

<b>Title</b>	<b>Department</b>	<b>Post Ref.</b>
<b>Senior Practitioner: Occupational Therapist</b>	<b>Adult Social Care, Health and Public Protection</b>	
<b>Job Purpose</b> To provide professional occupational therapy supervision and leadership of staff, working in partnership with managers, staff and others to deliver an effective and efficient occupational therapy service. To be responsible for both the occupational therapy assessment of individual needs and the initiation and coordination of a range of outcomes to meet them, promoting the principles of a strengths-based approach, personalisation, choice and control, to ensure that people can assess and manage their own occupational performance needs, risks and uncertainties.		
<b>Key Responsibilities</b>  1. Maintain a small, specialist occupational therapy caseload and be responsible for the assessment, support planning and review of complex individual needs and then initiate and co-ordinate a range of outcomes that maximise independence. 2. Undertake occupational therapy assessments using a range of health and social care tools: activity analysis, graded goal setting, environmental risk assessments, specialist equipment provision, moving and handling risk assessments, Mental Capacity assessments and Continuing Healthcare assessments. 3. Be a lead practitioner to support the identification of potential re-ablement opportunities to maximise their independence. 4. Be a lead practitioner to promote a strengths-based Approach which embeds the ethos of promoting independence and wellbeing at every opportunity to ensure people can manage their own needs, risks and uncertainties within their environment, to meet their short- and- long term occupational performance goals, delaying the need for ongoing care and support. 5. Be a lead practioner in the team, supporting the development of good occupational therapy evidence-based practice 6. Lead on professional development issues: including encouragement of the professional development of staff through reflective supervision, mentoring and		<b>Key Accountabilities</b>  1. Effective occupational therapy professional support and development of staff, to secure high levels of performance 2. Alerting Team Managers of issues that could affect performance including concerns arising from mentoring or supervising other staff. 3. Developing and maintaining appropriate partnership arrangements in their area of responsibility. 4. Ensuring the principles of continuous improvement and best value are maintained at a team level. 5. Supporting the managers in overseeing allocation of occupational therapy casework at a level commensurate with individual’s abilities and experience. 6. Maintain professional occupational therapy standards and be accountable for own performance.

<p>coaching, identifying and supporting with learning and development needs as appropriate to the context of the service.</p> <ol style="list-style-type: none"> <li>7. Provide regular and appropriate occupational therapy professional supervision to support, mentor and develop staff in line with approved professional standards, service and team plans.</li> <li>8. Providing professional support, mentoring, advice and guidance to other staff and colleagues building positive relationships and partnerships.</li> <li>9. Plan, manage and prioritise workload</li> <li>10. Prepare and present clear concise reports, as necessary.</li> <li>11. Chair meetings effectively and represent the department in a professional and effective manner</li> <li>12. Resolve service delivery issues within available resources.</li> <li>13. Improve customer satisfaction levels for the service and inform managers of changes to the operational environment including customer satisfaction issues.</li> <li>14. Ensure effective completion of annual reviews, management and allocation of cases to staff.</li> <li>15. Provide a lead role with responsibility for areas of occupational therapy specialism, such as: Reablement activity analysis, goal setting, specialist equipment provision, assistive technology, complex moving and handling, major housing re-design and Disabled facilities grant adaptations</li> <li>16. Take lead responsibility for specific occupational therapy service development or policy development.</li> </ol>	<ol style="list-style-type: none"> <li>7. Accountable for the quality of the work undertaken.</li> <li>8. Take reasonable care of your health, safety and welfare and that of other persons who may be affected by the performance of your duties.</li> <li>9. 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.</li> </ol>
<p><b>The post holder will perform any duty or task that is appropriate for the role described</b></p>	

## **Person Specification**

### **Education and Knowledge**

1. An occupational therapy qualification recognised by the health and care professional council (HCPC)
2. Registered with the HCPC
3. Approved Adult Mental Health Practitioner (AMHP) or Approved Mental Capacity Professional (AMCP) Best Interests Assessor (BIA) or Practice Educator (Level 2) or evidence of relevant post graduate study is essential
4. Knowledge and experience of safeguarding of adult's work within multi-agency procedures.
5. Knowledge and understanding of relevant legislation and national and local policy frameworks relating to occupational therapy, health, social care for adults and children.
6. Knowledge and experience or equivalent of staff supervision, training and development.
7. Evidence of Continual Professional Development (CPD) meeting the standards of the professional regulator

### **Experience**

1. At least 2 years working as a qualified experienced Band B Occupational Therapist or at an equivalent level.
2. Experience of complex occupational therapy casework responsibility, including: mental capacity assessments, safeguarding investigations, specialist equipment provision, reablement/enablement, and major adaptation design, commissioning support packages and complex moving and handling.
3. Experience of supporting people in relation to risk management, outcome planning and multi-disciplinary working.
4. Experience of supporting and mentoring qualified, newly qualified and unqualified Occupational therapy and/ or social care staff.
5. Experience of facilitating complex multi-agency meetings together with sound decision making skills.
6. Experience of multi-disciplinary working especially with other agencies, including: community health teams, housing, environmental grant officers, architects, building contractors, independent voluntary sector.

### **Personal skills and general competencies**

1. A full driving licence and access to transport is essential, disabled employees who are unable to drive because of their disability will be able to use taxis to carry out their duties.
2. Sets an excellent example of customer care for other staff.
3. Effectively sets direction for a team providing motivation for all to deliver high performance.
4. Anticipates customer needs to provide excellent service continually striving to improve efficiency and effectiveness
5. Sets challenging targets for performance for the team as well as delivering a high degree of personal effectiveness
6. Ensures the Council's policies for fairness and respect are delivered including setting high personal standards
7. Takes an active role in managing risk, health and safety and safeguarding issues.

### **Role Dimensions**

1. Provide effective professional support, through leadership, mentoring and reflective practice, within teams across the service area.
2. Undertake some delegated tasks for the manager as require: such as, approving occupational therapy assessments, support plans and equipment provision,
3. Support the Team Managers to deliver the ASCH strategy by providing professional oversight and advice.
4. Supporting Team managers to managing systems in accordance with County Council policy and procedures
5. Responsible for supporting teams to ensure effective workload management, time management, performance management and case management within the Occupational Therapy service.
6. Participate in countywide rotas for AMPH or AMCP / BIA, as relevant
7. Provide leadership in the Occupational Therapy service, including: maintaining occupational therapy professional standards, continuous professional development and sharing evidence based best practice.
8. Provide support to managers in connection with the recruitment, appointment, induction of staff, capability and performance issues
9. Participate in and present relevant training across service area
10. Act as Safeguarding Manager within adult safeguarding policy and procedure when required
11. Contribute to and support managers in the development and implementation of team service plans.
12. Contribute and support the manager in the Identification and development of service improvements to Occupational Therapy.
13. Take an active role in managing risk, health and safety and safeguarding specific issues.

Date: 5.12.19