

Job Description

Department: Adult Social Care

Division/Section: Therapy Services

Job Title: Vision Rehabilitation support worker

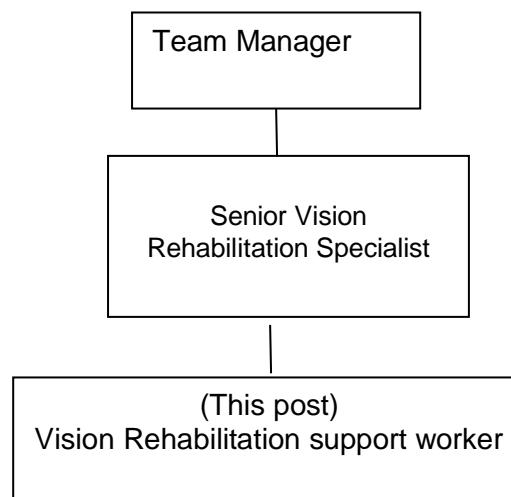
Post No:

Grade: 8

Reports to: Team Manager Therapy Services

**Organisation
Chart:**

Show immediate
manager and any
jobs reporting to
this post.



Does the post
involve working
in regulated or
controlled
activity with
children or
vulnerable
adults?
CRB Check
applicable?

Regulated ☐ Controlled ☐ Neither x☒

Standard ☐ Enhanced x☒ None ☐

Is post exempt under the Rehabilitation of Offenders Act
1974 in respect of declaration of spent convictions?

Yes ☐ No x☒

**Line Management
responsibility for:**

No. of direct reports: 0

No. of indirect reports: 0

Job Purpose:

The post holder will provide assessment of adults and older people with a visual impairment living in the community under the supervision of a qualified Vision Rehabilitation Specialist. The role will identify the need for specialist interventions which will include rehabilitation, equipment needs and mobility training taking into account the needs of the client and their relatives and carers. Emphasis will be placed upon

rehabilitation, health promotion, equipment and adaptations, access technology and assistive technology where appropriate, while maintaining links with other members of the team and health care professionals.

- To work under a qualified professional (Vision Rehabilitation Specialist) as appropriate, working with people with a visual impairment and a range of health, social, psychological /psychosocial needs and who have been referred through referral system
- With the agreement, and under the direction of, a qualified professional, undertake screening assessments and other assessments of restricted scope to assist in meeting the needs and aspirations of clients and their families; to provide a supporting role for qualified professionals in completing specialist/functional assessments
- Work with visually impaired people who have additional sensory or complex needs, such as people with a dual sensory loss, deaf-blind, learning difficulties, physical disabilities, those with mental health issues. To liaise with other specialist workers and promote working.
- Participate and deliver rehabilitation programmes to enable service users to achieve independence, maximise potential and resolve difficulties with their physical, emotional and social environment.

Main Duties and Responsibilities:

- To use appropriate communication, reasoning, and negotiation skills to establish a therapeutic relationship with clients with a diversity of needs and their carers, and manage potential barriers to communication.
- To advise, support, liaise and joint work with other members of the organisation including Therapy Services, social care, Reablement, who are working with clients with a visual impairment/dual sensory loss/Deaf Blind.
- To have an understanding of eye conditions and treatments and it's impact on functional ability, to complete and record a proportionate assessment of people with a visual impairment/dual sensory loss/deaf-blind within their home environment taking into account the interaction between health, housing and social issues.
- To develop and maintain links with primary and secondary care and public health services particularly Ophthalmology, Optometry practices and GP practices.
- Under the supervision of the Vision Rehabilitation Specialist, implement, evaluate and review 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 as appropriate.
- To identify and select, with the client and their carers, the most appropriate intervention options about rehabilitation, equipment and housing needs, and have an understanding of the interaction of risk, safety, client choice, independence, eligibility for services and cost effectiveness respecting their diversity and cultural needs, referring back to the qualified professional if this is beyond the knowledge and skills of the support worker.
- To provide support and advice to Service users, their family and other carers on a wide range of

specialist services. Arrange for the provision of equipment and obtain authorisation from the Team Manager or Senior Therapists for non-standard equipment using professional judgements to ensure cost effectiveness, need and suitability, teaching and demonstrating use of equipment or other techniques to optimise the service users' functional ability and independence.

- To plan, promote and teach, mobility skills to individual's/carers under close supervision of the Vision Rehabilitation Specialist.
- To plan, promote and teach Activities of Daily Living to individuals/carers through the implementation of person-centred care under the supervision of a Vision Rehabilitation Specialist
- To assist in the planning, promotion and teaching of communication skills i.e. Braille, Moon, large print and the identification and use of Access Technology i.e. specialist software and hardware as appropriate.
- To be able to manage a caseload of clients evidencing problem solving and reasoning skills under the supervision of the qualified Vision Rehabilitation Specialist
- To make recommendations for minor housing adaptations and Disabled Facilities Grants to support people with a visual impairment/dual sensory loss/deaf-blind using a working knowledge of the principles of housing construction and design, technical plans and housing adaptations.
- To assist the Vision Rehabilitation Specialist to develop partnership working with health and social care professionals and other related statutory, private and voluntary organisations, providing feedback, recommendations and referrals as appropriate, to achieve the best care and outcome for the client.
- To progress the intervention to a satisfactory closure, undertaking reviews and evaluating outcomes in a timely manner.
- To maintain accurate and up to date records and documentation on the computer client database consistent with legal and organisational requirements.
- To have a working knowledge of departments Safeguarding policy and procedures which support the protection of vulnerable adults.
- To actively participate in team meetings, supervision and appraisal process.
- To comply with all relevant legislation relating to Care Act 2014, housing legislation, departmental policies and procedures and Health Promotion strategies.
- To be willing to increase professional knowledge and skills in the specialist area of supporting people with a visual impairment, so that evidence based practice is incorporated into professional practice as appropriate.
- To maintain a high standard of work, attendance at appropriate training courses/CPD sessions, and the constructive use of supervision using reflection, analysis and reasoning to ensure best practice and identify training needs.
- To provide support, guidance and visual impairment awareness training sessions to workers within the community in conjunction with the Vision Rehabilitation Specialist.
- To contribute to the evaluation of the Service through use of audit, outcome measures and in-service research projects and where appropriate take a lead in implementing these.
- To contribute to policy and planning processes of services for people with a visual impairment and participate in the evaluation of intervention techniques and products so that the service remains effective, efficient and appropriate within given resources, and actively support service improvements.

- Generic Responsibilities:** To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.
- To comply with all Health & Safety at work requirements as laid down by the employer.
- The council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.
- Flexibility Clause:** Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.
- Variation Clause:** This is a description of the job as it is constituted at the date shown. It is the practice of this Authority to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the appropriate manager in consultation with the postholder.
- In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible the Head of Service reserves the right to make changes to your job description following consultation.

DATE: April 2023

**COMPLETED
BY:Carol Farrar**

Person Specification

JOB TITLE: Vision Rehabilitation Support Worker **POST NO:**

GRADE: 8 **DEPARTMENT:** Therapy Services

HOURS 37 hrs

DIVISION: People and communities **DIRECTOR:** Debbie McQuade

DATE: April 2023 **COMPLETED BY:** Carol Farrar

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<p>Working knowledge of The Care Act 2014 and other relevant legislation.</p> <p>Working knowledge of eye conditions, leading to visual impairment, and the effect upon the independence of service users.</p> <p>Awareness of the registration of visually impaired people.</p> <p>Awareness of rehabilitation skills appropriate to support people with a visual impairment encountered in community settings.</p> <p>Basic working knowledge of a wide range of specialist disability equipment pertinent to the needs of people with a visual impairment.</p> <p>Working knowledge of minor and major housing Adaptations to support people with a visual impairment.</p> <p>Awareness of recent developments in health and social care</p> <p>Willingness to undertake and maintain own continuing professional development and attend relevant training and development activities</p> <p>(A & I)</p>	<p>Knowledge and understanding of the benefits system relating to people with a visual impairment.</p> <p>Knowledge and understanding of people with a hearing loss.</p>
SKILLS AND ABILITIES	<p>To adhere to professional standards for Officers as listed in the National Occupational Standards for Sensory Workforce.</p> <p>The ability to provide advice to service users, relatives, carers and other</p>	<p>Ability to work with clients and their representatives who may be abusive and aggressive.</p>

	<p>professionals in order to promote understanding of the aims therapeutic programme and to ensure a consistent approach to patient care.</p> <p>An awareness of risk leading to the formulation of intervention options which reduce the consequences of disability and deteriorating conditions.</p> <p>An understanding of the most appropriate intervention options about rehabilitation and equipment needs, which balance the interaction of risk, safety, client choice, independence, eligibility for services and cost effectiveness using clinical judgement and evidence based practise.</p> <p>Ability to teach new skills and tasks to client.</p> <p>Negotiation and problem solving skills</p> <p>Ability to communicate professionally, both written and verbal, with service users, families and carers and other professionals</p> <p>Ability to demonstrate initiative, flexibility and adaptability to meet the service needs</p> <p>Ability to identify and manage risks to oneself, service users, carers and the organisation</p> <p>Ability to maintain effective and accurate records in accordance with departmental policies and procedures</p> <p>Ability to organise, prioritise and coordinate own caseload to meet competing demands</p> <p>Ability to work as part of a multi-disciplinary team.</p> <p>Ability to establish and maintain relationships with internal and external agencies in order to maintain and pursue patient pathway</p> <p>Ability to confidently use computer base work processing software, use e-mails and access the internet and have an aptitude for learning new technologies related to client devices.</p> <p>Ability to frequently exert moderate physical effort for long periods of time e.g. carrying and fitting equipment, manual handling.</p> <p>Willingness and ability to occasionally work in highly unpleasant housing situations</p> <p>(A &I)</p>	<p>Promote the service positively to colleagues and the wider general public</p> <p>Ability to assess, identify and promote the access technology needs of people with a visually impaired and those with additional sensory and complex needs.</p> <p>Expérience in using assistive technology and smart home devices</p>
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EXPERIENCE	<p>Previous experience in working in a health & social care setting and /or with someone with a visual impairment.</p> <p>Awareness of communication difficulties experienced by visually impaired people.</p> <p>Understanding and awareness of rehabilitation interventions.</p> <p>Previous experience of working in a team</p> <p>Practical experience of specialist equipment and assistive technology to support people with a disability</p> <p>(A &I)</p>	Experience of working with Deaf/blind people.
QUALIFICATIONS	<p>A driver's licence and the willingness and ability to travel</p> <p>NVQ or equivalent in health & social care or related subject.</p> <p>English and Maths at GCSE level.</p> <p>(A &I)</p>	Further relevant professional qualifications
EQUALITY	<p>Candidates must demonstrate understanding of, acceptance and commitment to the principles underlying equal opportunities.</p> <p>(A & I)</p>	
CUSTOMER CARE	<p>Knowledge and understanding of effective customer care</p> <p>(A & I)</p>	

*[At the end of each criteria the following codes are used to indicate how the criteria will be assessed:
(AI) Application / Interview, (P) Presentation, (W) Written Test.]*