



JOB DESCRIPTION / PROFILE

Job Title	Specialist Occupational Therapist
Pay band/Grade	6
Directorate	WAA
Job Description Reference	

Job Overview

An excellent opportunity has arisen to come and join our dynamic Occupational Therapy team in Epsom.

We have developed innovative ways of delivering occupational therapy in Community Mental Health Recovery Services to support people in their individual recovery journey including a variety of occupationally focused programmes. The post constitutes a 50% delivery of Occupational Therapy interventions and a 50% of care coordination/lead professional for people with occupational needs.

The post will include delivering both individual and group occupational therapy interventions within a clear care pathway, these interventions include:

- Occupation Matters Programme – a 20 week group which utilises Lifestyle Redesign© principles. This programme was developed within the Trust and has had a really positive impact on the lives of people, who access our services.
- Recovery through Occupation – a 6 week group which uses the Re-Motivation process to improve an individual's motivation and social skills. Participants make significant improvements on the Volitional Questionnaire during this intervention.
- New Horizons – our occupational therapy led discharge pathway enabling people to reconnect with their communities and previous roles to support a smooth transition from secondary services
- Individual occupational therapy
- Comprehensive occupational therapy assessments

We use Model of Human Occupation to guide all our occupational therapy assessments and interventions. We are particularly focusing on embedding occupational science and neuroscience into our practice.

The occupational therapy leadership team is committed to offering extensive, co-ordinated CPD programmes including a robust supervision structure, care group meetings, Trust wide and core competence training and an annual conference.

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Successful applicants will be able to demonstrate the following:

- To provide high quality and evidence based occupational therapy assessment and interventions, both group and individual, to people who access services and their carers/supporters/family members, in line with the occupational therapy pathways.
- To communicate effectively with people who access services, carers, the multi-disciplinary team and when appropriate outside agencies.
- To contribute to the generic functioning of the team.
- To provide supervision and mentoring to more junior occupational therapists, occupational therapy apprenticeships, support workers and activities coordinators (as appropriate)
- To provide occupational therapy student placements.
- To contribute to service development and audits.
- To take on the role of lead professional as appropriate.

This exciting opportunity is offered within our community mental health service and will be based primarily within Epsom. The postholder however, may be expected to work within all surrounding community services, as need arises.

In addition to your Occupational Therapist role you will also be expected:

- To contribute to the rapid response function within the service.
- To complete New Patient Assessments for people referred to the service.
- To practice within the Positive Risk-Taking Framework.
- To be the lead professional when delivering generic work, such as risk management, referring to specialist services, stabilisation, low intensity interventions, to people who access services with have complex needs.

NHS Competency	Level
Communication	3
Personal and People Development	3
Health, Safety and Security	3
Service Improvement	2
Quality	3
Equality and Diversity	3
IT Skills	3
Statutory Requirements	
HCPC registration	

Personal Competencies	
Interpersonal Sensitivity	2
Courage	2
Teamwork	2

Values
Treat People Well
Create Respectful Places
Involve not Ignore
Open, Honest and Accountable

Qualifications required

- Occupational Therapy professional qualification

Desirable:

- Completion of a Fieldwork Educators' course

Experience required:

- Relevant post qualification clinical experience
- Experience of using multiple occupational frames of reference and approaches
- Experience of using relevant occupational therapy assessment and implementing interventions
- Experience in applying knowledge of the impact of health and disability on occupational performance, participation and identity
- Evidence of an interest and skills in specialist area
- Evidence of clinical reasoning skills
- UK driving license and access to a car for work purposes (*community posts*)

Desirable:

- Experience of contributing to service development/project work
- Experience as a supervisor
- Experience of group facilitation
- Experience of supporting students on placement

Key Responsibilities

Leadership:

- To contribute to service development and audits.
- To provide supervision (if relevant to post) and mentoring to junior occupational therapy staff, occupational therapy apprentices, activity coordinators and support workers.
- To represent occupational therapy within the multi-disciplinary team and locality/sector/wider divisional meetings.
- To advocate and promote occupational therapy within the Trust.
- To support the delivery of continuing professional development (CPD) opportunities within services and divisions.
- To provide clinical placements for occupational therapy students.
- To contribute to the development and implementation of appropriate policies, protocols and care pathways.
- To lead on project work relevant to the team/service, with support from the Lead Occupational Therapist.
- To assist in appropriate staff recruitment and induction and contribute to the wider strategic plans regarding occupational therapy recruitment.

Clinical:

- To demonstrate expertise and specialist occupational therapy skills in areas such as

occupational identity and competency, occupational engagement, environmental adaptation, volition, development and maintenance of occupational skills.

- To provide high quality occupational therapy assessments for people who access the service, adapting the approach as and when needed.
- To provide evidence based and outcome measured occupational therapy interventions (individual and group), as outlined in the occupational therapy pathway.
- To use effective clinical reasoning and formulation skills to devise person-centred occupational therapy care plans, alongside people who access services and their carers/supporters/family members (where appropriate).
- To evaluate the effectiveness of occupational therapy interventions.
- To complete comprehensive risk assessment and management plans, raising safeguarding concerns in line with Trust policy.
- To keep up to date with current evidence-based practice, research and National guidelines within your clinical area.
- To act as the lead professional or care coordinator for people who access services for the duration of their occupational therapy assessment and/or intervention.
- To utilise therapeutic use of self skills when providing occupational therapy interventions.
- To understand group theory and system dynamics and how these impact on delivering services.
- To communicate complex and challenging issues in an effective and compassionate way with people who access services, carers/family members/supporters, other clinicians and agencies/services.
- To effectively manage a caseload with people who have complex needs.
- To be compassionate, inclusive and understanding of the needs of people who access services, carers/supporter/family members.
- To work in partnership with other community services and providers.
- To have excellent time management skills and be able to independently manage occupational therapy referrals, triages and own caseload.

Professional:

- To be professionally and legally responsible and accountable for all aspects of clinical work and care. To maintain high standards of care in all areas of practice in accordance with the HCPC Code of Conduct, professional guidelines and Trust Policies and Procedures.
- To act within the Mental Health Act and Mental Capacity Act (2005).
- To be aware of and implement Safeguarding Adult and Child Protection Policies, Procedures and legislation.
- To engage in your own CPD to ensure that you have the knowledge and skills to deliver high quality occupational therapy assessments and interventions.
- To document assessments, interventions, evaluations and progress notes in a clear, timely and professional manner, in line with Trust policy.
- To actively engage in your own supervision and appraisal.
- To ensure confidentiality in line with the Trust's policies and procedures

- To contribute to a healthy and safe working environment by adhering to health and safety regulations and Trust policies.

This role is designed for those who are creative and passionate about working with individuals in a person centred, compassionate and inclusive way to enable individuals to reach their goals.