



## **JOB PROFILE**

### POST IDENTIFICATION

Rehabilitation Worker /Sensory Specialist Worker

### REPORTS TO

Operational Team Manager/ Senior Sensory Specialist Worker

### JOB PURPOSE

To provide an assessment, rehabilitation and re-ablement service to people with vision impairment (VI), dual sensory loss (DSL) and their carers.

### PRINCIPAL ACCOUNTABILITIES

1. Provide information, support and advice for people with a visual impairment/DSL and their carers.
2. Undertake a range of assessments with people with a visual impairment/DSL.
3. Plan individual outcome-focused training programmes with people, teach skills and evaluate outcomes in order to provide a rehabilitation/re-ablement service to include the following key components:
  - Employment – retention, access, return to employment
  - Re-ablement
  - Emotional support
  - Daily Living Skills
  - Mobility
  - Environmental management
  - Communication
  - Assistive Technology
4. Work in partnership with Social Care Teams taking responsibility for being a “named link worker”, liaise with and refer on to other statutory and voluntary agencies. In addition there is requirement on occasion to work with health
5. Provide awareness training
6. Organise group work including supervising volunteers where appropriate
7. Produce communication plans, support plans and accurate case records
8. Organise and manage ad hoc projects

### WORK CONTEXT

The Assessment & Rehabilitation Team is contracted by Surrey County Council to deliver statutory services for people with VI/DSL. The post-holder has to apply Surrey County Council’s eligibility criteria and adhere to legal requirements e.g. Care

Act 2014, Carers Act, Safeguarding Adults, Data Protection Act, as well as Sight for Surrey policies and procedures. The post-holder is expected to adhere to the General Social Care Council Code of Conduct for Social Care Workers.

Working with other Sight for Surrey services and as part of a charity, there can at time be pressure due to uncertain funding. The client group is vulnerable and there can be risk associated with teaching independence skills especially mobility e.g. teaching blind people to cross roads. Much of the work involves travelling around the county and working alone, sometimes outside in adverse weather. The post-holder may need to work flexible hours.

Adult Social Care services use the 'personalisation' approach to providing support and services to older people and people with disabilities, putting people at the heart of the process and more in control of the care and support they receive. The term "personalisation" is used to describe the new approach and it is completely different from the traditional way of providing care and support. Thus, it is important for the post-holder to think about service delivery from the perspective of the vision impaired person and to seek ways of providing flexible services that offer choice and control wherever possible.

Sight for Surrey constantly needs to reassess its priorities in line with a changing funding environment and the needs identified by its service users. These factors are crucial to Sight for Surrey's survival and need careful attention. In order for Sight for Surrey to successfully manage these pressures there is a need for all staff to be flexible and work wherever their core skills are needed most. No one will be asked to carry out work for which they are not properly trained.

## COMPETENCIES REQUIRED

### Strategic Management/Operational Service Planning/Forward Planning

Understanding the overall aims and objectives of the team and how these contribute to Sight for Surrey's strategic plan. Planning their work and to meet agreed targets, standards and service user needs. Working within agreed procedures to achieve team and personal objectives. Thinking ahead and identifying where and how their work impacts on the work of the team.

### Inspiration

Valuing and supporting others and motivating them towards the pursuit of a common goal.

### Making things happen

Achieving agreed goals and targets. Managing their own time and available resources effectively. Collaborating with others to make things happen. Managing crises effectively.

## Communication

Communicating verbal and written information to the right people in a positive, accessible, timely and clear manner. Listening actively, demonstrating their understanding of communications they receive and responding to them appropriately. Listening to the other person's point of view. Communicating with people with Dual Sensory Loss (DSL).

## Developing Others/Team Development

Sharing their knowledge and skills with others. Supporting others in their development and contributing positively to team development.

## Managing Change/Embracing Change

Seeking ways to continuously improve their own performance. Suggesting where improvements in service could be made. Is open to new ways of doing things. Adapting positively to changes and feeding back the impact of changes to their manager, where appropriate. Working with people in a personalised way.

## Personal Impact

Presenting themselves effectively. Striving to develop the competencies they require to do their job. Showing integrity, honesty and professionalism and the ability to be flexible when necessary. Respecting the opinion and expertise of others.

## Customer Focus

Building good professional relationships with service users. Endeavouring to understand what the service user wants and being responsive to their needs and offering a personalised service. Responds positively to service user feedback.

## Use of Technology and Management of Remote Teams

Using relevant technology proactively and effectively to do their job and, wherever possible, to deliver services.

## KNOWLEDGE/SKILLS/QUALIFICATIONS

Diploma in Higher Education Rehabilitation Studies (or equivalent)

IT skills

Communication skills for working with people with DSL e.g. clear speech, block alphabet, deafblind manual. (DBG2 Qualification or equivalent)

Basic counselling skills e.g. listening, reflecting, summarising

## WORKING ENVIRONMENT

Home based role/office/clients' homes/other e.g. hospitals, Social Care Teams

Ability to travel extensively throughout Surrey.