

VisionPK

Rehabilitation Assistant – background information

VisionPK is a small charity based in Perth, offering services to people living in Perth and Kinross who are blind, partially sighted, Deaf and hard of hearing.

Our focus is on giving people the information, equipment and advice they need to help them stay independent and contribute to society.

We do this through offering a wide range of services for people with a visual and / or hearing impairment, in partnership with appropriate statutory, voluntary and business sector organisations.

Our values are trust; respect; empathy; being inclusive; encouraging independence, offering choice and promoting quality. Our strategic aims are:

- To have happy, satisfied and committed staff and volunteers, whose work and approach reflects our values.
- To promote independence for people with sensory impairments
- To increase awareness of VisionPK across Perth and Kinross.
- To improve VisionPK's financial sustainability
- To put into place systematic, evidence-based processes to monitor and evaluate our work and impact
- To ensure VPK's infrastructure, systems and processes are robust and up to date.
- To optimise our property portfolio and management
- To develop new services for people with sensory impairments

Our services and supports include:

- Rehabilitation services for visually impaired adults
- Hearing support for people who are Deaf, profoundly deaf and hard of hearing
- Equipment provision
- Information and advice
- Social activities for people with sensory impairments
- Group work and outreach

Rehab Role - information

We are looking for someone to join our small team of two Rehab Workers, a Hearing Loss Support Worker, a Manager and an Admin Worker. The majority of Rehab work is focused on delivering our Rehabilitation contract in Perth and Kinross and dealing with the ongoing needs of existing clients. We also provide a duty service on specific afternoons and deliver sensory training. Depending on your experience, you will have opportunities to lead and develop groups.

An exciting aspect of this role is the opportunity to train as a qualified Rehabilitation Worker, with a significant and positive impact on salary following the training period, as well as gaining a qualification which is in great demand across Scotland and the UK. It would also mean you would carry your own caseload and focus on specialist equipment provision, low vision aids and mobility training – helping people get out and about and move on with their lives. Training to date has been at Birmingham University, but we hope that a new course (p/t) will begin next year at Glasgow Caledonian University. Any training would be fully funded, with time off for study. Training also includes carrying a small caseload.

Your qualities, skills and experience

You will be expected to be a team player – in terms of both our Rehab Team and our organisational team (11 staff), actively contributing to the success of our fundraising and communications team through providing case studies, quotes and news stories to raise awareness and generate referrals.

We work to the See Hear strategy and outcomes, using a series of pre and post assessment outcomes-based questions to benchmark and monitor performance. You will be expected to routinely assess and report on client outcomes.

Your will be joining us at a busy time – we have just relocated to a new High Street location, where our vision is to develop a vibrant, busy Sensory Hub offering information, support and services, increasing awareness of what we can offer and helping more people. We want to involve volunteers with sensory impairments in all areas of our work. The Rehab Assistant will play a key role in promoting our work to partners and linking into local initiatives.

We have a three-year sensory services contract and have taken on responsibility for the hearing loss element of our contract, previously delivered by RNID.

This is an opportunity to make a positive impact on the lives of people with sensory impairments, as well as contributing to the success of VisionPK.

To find out more, please download an application pack from our website, www.visionpk.org.uk or email /call morag.carroll@visionpk.org.uk on 01738 626969 (on leave until 1/8).

Closing date for applications: 5.00pm on 15 August 2022

Interview date: Thursday 1 September 2022

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Terms and Conditions for Applicants (Rehab Assistant)

The following terms and conditions are offered by VisionPK. Any variation to these will be detailed in your contract of employment should an offer of employment be made.

All terms and conditions are calculated pro-rata for part time or sessional staff.

The salary for the Rehab Assistant post is £23,390 - £24,811 for 34.5 hours. Hours are 9.00am – 5.00pm over five days, finishing at 4.30pm one day. Occasional Saturday work may be necessary.

After successfully completing Rehab Worker training and qualification the salary will be £30,136 - £34,504

Business mileage is paid at the HMRC rate of 45p per mile.

Holiday Entitlement:

35 days annual leave including Public and Bank Holidays

Sick Pay:

In addition to Statutory Sick Pay, VisionPK offer a company sick pay scheme that increases with your length of continuous service.

Continuous Service	Maximum payment in any rolling twelve month period
During first year of service	Four working weeks' full pay and eight working weeks' half pay
During the second year of service	Eight working weeks' full pay and eight working weeks' half pay
Three years' service or more	12 working weeks' full pay and 12 working weeks' half pay

Pension:

Defined benefit pension scheme based on career average earnings

General employment policies:

VisionPK is an equal opportunities employer and we are proud of our terms and conditions. We recognise that from time to time our employees may need additional support and as such we offer a flexible and supportive working environment. This includes specific policies on matters such as paid compassionate leave, special leave, financial support for occupational training and the opportunity to negotiate flexible working arrangements.