

Job Title: Qualified Senior Rehabilitation Worker

Grade: Band E

Reports to: Sensory Operations Manager

Role Responsibilities: No budget responsibilities

The Role

Essex Cares vision is to be the supplier of choice for Adult Health and Social Care, this role requires strong commercial awareness and the ability to deliver a customer centric service.

Reporting to the Sensory Service Operations Manager, this role is responsible for providing assessment and rehabilitation training which includes daily living, low vision, and mobility and communication skills for people with visual and dual sensory impairments.

The role also requires professional supervision to Rehabilitation Workers/Assistants/ Apprentices and to provide support and advice to other workers in the assessment and provision of services to people with sight loss.

The role requires commitment together with strong communication skills and the ability to work independently under pressure using own initiative and within a multi-disciplinary team.

Relevant professional qualifications and experience working with adults with sensory impairments is essential.

Job purpose

Undertake assessment of needs, individually tailored rehabilitation programs and reviews for visually impaired or dual sensory impaired people.

To provide professional guidance and consultation to colleagues within ECL Sensory Service, across ECL and sensory workers within Social Care.

To undertake supervisory responsibilities to identified team members.

Key Accountabilities

- Work flexibly and collaboratively across structural boundaries as part of cross functional teams, and in support of key functional outputs, regardless of where you sit within the organisation.
- Think creatively, challenging the norms, and constructively challenging those around you (including those more senior) to ensure continuous improvement, commercial astuteness, and inspire the same in colleagues.
- Ensure understanding and the proper assessment and mitigation of risk, including Information Governance, Safeguarding, Health and Safety and Business Continuity.
- Responsible for recognising a disclosure of a concern from an individual that requires a safeguarding intervention to be made and to take appropriate action.

Duties and Responsibilities

- Provide holistic person centred assessments and rehabilitation support to adults with a visual impairment with the aim of improving and sustaining their quality of life and access to services. This includes the provision of and training to use appropriate equipment and having knowledge of other services where people can be signposted to, for further guidance and support.
- To undertake reviews ensuring outcomes are met as identified within the assessment including equipment provision and onward referrals.
- To supervise, appraise and support Rehabilitation Workers within their role of offering advice, guidance, counselling and advocacy to visually impaired and deafblind people.
- To assist and advise the Rehabilitation Workers with their planning, delivery and reviewing of rehabilitation packages both with individuals and groups to promote and encourage improved choice and control, self-determination and integration for visually impaired and deafblind people.
- To ensure that the Rehabilitation Workers have the ability and resources to teach communication skills including the use of low vision and low vision equipment, Information Technology / keyboard skills, including adaptive software, apps and tactile languages Braille and Moon.
- Provide information and advice accurately and concisely on the needs of our customers to other departments e.g. Housing, Highways and Education.
- Provide information, advice and training to individuals, families, carers and other professionals to raise awareness and improve/inform practice.
- Assist with the development of services for people with a dual sensory loss and to advise the Rehabilitation Workers when working with people with a dual sensory impairment and people who are visually impaired with additional or multiple health and mobility difficulties.
- Ensure that customers and carers are informed of any risk associated with the delivery of rehabilitation services / programmes and to ensure risk assessments are completed for all training programmes.
- Support the CVI registration and ring-back process including providing cover for colleague's annual leave or sickness.
- Maintain up to date and accurate records, provide reports, appropriate documentation and statistical information, as required meeting service standards, policies and procedures.
- Work within an allocated budget monitoring standard stock, resources and be responsible for decisions for non-standard stock within the allocated budget.
- Be responsible for the collection and dissemination of information regarding visual impairment and deafblindness to assist the whole team in keeping up to date with practice issues and research.
- Maintain up to date knowledge of policies and procedures and of key legislation and regulations.
- Support the improvement and development of services including working with Health and Social Care and the Voluntary sector preparing reports and attending meetings as appropriate.

- Attend Regional Rehabilitation Officer Networking meetings where possible.
- To represent ECL Sensory Service at public awareness events as required.
- Manage own caseload effectively and meet associated key performance indicators.
- Carry out any other appropriate duties that may be required, which are commensurate with the grade of the post.

This job description is only an outline of the tasks, responsibilities and outcomes required of the role. The jobholder will carry out any other duties as may be reasonably required by his/her line manager.

Person Specification

Key Skills and Competence

- Experience of working with adults with sight and dual sensory impairments.
- Knowledge of legislation, policies and procedures in relation to specialised area of work, i.e. sensory impaired adults.
- Ability to make sound decisions and use experience and knowledge in relation to rehabilitation to ensure best practice.
- Demonstrable experience of prior senior level / evidence of working towards.
- Ability to identify objectives and outcomes and the means to achieve them.
- Demonstrable experience of support, supervision and appraisal of staff working with visually impaired and deafblind people. Mentoring of students and liaising with training bodies on student placements desirable but not essential.
- Ability to work within and support staff in legislative guidance and local policy and be responsible for the understanding of relevant standards, procedures and policies e.g. Safeguarding, MCA, Equalities Act.
- 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.
- Demonstrate commitment to the organisation and show responsibility in carrying out their work.
- Strong communication, inter-personal and presentation skills.
- Ability to work collaboratively with other agencies and groups in enhancing service delivery to sensory impaired people.
- Ability to liaise with statutory agencies and voluntary organisations and be able to communicate clearly, precisely and professionally.

Education and qualification

- Diploma of Higher Education in Rehabilitation Studies (Visual Impairments) or BTEC Level 4 professional diploma in rehabilitation studies (Visual Impairments).
- Membership of the Rehabilitation Worker Professional Networking (RWPN).

ECL's Values

Caring – supporting others with care, compassion, and positive engagement

Excellence – working efficiently and innovatively to achieve excellence



Integrity – being open and having the courage to do what is right.

Teamwork – working together to achieve our common goals