of how you meet each area of the job purpose, using the person specification below to inform your response within your supporting statement. Please ensure you outline your suitability for the post described

	Essential Criteria	Desirable Criteria
Qualifications & Knowledge	<ul style="list-style-type: none"> • Diploma or Foundation Degree in Rehabilitation Studies (visual Impairment) or Certificate in Rehabilitation Studies (pre 1995) • Knowledge of eye conditions, treatments, risk assessments, resources, legislation and rehabilitation practice 	Evidence of on - going Continuous Professional Development (CPD) <ul style="list-style-type: none"> • Health and Social Care modules/ courses • Practice Educator Qualification • Master level modules in specialist areas
Relevant Demonstrable Experience of:	Working with adults / children within a health and social care setting <ul style="list-style-type: none"> • Involvement in multi-agency work • Adult/ Children Social care and legislation, strategies and guidance relevant to the post • Mobilising a range of services as part of the care management practice • Rehabilitation Clinical reasoning and application including Activities of Daily Living, Independent living skills, Low vision, mobility programme and communication 	Staff or student supervision Applied knowledge of at least one of the following: <ul style="list-style-type: none"> • Working with children • Working with specialist area of client group e.g. learning disability, physical disability, brain injury, mental health Being able to apply knowledge of Capacity, personalisation and safeguarding
Knowledge and applied into practice	<ul style="list-style-type: none"> • Experience of having worked with schools and jointly worked with other professional teams 	<ul style="list-style-type: none"> • Knowledge of legislation, policies and procedures in relation to specialised area of work, i.e. adults/ children with sight loss
Skills & Abilities	Rehabilitation assessment, care management and safeguarding <ul style="list-style-type: none"> • Risk management and positive risk taking • Human rights legislation and how these laws protect the 	<ul style="list-style-type: none"> • Works within a scheme of delegated authority • Ability to make sound decisions

	<p>rights of adults</p> <ul style="list-style-type: none"> • The integration agenda - working as part of a multi-disciplinary /agency team • The personalisation agenda - applying creative problem solving to maximise independence • Assesses and records eligible and non-eligible needs, drawing on evidence based practice to inform your response • Identifying a range of people that may need to engage with as part of the care management process • Uses negotiation skills, advocacy skills, team work and being part of an organisation • Strong IT, report writing, written and presentation skills; • Strong interpersonal communication skills, flexible approach and language to meet the needs of service user • Ability to work within a team • Demonstrate commitment to the organisation and show responsibility in carrying out their work. • Ability to work collaboratively with other agencies and groups in enhancing service delivery to people with sensory needs. • Ability to liaise with statutory agencies and voluntary organisations and be able to communicate clearly, precisely and professionally 	<p>and use experience and knowledge in relation to rehabilitation to ensure best practice</p> <ul style="list-style-type: none"> • Ability to identify objectives and outcomes and the means to achieve them • To be able to manage own caseload effectively and meet relevant key performance indicators • Ability to make and implement appropriate decisions in relation to day to day queries, referrals and allocations • Provide informal supervision/guidance to other workers in the team
Behaviours	<ul style="list-style-type: none"> • Works within a Values and Behaviours Framework • Evidence of values and behaviours - Professional Standards for Rehabilitation Officers as listed in the National Occupational Standards for Sensory Workforce • Is well presented, motivated, reliable, dependable, self-confident with an ability to work autonomously • Promotes independence and community based solutions 	

	<ul style="list-style-type: none">• Demonstrates a commitment to lifelong learning, including sharing knowledge with others• Ability to work within a team and share a team Ethos	
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LOCAL GOVERNMENT ASSOCIATION: STANDARDS FOR EMPLOYERS OF SOCIAL WORKERS AND SOCIAL CARE WORKERS (ENGLAND)

Hertfordshire County Council promote the Local Government Associations 'The Standards for Employers of Social Workers and Social Care Workers in England'

The purpose of the Standards is to sustain high quality outcomes for service users and their families/ carers/communities.

The Standards for Employers are devised into three focal areas:

- *Enabling employers to provide a well led professional environment*
- *Enabling social work professionals to maintain their professionalism*
- *Enabling them to practice more effectively*

Additional Information: Code of Practice on the English Language Requirements for Public Sector Workers

Public Authorities must ensure that all members of staff in customer facing roles, whatever their nationality or origins, are able to communicate the English language fluently with the general public, verbally and in written format.

Criminal Background Check

Safeguarding children and adults is of utmost importance to Hertfordshire County Council. The Council requires employees to abide by legislation and best practice to enable Hertfordshire to achieve this. This role has been identified as requiring a Disclosure & Barring Service (DBS) check or Basic Disclosure. You must therefore ensure that any relevant criminal record check application is completed and returned as requested by the Council, as this is deemed a contractual requirement of employment.

It is a contractual obligation to disclose any cautions, reprimands or convictions and to update your manager of any changes to your status whilst in employment. Enhanced DBS roles will be reviewed periodically during employment, by means of DBS Dip Sample or three yearly rechecks. Failure to disclose changes to your status may be detrimental to your employment and you may be subject to disciplinary action.

Please note that additional information referring to the check is in the guidance notes to the application form. If you are invited to interview you will receive more information.

Diversity and Inclusion

Hertfordshire County Council is committed to making inclusion part of our DNA, both as a large employer of people and as a provider and commissioner of services.

We strive to positively promote diversity and inclusion across the delivery of services and within our workforce. We want everyone at work, regardless of their background, identity or circumstances to have a sense of belonging to the organisation. We want all employees to feel valued, accepted and supported to succeed at work and reach their full potential. Our Diversity and Inclusion Strategy is available on the internal intranet or from your line manager.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

