

Job Description and Person Specification



Job Description

Job Title	Senior Rehabilitation Worker (Visual & Hearing Impairment)
Grade	7
Service	Therapy & Equipment Services
Reports to	Therapy Manager
Location	Citywide
Job Evaluation Code	Y5012D



About Coventry City Council

Who we are: At Coventry City Council we are dedicated to making a positive difference to the services we deliver to the diverse citizens of Coventry. The work we do improves people's lives – from helping them into work to providing clean and green places to live, to keeping people safe and protected.

As a Coventry City Council employee, you have our ongoing commitment to your growth and development with opportunities to work across multiple service areas including customer contact, public health prevention and education and skills, adults and children's services and provide support for the most vulnerable.

Our aim is simple – to be globally connected, locally committed, deliver our priorities with fewer resources whilst effectively managing our performance and measuring our progress.

Our Values: We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation:



About the Service your team will provide

Purpose of the role / Output

Job Purpose:

1. To be responsible for the professional assessment of practical needs of service users with visual impairments and/or hearing impairment people.
2. To offer, on a citywide basis, a service combining a range of skills which will enable visually and hearing-impaired people to achieve the highest possible degree of independence.
3. To lead and manage the VHI Team, ensuring the services provided are responsive, personalised and outcome focussed, flexible and to quality standards to meet the needs of service users and carers efficiently and effectively

Main Duties & Key Accountabilities

Core Knowledge

1. In conjunction with your line manager, manage staff in the Team including recruitment and selection, induction and probation; identification of learning and development needs, disciplinary issues, grievance matters and performance assessments.
2. To provide one to one and group supervisions for the team.
3. Undertake initial assessments with service users in order to develop mutually agreed solutions to issues resulting from their visual impairment and/or hearing impairment.
4. Participate in the duty system, dealing with enquiries, take and act on new referrals.
5. To undertake assessments and plan for rehabilitation needs and provision of equipment and adaptations.
6. Initiate and undertake direct training with service users in terms of mobility, communication and daily living skills.
7. Work in conjunction with service users, carers, other professionals and agencies to co-ordinate and implement agreed service provision and provide practical information and advice.

8. Provide compensatory equipment to assist daily living and training/instruction to service users and their carers to promote independence.
9. Refer any necessary property adaptations with the appropriate involvement of other agencies and Local Authority Departments.
10. Provide information and advice to service users, carers and other agencies and to raise awareness of sensory impairment issues. This can include ensure published information (leaflets and web pages etc) is up to date and accurate.
11. Report to management on current development and statistics in the Sensory Impairment field, linking with agencies at a local and national level.
12. Maintain accurate and concise case records and produce reports as necessary in line with departmental recording policy and to input information to the service user database.
13. Maintain an up-to-date knowledge of disability issues, registration and departmental policies and practices.
14. Adhere to the Coventry City Council Code of conduct, policies and procedures.
15. Maintain links with rehabilitation worker support groups.
16. Act, from time to time, as Student Supervisor/Practice Teacher to students undertaking training.
17. Any other duties and responsibilities within the range of the salary grade.

Key relationships

External Health colleagues Voluntary/Private sector Carer	Internal Social work team Occupational Therapy Team Equipment store staff
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Standard information

Post holders will be accountable for carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

Smoke Free

The City Council is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

Training

The postholder must attend any training that is identified as mandatory to their role.

Responsible for:

Staff managed by postholder:

N/A

Person specification

Job Evaluation Code	
Knowledge	
<ul style="list-style-type: none"> • Relevant legislation, ie. Care Act 2014 	
<ul style="list-style-type: none"> • Relevant guidance relating to service delivery, ie. National Standards of Social Care for Visually Impaired Adults, Social Care for Deaf/Blind Children and Adults under Section 7 guidance of Local Authority Social Services Act 	
<ul style="list-style-type: none"> • Process of registration of blind and partially sighted people. 	
<ul style="list-style-type: none"> • Medical conditions related to the eye and the effects on functional vision. 	
<ul style="list-style-type: none"> • Social model of disability and multi-disciplinary working. 	
<ul style="list-style-type: none"> • Theories of assessment and child and adult learning theories. 	
<ul style="list-style-type: none"> • Theories of loss and the emotional impact of sight loss. 	
<ul style="list-style-type: none"> • Theory of low vision and models of Low Vision Assessment Services. 	
<ul style="list-style-type: none"> • An knowledge of the implications of dual sensory loss 	
<ul style="list-style-type: none"> • Knowledge of the range of generic and specialist services and support available to service users with visual and hearing impairments. 	
Skills and Abilities	
<ul style="list-style-type: none"> • Able to organise and manage own work and that of others 	
<ul style="list-style-type: none"> • Able to support and develop the team and anticipate and respond appropriately to situations of conflict and disagreement. 	
<ul style="list-style-type: none"> • Supervision of staff in a one to one and group situation. Completing performance management reviews and practice audits. 	
<ul style="list-style-type: none"> • Able to organise workload, prioritise effectively and work effectively with colleagues in the Sensory Impairment Team. 	
<ul style="list-style-type: none"> • Effective communication skills with services users with a range of sensory needs. 	
<ul style="list-style-type: none"> • Ability to assess service users with a range of needs in relation to sight loss and hearing loss in determining which service may best meet their needs. 	
<ul style="list-style-type: none"> • Able to work sensitively in addressing cultural needs with visual/hearing impaired people and carers/families in black and ethnic minority communities. 	
<ul style="list-style-type: none"> • Able to assess and offer advice of aids/equipment/ adaptations available to visually/hearing impaired people; and provision of aids/equipment in accordance with eligibility criteria, referring to other services as appropriate. 	

<ul style="list-style-type: none"> • Skills in offering emotional support to people experiencing recent sight loss and referring for appropriate counselling support where there are complex needs.
<ul style="list-style-type: none"> • Able to motivate and work with service users to devise and deliver appropriate individual rehabilitation programmes in daily living, orientation/mobility* and communication.
<ul style="list-style-type: none"> • Provision of orientation and mobility training to include appropriate mobility aid and relevant training to meet individual needs.
<ul style="list-style-type: none"> • Able to form links and liaise with other professionals, agencies and to communicate in diverse and difficult situations.
<ul style="list-style-type: none"> • Ability to use IT systems; provide statistical information, keep accurate records of data; maintain up-to-date case recording in accordance with Departmental Recording Policy; and complex report writing.
Experience
<ul style="list-style-type: none"> • Working with visually impaired people, hearing impaired people and those with dual sensory loss.
<ul style="list-style-type: none"> • Assessing, planning and delivery of rehabilitation programmes.
<ul style="list-style-type: none"> • Use of IT for written work and data recording
<ul style="list-style-type: none"> • Working in a team.
Educational
<ul style="list-style-type: none"> • DipHE in Rehabilitation Studies (Visual Impairment) or equivalent
Special Requirements
<ul style="list-style-type: none"> • This post is exempted under the Rehabilitation of Offenders Act 1974 and as such appointment to this post will be conditional upon the receipt of a satisfactory response to a check of police records via Disclosure and Barring Service (DBS).

Date Created	January 2023	Date Reviewed	
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