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| **Job Description** |
| **Post title** | **Social Worker/Rehabilitation Worker (Dual Sensory Loss)**  |
| **JE Reference No** | See Below |
| **Grade** | Grade 9 (pre progression) *–* JE Ref No: A5887Grade 11 (post progression) – JE Ref No: N6424 |
| **Service** | Sensory Support Team |
| **Service Area** | Adult & Health Services |
| **Reporting to** | Countywide Occupational Therapy and Sensory Support Team Manager |
| **Location** | To cover the full County Area based in one of the Department’s approved Team Locations |
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| **DBS** | This post **is** subject to an **Enhanced Disclosure** |
| **Flexitime** | Subject to service needs the council’s flexible working policy is applicable to this post |
| **Politically restricted** | This post is not designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State |

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| **Description of role** |

To assist the Sensory Support Team Manager to provide an effective social care service to people with sensory loss. To ensure that social care needs are fully assessed, delivered and monitored in line with agreed plan. To provide information and to promote services that meet those assessed needs.

 To ensure that the social care needs of people are fully assessed and that services are delivered, monitored and reviewed in accordance with the agreed care plan.

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| **Duties and responsibilities** |

Listed below are the responsibilities this role will be primarily responsible for:

 **Assessment:**

To undertake assessments of the needs of potential users and obtain contributions to that assessment from other personnel and/or agencies; to encourage the participation of users and carers and ensure that their views are taken fully into account; and to relate those needs to agency policies and ensure that the process is carried out in accordance with publicised records.

 **Care Planning:**

 To define service requirements and design individually tailored packages of care to meet assessed needs; taking into account the views of users and carers and agreeing any areas of risk with them; and to cost the care plan and assess the user’s ability to contribute towards the cost of services, in conjunction with administrative and other staff.

 **Specifications:**

* To identify, and locate, those people who have dual sensory loss and raise awareness of, and to, their specific needs.
* Specify the nature of the services to be provided in terms of volume, frequency, duration and quality.

 **Implementing the Care Plan:**

To negotiate the provision of services at the most cost effective rate and ensure they meet service principles, objectives and specifications; to make imaginative use of community resources and stimulate the development of local services; and to contribute to the drawing up of contracts with providers, in conjunction with staff of the Contracting and Finance Unit.

 **Monitoring:**

 To be responsible for developing systems to monitor the delivery of services within budgetary limits and in line with objectives and specifications and to provide continuing support to users and carers.

 **Reviewing:**

To review the achievement of care plan objectives, reassess needs and revise the care plan and redefine service requirements accordingly and ensure value for money.

 **Service Standards and Service Planning:**

 To maintain published standards for the delivery of care management and assess; to notify providers and quality controllers about deficiencies in the standards of services and to inform service planners about unmet need and gaps and shortfall provision. To understand and implement current and proposed legislation that applies to the post.

 **Specialist Services and Therapeutic Intervention:**

 Where appropriate, to provide specialist counselling social work, sign language skills, approved social worker or other professional skill contribution as requested by clients or other Social Workers in keeping with the training, experience and aptitude of the post holder, and to ensure that users have access to an advocate or independent representative whenever necessary.

 To promote a wider awareness of the issues of the dual sensory loss and to provide specialist knowledge in support of joint working with colleagues and other partners.

 **Administration and Development:**

To ensure that records and user information are maintained using new technology wherever appropriate; to produce reports for management staff when requested; and to contribute to other departmental administrative requirements necessary.

Commitment to continuous professional development

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| **Organisational responsibilities** |

**Values and behaviours**

To demonstrate and be a role model for the council’s values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

**Smarter working, transformation and design principles**

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

**Communication**

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

**Health, Safety and Wellbeing**

To take responsibility for health, safety and wellbeing in accordance with the council’s Health and Safety Policy and procedures.

**Equality and diversity**

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

**Confidentiality**

To work in a way that does not divulge personal and/or confidential information during the course of their work and follow the council’s policies and procedures in relation to data protection and security of information.

**Performance management**

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council’s Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

**Quality assurance (for applicable posts)**

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

**Management and leadership (for applicable posts)**

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council’s values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

**Financial management (for applicable posts)**

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.

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| Person specification: Social Worker/Rehabilitation Worker (Dual Sensory Loss)  |
|  | Essential | Desirable |
| Qualifications | * Degree or FdSc in Rehabilitation of People with Sight Loss or equivalent qualification
* Degree in SW, Dip SW, CSS, CQSW or equivalent qualification - (Social Work England Registration)
* Excellent signing skills at Level 2 with a willingness to progress.
 | * Management qualification or post-graduate training relevant to the particular specialism.
* A professional qualification as a rehabilitation worker for people with sight loss.
* Guide – communicator qualification at CACDP Level III.
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| Experience | * In Health and Social Care settings.
* Experience and a proven competency of working with people who have dual sensory loss.
* A proven experience of working with people who are deaf/blind.
 | * Of working in a multi-disciplinary or multi-agency environment.
* Commissioning services i.e. identifying need, assessing, negotiating packages of care, monitoring and review.
* Of supporting the development of services for people who are deaf/blind.
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| Skills & Knowledge | * Ability to form relationships with users and carers.
* Assessment and care planning.
* Planning, monitoring and reviewing work.
* Report writing and research.
* Deciding priorities.
* Must have a proactive approach to this specialist area of work.
* Commitment to continuous professional development.
* Of the organisation and structures within Health and Adult and Community Services and recent or impending changes. Of the needs of the specific client group services by the Team.
* Of the cultural aspects and the complexity of the issue regarding this specialism.
 | * An ability to prepare and carry out presentations in promotion of this service.
* Care management practices.
* Assessment processes in meeting individual need.
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| Personal Qualities | * Current driving licence/car owner or access to a means of mobility support. (If driving must have a current valid driving licence and appropriate insurance)
* Access to transport to meet demands for domiciliary visits
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