



Coventry City Council

Job Description

Job Title:	Senior Rehabilitation Worker (Visual & Hearing Impairment)	Job Number:	Y5012D
Services:	Therapy & Equipment Services	Grade:	7
Location:	Citywide		

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.

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 efficiently and effectively 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.

Main Duties and Responsibilities:

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



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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.

The post holder must comply with Coventry City Council's health and safety policy and in particular is required:-

- To take reasonable care for their own health and safety at work and of those who may be affected by their actions or by their omissions
- To cooperate with their line manager and senior management, to work safely, to comply with health and safety instructions and information and undertake appropriate health and safety training as required
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare
- To report to their manager any health and safety concerns, hazardous condition or defect in the health and safety arrangements.

Any further Health and Safety responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

The post holder must comply with the Interagency procedures of the Safeguarding Boards and Coventry City Council's policies for safeguarding children and safeguarding adults and in particular is required:-

- To ensure they are aware of the signs that may suggest a child or vulnerable adult is being abused or neglected
- To report to their manager, or other appropriate manager, any concerns they may have that suggest that a child or vulnerable adult may be being abused or neglected immediately

Any further Safeguarding Board responsibilities relevant to this post will be set out in the offer letter and Written Statement of Particulars

Post holders will be accountable for carrying out all duties and responsibilities with due regard to the City Council's Workforce Diversity and Inclusion Policy.

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

Responsible for:	Rehabilitation Workers	Responsible to:	Therapy Manager
Date Reviewed:	January 2018	Updated:	



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Person Specification

Job Title:	Senior Rehabilitation Worker (Visual & hearing Impairment)	Job Number:	
Services:	Therapy & Equipment Service	Grade:	7
Location:	Citywide		

Area	Description
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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.
	Able to organise workload, prioritise effectively and work effectively with colleagues in the Sensory Impairment Team.
	Effective communication skills with services users with a range of sensory needs.
	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.
	Able to work sensitively in addressing cultural needs with visuall/hearing impaired people and carers/families in black and ethnic minority communities.
	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.



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	Skills in offering emotional support to people experiencing recent sight loss and referring for appropriate counselling support where there are complex needs.
	Able to motivate and work with service users to devise and deliver appropriate individual rehabilitation programmes in daily living, orientation/mobility* and communication.
	Provision of orientation and mobility training to include appropriate mobility aid and relevant training to meet individual needs.
	Able to form links and liaise with other professionals, agencies and to communicate in diverse and difficult situations.
	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:	Working with visually impaired people, hearing impaired people and those with dual sensory loss.
	Assessing, planning and delivery of rehabilitation programmes.
	Use of IT for written work and data recording
	Working in a team.

Educational:	DipHE in Rehabilitation Studies (Visual Impairment) or equivalent to this.

Special Requirements:	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).
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Date Reviewed:	January 2018	Updated:	
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