

Job Description

Job Title	Experienced Occupational Therapist
Grade	PO6
Reporting To	Team Leader- Occupational Therapy
JD Ref	PC0048P

Purpose

The post holder will support the Occupational Therapy Service to meet its statutory duties within the local authority to assess people's needs under the Care Act, providing high quality and specialist assessments to people in the community, promoting recovery and independence, reduce and manage risks, preventing deterioration of needs, assess, monitor and review as required, multifaceted changing needs and progressive conditions.

To support needs and meet outcomes for people, enable provision of solutions to aid function, and to enable carers in their role, to meet longer term and developing needs and multiple needs management, working alongside social care and health colleagues to ensure all needs are met and managed.

To have excellent assessment, problem solving, risk management and manual handling skills and ensure continued professional development.

Main Duties And Responsibilities

Behavioural:

- Enjoy, achieve, create impact, and thrive in the role and organisation.
- Live our values in the role and organisation.

Occupational Therapy specific duties & responsibilities:

- Work within the Standards of conduct, performance and ethics as described by the Health and Care Professional Council (HCPC) and the College of Occupational Therapists' Professional Standards for Occupational Therapists' Practice, ensuring compliance with legal, organisational and multi-agency requirements.
- Working autonomously to undertake a range of functional and specialist assessments of needs including appropriate management of risk, to provide expert opinion advice and a range of suitable outcomes working with individuals, families and carers where appropriate, to reduce the need for care or care accommodation and to provide their preferred solution where practically possible.

- Support, advise and coach junior staff and students to develop their skills knowledge and competencies.

Communication, Engagement and Training:

- Provide information and support to enable people, to access a range of services/provision designed to minimise and manage risks, improve the quality of life for individuals, families, carers and meet needs.
- Liaise with social care colleagues and external agencies in order to gather information relevant to assessment and reviewing of needs.
- Work across organisational boundaries to contribute to the work of established and developing multi agency teams, applying your skills, knowledge and professional judgement within the council helping to ensure seamless service responses to individuals with multiple needs.
- Work with individuals, families, carers, colleagues, multidisciplinary teams and external agencies, enabling them to contribute toward the assessment, and actions to meet outcomes identified. Cultivate inclusive and collaborative relationships.
- Ensure robust links between partner agencies, supporting the integration agenda and its on-going development.
- Provide clinical supervision, advice and guidance to students, assistants and less experienced OT's and mentor newly qualified Occupational Therapists.

Data Analysis and Decision-Making:

- Balance needs and risks with rights and choices, taking account of power differences and promoting positive outcomes for individuals, families and carers
- Working with more complex situations demonstrate an ability to adapt their approach accordingly.
- Make clinical decisions on complex outcomes in conjunction with their line manager.

Performance Management:

- Developed expertise in one or more areas of practice and be familiar with local resources and be recognised by peers as a source of reliable knowledge and advice.
- Plan, review and organise workload to ensure deadlines are met and appropriate actions taken in a timely manner, demonstrate ability to prioritise workload and manage conflicting priorities and be able to advise less experienced staff to do same in this area.

Compliance:

- Adhere to and comply with all relevant corporate policies and procedures including Health & Safety, General Data Protection Regulations (GDPR), Corporate Governance and Code of Conduct.
- Maintain and update case notes and other records, write reports as required, ensuring records are fit for purpose and processed according to legislation.
- Undertake activity relating to safeguarding concerns, alongside investigating officers, such as alerts and protection planning, where appropriate.
- Balance needs and risks with rights and choices, taking account of power differences and promoting positive outcomes for individuals, families and carers.
- Prepare information for responses to complaints and Legal and Political enquiries



ACCOUNTABLE



AMBITIOUS



RESIDENT FOCUSED



PROFESSIONAL

- Ensure a duty of care for the safeguarding of adults, children, families and carers in ways that balance promotion of wellbeing, independence, choice and control with the need to protect people from abuse and neglect. Report allegations of abuse neglect or ill treatment of individuals through the safeguarding alert process.

Other:

- Any other duties commensurate with the grade.

Role Specific Knowledge, Experience And Skills

Qualifications

essential

- Occupational Therapy qualification - Degree in Occupational Therapy
- Be registered with the HCPC and able to evidence this.
- Evidence of continuing professional development in line with the College of Occupational Therapists' guidance.
- Required to attend or have relevant post-qualifying/vocational training courses.
- Required to undertake the Practice Placement Educators award under the College of Occupational Therapists' Accreditation of Practice Placement Educators scheme.
- *Desirable - Further post graduate training masters in OT or another relevant knowledge*
- *Desirable - Qualification in manual handling or moving with dignity training.*

Knowledge & Skills

- Able to demonstrate practice that supports the core principles of the College of Occupational Therapists, HCPC code of conduct.
- Experience of working and leading in a multi-agency team.
- Knowledge of current legislation relevant to the Service Area, including:
 - Care Act 2014
 - Housing and Regeneration Act 2008
 - Housing Grants, Construction and Regeneration Act 1996 (Disabled Facilities Grant)
 - Disabled person's Parking Badges Act 2013 (Blue Badge)
 - Carers (Recognition of Services) Act 1995
 - Health and Social Care (Safety and Quality) Act 2015 (Moving and Handling)
 - Health and Safety at Work etc. Act 1974 (Moving and Handling)
 - Mental Capacity Act 2005 (MCA)
 - Disability Discrimination Act 1995
 - Safeguarding
- Comply with legal requirements and local policies in relation to confidentiality, data protection and service user access.
- Excellent and effective communication skills verbally, in writing and use of non verbal and other methods to communicate with a range of people with cognitive, visual impairment, hearing loss or speech needs, including families and professionals.
- Able to demonstrate excellent organisational skills.
- Awareness of current practice issues, local and national challenges facing Occupational Therapists.



ACCOUNTABLE



AMBITIOUS



RESIDENT
FOCUSED



PROFESSIONAL

- Commitment to practice in a non-discriminatory manner, treating individuals with equality and fairness.
- Able to work with individuals, families, carers/carer groups, irrespective of their circumstances and background and deliver excellent customer service.
- Demonstrate appropriate IT skills e.g. use of Microsoft Office
- *Desirable – Training qualification in manual handling*
- *Desirable – Training qualification in Blue Badge assessment and DfT guidance*

Experience

- Experience of arranging the provision of specialist Equipment and Major Adaptations.
- Experience of working with partner agencies in a professional capacity to achieve positive outcomes for people.
- Working and leading in a multi-agency team.
- Able to demonstrate experience across a range of statutory work including specialist assessments such as Seating, Moving and Handling and major adaptations.
- Experience of working with people who have a range of needs, including advanced stages of progressive conditions, and including families and carers.
- *Desirable - Experience of working in a Local Authority setting.*

Additional Information

Ability to travel across the Borough and work from various locations.

Work hybrid, with a flexible working approach to accommodate service needs.

Expected to work from a fixed location (subject to change).

On occasion, able to work outside traditional hours, of a weekend and evening as required, adopting a flexible working approach in response to business requirements.

Health & Safety Considerations:

- Moving or handling heavy loads
- Working in a confined space
- Lone working
- Work with VDUs (Video Display Unit) (>5hrs per week)
- Vocational Driving
- Contact with latex
- Exposure to persons with challenging or aggressive behaviour

Approved By: Pippa Philipson Senior Manager Adult Social Care

Date Of Approval: 15/11/24



ACCOUNTABLE



AMBITIOUS



RESIDENT
FOCUSED



PROFESSIONAL