

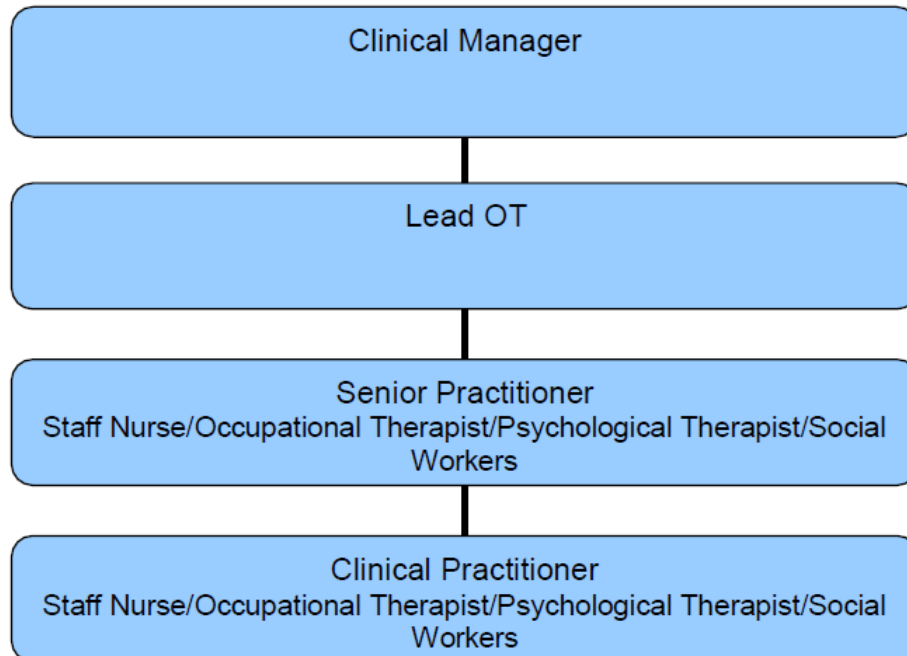
Job Description
Senior Practitioner Band 6

Job Title	Senior Practitioner: Occupational Therapist
JD ref no.	
Band	Band 6
Service area	Adult Mental Health Acute Care Service
Accountable to	Team Manager

1. Job Purpose:

- To provide and coordinate a high standard of care to the patients within the Adult Mental Health Acute Care Service.
- Act as a lead practitioner to ensure that the care of patients is of the highest quality.
- The post holder is responsible for co-ordinating and administering assessments of care needs, the development of treatment programmes and the implementation and evaluation of these programmes within a multidisciplinary team.
- Support the Team Manager in the management of staff, meeting quality standards, implementing policy, managing change and delivering innovation.
- Delegate work to staff and be the responsible clinician that ensures care requirements are implemented satisfactorily.
- Formulate and deliver treatment packages utilising a wide range of therapeutic approaches and interventions. To meet functional, occupational & environmental needs in negotiation with the Service User and in liaison with Care Navigator, Carers and relevant others.
- Support recovery, social inclusion, maintenance or development of roles and responsibilities within the domains of self care productivity or leisure. Promote and maximise potential for independence.
- Carry out holistic assessments, individual or group interventions in the most appropriate environmental setting e.g. hospital, community, home and workplace to facilitate seamless continuation of care.
- Work within the occupational therapy process utilising Model of Human Occupation and other specialist standardised assessments.
- Maintain Professional Occupational Therapy and AHP links. Attend and contribute to governance meetings and formal clinical review as required.

2. Organisation chart



3. Main duties:

- To work as a Senior Practitioner ensuring that the assessment, planning, implementation and evaluation of care for a designated client group is carried out to the highest standard.
- To provide senior leadership to the small ward-based Occupational Therapy team on the acute mental health ward, and be involved in supporting the wider Occupational Therapy team across the hospital site.
- To complete specialist occupational assessments, interventions and recommendations as appropriate to this clinical setting.
- To manage a caseload and delegate appropriately to clinical practitioners and assistant practitioners.
- Assists the Team Manager in ensuring that agreed standards of professional activities within the unit are achieved.
- Take a lead role in quality monitoring the service and delivery of care.
- Formulates and influences new ways of working within the service.
- Support the Team Manager in the staffing co-ordination/deployment on the shift.
- Assist the Ward Manager in ensuring that effective communications are maintained with other professionals, disciplines and teams.
- Co-ordinates the deployment of staff on a shift within the Adult Mental Health Acute Care Service.
- Guide/mentor/supervise supporting staff as required to facilitate/deliver ongoing or functionally relevant activities in the most appropriate setting.

- Evaluate treatment outcomes and meet emerging needs. Referring on to address unmet needs as appropriate and necessary.
- Acts as a role model to staff.
- Acts as a consultant to staff on clinical and operational matters, providing advice on clinical and professional matters.
- Ensure that patient records are maintained and that information is passed on in a co-ordinated manner.
- To act up as Team Manager as required.
- Provide training or mentorship to students.
- To participate in health studies and research into new patterns/methods of care to further enhance set standards of care.
- Ensures that Trust Policies, Protocols, Procedures and Guidelines and Professional Codes of Conducts are implemented and maintained. Suggest any policy revisions to the Team Manager.
- You are required to work across all sites within the Adult Mental Health Acute Care Service.

4. Working as part of a Team

- Provides clinical and professional leadership to a team.
 - Gives professional advice and clinical support to staff within the service and refers to the Team Manager or other professionals when necessary.
- In conjunction with the Team Manager identify staff development needs and conduct appraisals with staff.

5. Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate in appraisal annually, developing and agreeing your development plan with your line manager using the Trust appraisal process.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from Team Manager whenever necessary.
- Maintains own professional development and engages in clinical supervision.
- Attends all mandatory training.
- Maintains the professional requirements for registration as a qualified professional.
- Participates in and provides professional input into planning the needs of the service as appropriate and as requested.
- Maintains a professional appearance.

6. Staff Supervision and Support

- Supports the Team Manager in the people management of staff members including appraisal of staff, performance management and recruitment.
- Provides training and mentorship to students.
- Supports the maintenance of good working relationships across different professions, disciplines and teams.

7. Financial Responsibility

- Assists the Team Manager in ensuring the economical and effective use of equipment/supplies.

8. Safeguarding

All staff members have a duty to report any concerns they have about the safety or well-being of adult service users, members of their families, including children. Employees should be aware of their roles & responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their particular role.

9. Core Values:

Below is the Trust's Vision, Aims and Corporate Priorities. The Corporate Priorities are what the Board has identified as specific priorities. The Trust's vision statement is: Everything we do over the next five years will contribute to one or more of these four goals to achieve our vision of connecting people to the best quality care, when and where they need it, and be the best place to work.

Our Purpose

To create connected communities and help people to feel as healthy as they can be at every point in their lives.

Our Vision

To connect people to the best quality care, when and where they need it and be a national role model as an employer.

Our Values

We Care - We act with respect and empathy, and always value difference

We Listen - We understand people's views and respond to their individual needs

We Deliver - We develop and provide excellent services and support our partners

Our Goals

Our services

To provide seamless access to the best care

To provide excellent quality services

Our community

To provide our staff with the best places to work

To support people to live to their fullest potential, to be as healthy as possible

Core Statements:

1. Infection Control - All clinical and non-clinical staff groups

Responsible for, in respect to your area of work, for ensuring so far as is reasonably practicable and in accordance with Trust policies that you are aware of your individual responsibilities in regard to infection prevention and control this requires you to:

- Maintain safe infection prevention and control environment for yourself and others.
- Be familiar with and comply with current infection prevention and control, guidelines, policies and procedures.
- Raise matters of non-compliance with your manager.
- Attend infection prevention and control mandatory training as dictated by your manager.
- Be appraised in relation to infection prevention and control.

2. Risk Management

All staff needs a basic working knowledge of risk management. They all have a responsibility to identify and report risks, hazards, incidents, accidents and near misses promptly, in accordance with Trust Policy. All staff must be familiar with emergency procedures, risk management systems and incident management in their workplace.

3. Health and Safety

All employees have a responsibility under the Health and Safety at Work Etc Act 1974 for their own health, safety and welfare and to ensure that the agreed safety procedures are carried out to provide a safe environment for other employees and anyone else that may be affected by the carrying out of their duties.

Employees must co-operate with the Trust in meeting its statutory obligations with regard to health and safety legislation and must report any accidents, incidents and problems as soon as practicable to their immediate supervisor.

The Trust has a written health and safety policy which employees have a general duty to read in order that they are fully conversant with its requirements.

4. Patient care

Bradford District Care Foundation Trust is committed to ensuring the highest standards of care and treatment and expects that **all** staff employed within the organisation will treat service users, their carers, relatives and friends with dignity and respect at all times during their contact with services we provide.

5. Information Management

All members of staff are bound by the requirements of the Data Protection Act 1998 and any breaches of the Act or of the confidential nature of the work of this post could lead to dismissal.

The post holder is responsible to learn about information governance, to help ensure that best practice guidelines are followed and personal information is managed to benefit patients, clients and members of staff.

The post holder is required to sign the declaration form to confirm they have read and understood the booklet and leaflet regarding information governance, which will be kept by the HR team in the post holder's personnel file.

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Attributes	Essential criteria	Desirable criteria	How Identified
QUALIFICATIONS	Registration with HCPC Degree in Occupational Therapy	APPLE accreditation or equivalent Qualification in specific OT assessments such as AMPS	Application Form Interview Certificates
EXPERIENCE	Clinical experience including experience of risk assessment, assessing patients and creating/implementing high quality treatment and care plans. Worked as named professional to client group. Experience of developing and facilitating groupwork. Experience of supervising staff and students. Experience of providing teaching and education to the MDT. Multi-disciplinary team working. Experience of crisis interventions. Experience of working with people with a variety of Mental Health conditions	Involvement in innovative service development. Experience of managing staff. Experience of leading a team	Application Form Interview
KNOWLEDGE	Knowledge of occupational models of practice used within the mental health setting such as the Model of Human Occupation.	Relevant clinical courses/training.	Application Interview

	<p>Demonstrates specialist knowledge of mental health conditions, the recovery model and appropriate occupationally-focused assessments and interventions.</p> <p>Assessment, planning, implementation and evaluation of individualised treatment and care plans.</p> <p>To be able to comply with the correct implementation of the Mental Health Act.</p> <p>Knowledge of current professional issues.</p> <p>Knowledge of relevant professional Mental Health legislation/guidance and Community Care Legislation and Guidance.</p> <p>Aware of racial, cultural and gender issues.</p>	Research awareness	
SKILLS	<p>Ability to prioritise a caseload and work on the unit and delegate appropriately.</p> <p>Excellent Communication skills (verbal and written) with the ability to persuade, motivate, facilitate discussions and mediate.</p> <p>Encourages cross functional team working.</p> <p>To assess functional ability and identify support needs for service users.</p> <p>Able to conduct home assessments and community visits autonomously.</p> <p>To effectively support the transition from hospital to home.</p> <p>To work collaboratively with the community teams and voluntary sector.</p> <p>To assess for and ensure the timely provision of appropriate equipment.</p> <p>To manage a complex caseload and support junior colleagues with complex matters.</p> <p>Ability to build strong relationships within a team.</p> <p>Ability to supervise and mentor students and new starters.</p> <p>Ability to use judgement to make decisions.</p> <p>Ability to resolve problems and issues.</p>		

	To be able to work with a team to support continual learning and development. Ability to demonstrate leadership within the MDT and the ward-based Occupational therapy and activity team.		
ATTITUDE/APPROACH	Strong advocate for the therapeutic benefits of Occupational Therapy and therapeutic interventions in mental health. Commitment to ethos of unit and MDT working. Willingness to undergo professional development. Ability to relate to supervisors in a positive mature way. Evidence of a commitment to service user/carer involvement. Trustworthy, honest, reliable, adaptable, conscientious, tolerant, enthusiastic, motivated, adaptable/flexible approach. Warm, friendly, approachable manner.		Application form Interview
PHYSICAL	Able to fulfil Occupational Health requirements for the post (with reasonable adjustments if necessary) Fit to undertake the demands of the post, e.g. able to undertake moving and handling, preventing absconders and coping with violence and aggression (MAV) techniques; and on a yearly basis be able to access the course and complete the competencies set in order to achieve the MAV certificate. Appearance – professional, clean, willing to adhere to dress standards policy.		Occupational Health Screening Interview
GENERAL	BDCFT requires all its staff and prospective employees to carry out your duties in line with Trust Equality policies and procedures, including relevant legislation, to deliver and promote equity of access to healthcare and equality of opportunity at work at all times.		Application Form Interview



Bradford District Care
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Version Control:

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