



JOB DESCRIPTION / PROFILE

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

My job makes better lives by delivering high quality and evidence based occupational therapy assessments, interventions and consultations to enable people who access services to reach their full potential.

Job Overview

1. 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.
2. To communicate effectively with people who access services, carers, the multi-disciplinary team and when appropriate outside agencies.
3. To contribute to the generic functioning of the team.
4. To provide supervision and mentoring to more junior occupational therapists, occupational therapy apprenticeships, support workers and activities coordinators (as appropriate)
5. To provide occupational therapy student placements.
6. To contribute to service development and audits.
7. To take on the role of lead professional as appropriate.

The job will be within our Working Age Adult Mental Health services and be based primarily within the Runnymede and Spelthorne teams. The postholder will be expected to work flexibly within all the community mental health recovery services, as need arises.

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

[For a better life](#)

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

Desirable:

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

Suitable for someone who is creative and passionate about working with individuals in a person centred, compassionate and inclusive way to enable individuals to reach their goals.

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.

Additional for Working Age Adults: To prescribe equipment, in line with the equipment protocol – inpatient services only

- 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.