Rehabilitation Support Worker
Position Description

OVERVIEW

JOB TITLE: Rehabilitation Support Worker

REPORTING TO: Manager of Spark Rehabilitation

LOCATION/BASE: Community Based

JOB SUMMARY

Working under the direction of registered health care professionals, this position provides support:

In the delivery of the goals as designed by the Rehabilitation Treatment team to individuals with an acquired brain injury or other serious trauma living in the community. This includes assisting in the assessment of clients’ functional, behavioural and cognitive skills and contributing to the design and delivery of treatment programmes aimed at reducing the impact of impairments, promoting independence and improving well-being. Tasks may include personal and domestic activities of daily living, leisure/school/work integration, coaching, mentoring and training and in skill acquisition.

The role involves both direct client contact and to a much lesser degree indirect client related duties. It is also necessary to undertake some administrative duties to ensure the smooth running of service provision.
ORGANIZATION ACCOUNTABILITY

Rehabilitation workers work under the direction of the Rehabilitation team and report to The Manager of Spark Rehabilitation regarding all clinical/programming issues.

KNOWLEDGE, TRAINING, AND EXPERIENCE REQUIRED

1. A working knowledge of common medical, mental health and neurological conditions.
2. An in-depth understanding of the effects of head injury on physical, psychological and social function.
3. Knowledge of the principles of Occupational Therapy, Physiotherapy, Speech Language Pathology and other rehabilitation modalities applied to brain injury.
4. Knowledge of community resources – leisure, voluntary work, paid work, groups.
5. An understanding of the types of interventions used in community-based rehabilitation therapy with head injured people.
6. An understanding of the roles of other health and social care professions.
7. Knowledge of the range and sources of equipment, its uses and application
8. Ability to break down activities into achievable goals.
9. Ability to recognize problems experienced by clients.
10. Experience working within a team and an understanding of team dynamics.
11. Ability to observe clients' performance and report clearly to relevant professions.
12. Experience working with clients, and their families, who have behavioural difficulties or are emotionally vulnerable and enabling them to adjust to their difficulties with supports.
13. Adult, child or youth experience with cognitive and communication problems as a result of brain injury.
14. Ability to follow programmes as prescribed by therapists and incorporating the recommendations of other professions.
15. Ability to use appropriate initiative, recognizing own limitations of competency.
16. Ability to organize own workload, prioritize demands of a number of therapists, and work flexibly with others to ensure all demands are met.
17. Able to participate in supervision and make positive use of it, as well as accept direction when necessary.
18. Able to work in a stressful environment, including with clients who have complex communication needs or challenging behaviours.
SKILLS REQUIRED

1. Highly-developed communication skills to ensure the development of effective therapeutic relationships with clients and their careers, to include skill with non-verbal cues. An ability to adapt communication methods to manage the variable needs of clients with sensory or cognitive problems, or who may be confused, depressed or anxious. Ability to report informally and formally at multi-disciplinary meetings on clients’ performance, to therapists and other members of the multi-disciplinary team.

2. Numeracy and literacy skills required for documentation within client records.

3. Organizational and time management skills to enable workload prioritization and adaptation to ensure competing demands on time and resources can be met.

4. Personal skills that will assist in the building of rapport with clients, such as patience, empathy, sense of humour and a flexible approach.

5. A variety of life skills such as domestic skills, gardening and home management.

MAIN DUTIES AND RESPONSIBILITIES OF THE POSITION

1. Work effectively as a member of a team in providing rehabilitation support (generally within a community environment.) This is usually without immediate supervision.

2. Use therapeutic skills to engage clients in therapeutic activities to reduce the impact of impairments, promoting independence and improving well being.

3. Under supervision of a registered health professional, facilitate and participate in planned activities, ongoing assessment and adjustment of own clinical interventions based on the fluctuating needs of the clients.

4. To teach and demonstrate use of equipment of other techniques to clients, optimize the client’s functional ability and independence.

5. Gather and accurately record information about clients.

6. Contribute to formal therapy assessments, under guidance of a registered therapist and provide feedback on the client’s performance.

7. Assist in the implementation, evaluation and modification of team interventions.

8. Under supervision of a registered therapist, provide a range of activities; instructing and guiding clients to support them in achieving identified goals.

9. Undertake delegated tasks to contribute to the safe and smooth running of the service.

10. Form professional relationships with clients and communicate with them in a way that respects their views, autonomy and culture.

11. Report effectively to the team on client’s performance/progress in therapy.

12. Ensure that up-to-date written and electronic records and activity data are maintained.

13. Review and reflect on own practice and performance through regular participation in professional supervision and appraisal, and amend practice where necessary.
14. Participate in ongoing training and education as dictated by the Manager.
15. Exercise good personal time management, and consistent, reliable punctuality.
16. As part of a team, incorporate up-to-date techniques and ideas of positive practice into your job.
17. To undertake any other appropriate additional duties as required.

**WORKING CONDITIONS/EFFORT**

1. To carry out requirements of the position in a variety of hospital and community settings with moderate to intense physical effort on a daily basis. This includes handling and mobilizing clients to facilitate their rehabilitation, using wheelchairs and hoists when appropriate.
2. To deal with frequent exposure to distressing/emotional situations while working with clients with cognitive, communicative or behavioural difficulties.
3. To deal sensitively with clients and families who have high levels of anxiety, distress, confusion or aggression, treating them with dignity and respect.

**IMPROVING THE CLIENT EXPERIENCE THROUGH YOUR WORK**

Clients are the most important people in the health service and are at the centre of what we do. Clients and caregivers are the “experts” in how they feel and what it is like to live with or care for someone with a particular impairment or condition. The client’s experience of our services should guide the way we deliver services and influence how we engage with clients every day in our work.

Rehabilitation workers should communicate effectively in their day to day practice with clients and should support and enable clients/caregivers to make choices, changes and influence the way their treatment or care is provided.

**COMMITMENT TO HEALTH AND SAFETY AND NO SMOKING**

It is the duty of every RSW to work in such a way that accidents to themselves and to others are avoided.

Smoking is not permitted when working with clients.
CONFIDENTIALITY AND FREEDOM OF INFORMATION

Information relating to clients' records, diagnosis and/or treatment of clients, worker records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be confidential and must not be divulged without prior authority. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. In addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Personal Health Information Protection Act, 2004. Any altering, destroying or concealing of information with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

This job description is a guide to the duties you may be expected to perform. It is not an exhaustive list, and such duties may well be altered from time to time.