



Senior Vision Rehabilitation Specialist

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| Reports to: | Team Manager for Sensory Service | | |
| Department: | Adult Social Care | Grade: | PO3 |
| DBS Status: | Enhanced DBS check, Children and Adults barred list. | Politically restricted: | No |

Job Purpose:

To optimise independence, through signposting and/or by seeking cost effective solutions to difficulties, including advising Service Users and carers of community based and specialist support as appropriate. The post holder will be accountable for their own professional decisions in providing information and advice on benefits, special grants, and other resources available to people who have a visual impairment, and their families. The post holder will also lead other staff in providing a high-quality service to service users with a visual impairment.

Values

Collaborate proactively.
Lead inclusively.
Embrace change.
Be bold and curious.
Celebrate and share our success.

Job specific roles and responsibilities

1. To manage the referrals coming into the service and ensure they are responded to in line with Care Act requirements.
2. To optimise independence, by seeking cost effective solutions to difficulties, including advising Service Users and carers of alternatives.
3. To provide information and advice on benefits, special grants, and other resources available to people who are visually impaired, and their families.
4. To screen all referrals and determine eligibility and priority for allocation
5. Participating in a full range of assessment functions including using advanced practice skills to undertake the most complex or sensitive casework.
6. Responsibility for making budgetary commitments within norms agreed by the manager, and other budgetary constraints.
7. Carrying out a comprehensive assessment of service user needs and risks relating to their sight loss, including functional abilities, daily living skills, mobility, and communication to maximise the use of remaining functional vision.
8. To assess the needs of service users and carers under the terms of the Care Act 2014, the Mental Health Act 1983 (as amended by the Mental Health Act 2007), the Mental Capacity Act 2007 and other relevant legislation, producing clear and analytical joint assessments and developing independence or support plans in line eligibility criteria
9. Provide expert guidance within the Council to other professionals related to issues surrounding policy/procedures formation, service provision and also assist Brent council in meeting its obligation to implement statutory guidance under the Care Act. This is a specialist/mandatory role that the Council has to meet under new Care Act.
10. To ensure that service users are protected from abuse or harm as defined by the Safeguarding Adults procedures, and to work with partner organisations in response to identified concerns of self-neglect in relation to service users with eligible social care needs.

11. Prescribing, planning, carrying out and reviewing appropriate indoor / outdoor mobility skills in a variety of settings. Making recommendations / supplying specialist mobility equipment and giving instruction on their use. Arranging for the collection of such equipment when no longer required. Ensuring that service users are aware of safety issues.
12. To ensure that relevant financial assessment information is collected and processed promptly and passed to the appropriate agency to carry out financial assessments
13. Planning and carrying out training in communication skills, daily living skills and personal care.
14. Carrying out Low Vision assessments and giving advice regarding appropriate Low Vision Aids, providing training in their use including teaching viewing techniques, where necessary, and liaising with health professionals.
15. Making recommendations to the Housing Department (or other housing agencies) concerning an individual's disability housing needs, including the assessment of the suitability of properties offered to the service user.
16. To take individual and collective professional responsibility for championing the council's diversity agenda, proactive in implementing initiatives which secure fairness, equality of access and outcomes. Commit to continual development of personal understanding of diversity.
17. Assessing and making recommendations regarding minor adaptations (e.g.: telephone installations, lighting) in accordance with the Council's policies, involving other professionals where necessary.
18. Collaborating closely with service users and their carers, care managers – to develop, negotiate and implement individual Care Plans to maximise independence in a cost-effective way, and monitoring and reviewing such packages.
19. Ensuring that the services provided are responsive and sensitive to the social, cultural, linguistic and religious needs of service users, in accordance with Equal Opportunities policies.
20. Ensuring that the needs of carers / parents are addressed and taken into account when individuals are assessed, and training is provided where appropriate.
21. Investigating allegations of abuse and assisting in the development of protection plans in line with Brent's multi-agency Safeguarding Adults procedures and in consultation with managers.
22. Maintaining up to date service user records on electronic Mosaic database.
23. Producing assessment reports, correspondence and other written reports that are clear and analytical.
24. Participating and contributing to the planning and development of services for visually impaired people, and participating in the review of the procedures and services relevant to the team.
25. Arranging registration with the Council for eligible people with a sensory impairment, and informing them of the benefits of registration.
26. Contributing to the collation of information about the needs of service users, including shortfalls, to assist the development of appropriate services for service users and their carers
27. Providing information, support and advice to service users / carers on benefits, special grants and other resources available to visually impaired people.
28. Assessing and making recommendations for a wide range of cost effective interventions to meet individual assessed needs, implement agreed actions, and review outcomes to optimise the service user/s function and quality of life.
29. Undertaking statutory assessments under the Care Act 2014, Mental Capacity Act 2005 and other relevant legislations.

30. In close collaboration with service users and their carers, to develop, negotiate and implement individual care plans to meet assessed disability needs, and maximise independence in a cost effective way - offering choice wherever possible.
31. Managing individual outcomes through monitoring and review, ensuring that service users receive an annual review.
32. Promoting service user independence and self-empowerment balancing this with risk management.
33. Accountability for own professional decisions.
34. Make a positive contribution to the delivery of the service, this will include working flexibly and positively to achieve the objectives of the council.
35. Manage and lead staff to achieve high performance and effective operational delivery, including developing and improving staff capability.
36. Manage a customer focused service and the effective use of resources.
37. Ensure that the council's overall vision, values and ethos are central to the requirements of the service.
38. Support effective working relationships and act as an ambassador and advocate with external organisations
39. Keep up to date with developments in service delivery and best practice to ensure the service performs effectively and to the highest standards.

Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.

Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

Knowledge and Qualifications

1. Recognised professional qualification (Certificate / Diploma in Rehabilitation / Mobility and Technical Officer).
2. Appropriate level of knowledge of legislation, policy and philosophy relating to relevant service user groups, and knowledge and experience of applying relevant legislation that could impact upon service users.
3. Knowledge and experience of specialist visual impairment, and of assessment / care management and principles.
4. Good knowledge of Welfare Benefits.
5. Knowledge of safeguarding children and adults procedures

Experience

1. Considerable experience of working with people with a visual impairment.
2. Supervision of rehabilitation workers and rehabilitation worker students in accordance with departmental supervision procedures.
3. Ability to provide reports or, if necessary, attend Court for the purpose of being an expert witness.
4. Ability to undertake holistic assessments of adults with a variety of complex issues, and to plan and provide services to meet individual needs.
5. Skills in liaising and negotiating.
6. Ability to evaluate and manage risk.
7. Ability to write clearly and concisely.
8. Good interpersonal skills.
9. Effective communication skills (oral and written/typed).
10. Ability to work under pressure and use own initiative.
11. Ability to manage conflict.

12. Ability to travel independently in connection with work and undertake home visits.
13. Ability to work flexible hours, including the completion of assessments and occasional planned meetings / appointments outside of normal office hours.

Skills and Abilities

1. To ensure that the services provided are responsive and sensitive to social, cultural, linguistic and religious needs of service users in accordance with Equal Opportunity policies.
2. To ensure that the needs of carers are addressed and taken into account when individuals are assessed, including offering carers' assessments if required.
3. To arrange for individuals who do not meet service criteria to be advised of relevant alternatives and to make appropriate referrals.
4. To recognise possible abuse indicators, and take appropriate urgent action to protect the vulnerable individual in accordance with the Safeguarding Adults Procedures
5. Taking appropriate action to deal with service users' emergencies, for example, the breakdown of an existing care situation.
6. Identifying adult protection issues and ensuring they are addressed
7. Taking responsibility for supervising, monitoring and assessment of rehabilitation worker students.
8. Keeping up-to-date with relevant legislation, welfare rights, developments in treatments techniques, new technology / equipment relevant to visually impaired people, and building up knowledge and resources within and outside the Council, which will benefit service users / carers.

Overall Headcount: 1

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs