



Title <i>Occupational Therapist (Newly Qualified)</i>	Department <i>Adult Social Care, Health and Public Protection</i>	Post Ref.
<p>Job Purpose To be responsible for the occupational therapy assessment of individual needs and the initiation and co ordination of a range of outcomes to meet them, promoting the principles of choice and control, personalisation and self directed support to ensure that service users can assess and manage their own needs, risks and uncertainties.</p>		
<p>Key Responsibilities</p> <ol style="list-style-type: none">1. Be responsible for the occupational therapy assessment, support planning and review of individual needs, initiating a range of outcomes to meet them.2. Maintain an occupational therapy caseload whilst continuously developing skills and experience with appropriate supervision and support.3. Be responsible for the identification of potential reablement opportunities and provide access to those services as required.4. Providing professional information, support, advice and guidance to other staff and colleagues building positive relationships and partnerships.5. Organise and manage your workload independently, under the supervision and guidance of the team manager and/or senior practitioner.6. Provide professional information, advice and support to service users and their carers.7. Promote the principles of choice and control, personalisation and self directed support to ensure that service users can assess and manage their own needs, risks and uncertainties within their chosen living environment and meet their identified short and long term goals.8. Identify community and other natural support resources, maximising individual's assets using benefits, preventative/universal services and other funding sources.9. Monitor and review ongoing service provision ensuring all parties	<p>Key Accountabilities</p> <ol style="list-style-type: none">1. Maintain professional occupational therapy standards.2. Alert managers of issues that could affect quality, performance or budget.3. Maintain effective working relationships and contribute to a working environment which is safe, considerate and supportive to all. In accordance with relevant legislation and policy.4. Take reasonable care of your health, safety and welfare, and that of other persons who may be affected by the performance of your duties.5. Exercise proper care in handling, operating and safeguarding any equipment, vehicle or appliance provided, used or issued by the County Council or provided or issued by a third party for individual or collective use in the performance of your duties.	

<p>involved are fully co ordinated.</p> <p>10. Liaise and negotiate with local providers and support networks to deliver better outcomes.</p> <p>11. Contribute to practice and service development.</p> <p>12. Have regard at all times for the confidential nature of the work and not to discuss or disclose information to unauthorised parties.</p>	
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The post holder will perform any duty or task that is appropriate for the role described within their grade.

<p><i>Person Specification</i></p>	
<p><i>Education and Knowledge</i></p> <ol style="list-style-type: none"> 1. A qualification accepted by the Health Professions Council as a qualification in Occupational Therapy. 2. Registration with the Health Professions Council 3. Knowledge of relevant legislation and policy frameworks relating to health, community care and the service area. 4. Proficient knowledge and use of I.T. systems. 5. Demonstration of continued professional development including completion of all mandatory and service relevant training and keeping a portfolio of evidence up to date. 6. Knowledge of current Adult Social Care and Health policy drivers, e.g. Think Local, Act Personal. 	<p><i>Personal skills and general competencies</i></p> <ol style="list-style-type: none"> 7. A high level of personal drive and commitment to excellent customer care and the ability to set an example for other staff 8. Strong interpersonal skills to gain the agreement and acceptance of others including colleagues, senior managers and customers.
<p><i>Experience</i></p> <ol style="list-style-type: none"> 11. At least two years experience of care work gained through, training, paid employment or extensive personal experience or voluntary work. 12. Experience of operating as part of a team. 13. Experience of independently managing and prioritising demands and tasks to meet objectives. 14. Experience of keeping detailed records and constructing reports or formal letter/submissions. 15. Experience of working with the public. 16. Demonstrable experience of using information technology in a range of applications. 17. Experience of negotiating with representatives of partner agencies to achieve objectives. 	<ol style="list-style-type: none"> 9. Ability to make decisions and solve problems to meet operational targets, involving devising solutions and prioritising the resources available 10. Ability to meet agreed objectives and delivery targets by the effective use of resources.
<p><i>Role Dimensions</i></p> <ol style="list-style-type: none"> 18. Undertake assessments which may involve multi professional working or require urgent responses. 	

19. Provision of equipment including moving and handling equipment, assistive technology and/or structural adaptations.
20. Following appropriate training participate in statutory duties.
21. Liaise with health and social care colleagues including private and voluntary organisations to ensure quality outcomes for service users.
22. Carry out both solo or joint home visits with other professionals where appropriate and engage in discharge planning in a multi professional environment.
23. Construct reports and use other documentation and tools as necessary and appropriate for example moving and handling assessments, special occupational therapy assessments and housing needs assessments..
24. Participate flexibly in other team duties and activities as appropriate to qualifications and experience as designated by the line manager or supervisor.
25. Understand, maintain and apply current departmental policies to casework and work requirements.
26. Take up opportunities for relevant training specific to role and contribute effectively towards development of new systems, processes and ways of working.
27. Undertake and implement health and safety risk assessments in relation to the provision of community based services and in relation to vulnerable adults.
28. Participate in duty systems in accordance with local practices, including responding to urgent situations and offering specialist advice and guidance to the customer service centre and service advisers and colleagues within the multi disciplinary team.
29. Participate in duty systems in accordance with local practices, including responding to urgent situations and offering specialist advice and guidance to the customer service centre and service advisers and colleagues within the multi disciplinary team.
30. Assess individuals' functional abilities, needs and potential for independence.
31. Where appropriate, design, implement, monitor and review Reablement programmes that are person centred, have clear goals and are tailored to the individual needs.
32. Demonstrate appropriate rehabilitative techniques to service users, carers, and staff in order to maximise independence
33. Contribute toward the training and skills development of other social care staff and provide professional expert occupational therapy advice and reabling techniques to other professionals
34. To work towards practice placement educator (PPE) status and assist with students on placement in the team.

Please attach a structure chart

Date:V6.16.5.12.

Title	Department	Post Ref.
Occupational Therapist (Experienced)	Adult Social Care, Health and Public Protection	
Job Purpose		
To be responsible for the occupational therapy assessment of individual needs and the initiation and co ordination of a range of outcomes to meet them, promoting the principles of choice and control, personalisation and self directed support to ensure that servcie users can assess and manage their own needs, risks and uncertainties.		

Key Responsibilities

1. Be responsible for the occupational therapy assessment, support planning and review of complex individual needs and then initiate and co ordinate a range of outcomes to meet them.
2. Maintain a complex caseload commissioning services within available resources.
3. Following appropriate training undertake assessments using a range of health and social care tools, for example, moving and handling assessments, specialist occupational therapy assessments, moving and handling assessments, Best Interests Assessments.
4. Be responsible for the identification of potential reablement opportunities and provide access to those services as required.
5. Provide professional detailed information, advice and support to service users and their carers.
6. Promote the principles of choice and control, personalisation and self directed support to ensure that service users can assess and manage their own needs, risks and uncertainties within in their chosen living environment and meet their identified short and long term goals.
7. Identify community and and other natural support resources, maximising individuals assests and signposting to prevention/universal services and other funding sources.
8. Monitor and review ongoing service provision ensuring all parties involved are fully co ordinated.
9. Liaise and negotiate with local providers and support networks to deliver better outcomes.
10. Contribute to practise and service development including advising, mentoring and assisting less experienced staff - particularly in relation to tasks that may be undertaken to support the qualified and experienced role.
11. Organise and manage your workload independently under the supervision and guidance of the senior practitioner and/or team manager.
12. Have regard at all times for the confidential nature of the work and not to discuss or disclose information to unauthorised parties.

Key Accountabilities

1. Maintain professional occupational therapy standards.
2. Alert managers of issues that could affect performance including concerns arising from assisting less experienced Occupational Therapists.
3. Maintain effective working relationships and contribute to a working environment which is safe, considerate and supportive to all. In accordance with relevant legislation and policy.
4. Take reasonable care of your health, safety and welfare, and that of other persons who may be affected by the performance of your duties.
5. Exercise proper care in handling, operating and safeguarding any equipment, vehicle or appliance provided, used or issued by the County Council or provided or issued by a third party for individual or collective use in the performance of your duties.

The post holder will perform any duty or task that is appropriate for the role described within their grade.

Person Specification

Education and Knowledge

1. A qualification accepted by the Health Professions Council as a qualification in Occupational therapy.
2. Additional qualifications relevant to the service area or personal development - for example British Sign Language, Best Interests Assessor.
3. Registration with the Health Professions Council.
4. Detailed knowledge of community care services within health and social care settings.
5. Detailed knowledge of the relevant legislation and policy in relation to adult community care services.
6. Proficient knowledge and use of I.T. systems.
7. Demonstration of continued professional development including completion of all mandatory and service relevant training and keeping a portfolio of evidence up to date.
8. Detailed knowledge of current Adult Social Care and Health policy drivers, e.g. Think Local Act Personal.

Personal skills and general competencies

9. A high level of personal drive and commitment to excellent customer care and the ability to set an example for other staff.
10. Strong interpersonal skills to gain the agreement and acceptance of others including colleagues, senior managers and customers.
11. Ability to make decisions and solve problems to meet operational targets, involving devising solutions and prioritising the resources available.
12. Ability to meet agreed objectives and delivery targets by the effective use of resources.

Experience

13. At least two years post qualification experience which clearly evidences the ability to undertake occupational therapy tasks and responsibilities within complex and demanding situations where elements of risk will be present.
14. Experience of operating as part of a team and assisting others in their work.
15. Experience of independently managing and prioritising demands and tasks to meet objectives.
16. Experience of keeping detailed records and constructing reports or formal letter/submissions.
17. Experience of working with members of the public who require support with complex issues.
18. Demonstrable experience of using information technology in a range of applications.
19. Experience of negotiating with representative of partner agencies to achieve objectives.

Role Dimensions

20. Undertake complex occupational therapy assessments, where elements of risk management are common and urgent responses may be

required within a multi professional working environment.

21. Provision of highly specialist equipment including complex moving and handling equipment, assistive technology and/or structural adaptations.
22. Following appropriate training participate in statutory duties.
23. Liaise with health and social care colleagues including private and voluntary organisations to ensure quality outcomes for service users.
24. Carry out both solo and joint home visits with other professionals where appropriate and engage in discharge planning in a multi professional environment.
25. Participate flexibly in other team duties and activities as appropriate to qualifications and experience as designated by the line manager or supervisor.
26. Understand, maintain and apply current departmental policies to casework and work requirements.
27. Take up opportunities for relevant training specific to role and contribute effectively towards development of new systems, processes and ways of working.
28. Undertake and implement health and safety risk assessments in relation to the provision of community based services and in relation to vulnerable adults.
29. Participate in duty systems in accordance with local practices, including responding to urgent situations and offering specialist advice and guidance to the customer service centre and service advisers and colleagues within the multi disciplinary team.
30. Assess individuals' functional abilities, needs and potential for independence.
31. Where appropriate, design, implement, monitor and review Reablement programmes that are person centred, have clear goals and are tailored to the individual needs.
32. Demonstrate appropriate rehabilitative techniques to service users, carers, and staff in order to maximise independence
33. Contribute toward the training and skills development of other social care staff and provide professional expert occupational therapy advice and reabling techniques to other professionals
34. Act as practice placement educator and take occupational therapy students on a regular basis.

Please attach a structure chart

Date: v5.15.5.12