

JOB DESCRIPTION

Oxford Health NHS FT

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| Job Title: | Occupational Therapist |
| Band: | 6 |
| Responsible to: | Team Lead/ Manager |
| Responsible for: | Clinical supervisor, Direct Reports |
| Accountable to: | Head of Service AHP Lead for mental health |
| Place of work: | Location/base/site/hospital |
| Hours: | Up to 37.5 |

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JOB PURPOSE

Band 6 community Occupational Therapist hold a complex case load who have a primary occupational need and will coordinate all aspects of the individuals care whilst meeting this need. The role of the Band 6 community Occupational Therapist is to provide specialist occupational therapy assessment and treatment interventions, and personalised care, which is dynamic and flexible to support service users and their families/carers. These interventions will focus on developing an individuals' skills and capacity to live meaningful lives, as defined by the person they are working with and in partnership with the people important to them.

DUTIES AND RESPONSIBILITIES

Clinical Practice

- To work as an autonomous practitioner and an active participant of the multi-disciplinary team undertaking specialist Occupational Therapy assessments in collaboration with the service user and their families/carers and presenting back to the wider MDT.
- To manage a caseload of clients with complex Occupational Therapy needs, using evidence-based person-centered principles to assess, plan, implement and evaluate interventions.
- Following assessment, to undertake case formulation to highlight occupational strengths and limitations and to inform the intervention plan moving forward.
- To work in partnership with service users and their families/carers to ensure the development of a treatment plan to facilitate their safety, promote their well-being and support their independence and inclusion in the community. This may include working closely with partner agencies.
- To provide specialist support and education to service users and carers regarding aspects of occupational therapy e.g., equipment fitting.
- To be responsible for monitoring and evaluating treatment plans, involving MDT colleagues and other teams within the Trust when indicated to draw on their specialist skills to support an individual's recovery, and supporting step down to third sector and Primary Care when appropriate.
- To deliver evidence-based interventions following NICE guidelines to promote recovery and relapse prevention in a variety of settings.
- To regularly review care and outcomes, supporting service users to complete clinical outcome measures and monitoring progress and adapting treatment options as required.
- Offer professional consultation to multi agency services/meetings/forums.
- Contribute to the duty provision within the team.

- To apply knowledge of the Model of Human Occupation (MOHO) or model of practice and standardised assessment approaches relevant to the clinical setting.

Education and the facilitation of learning

- To support and participate in a team based learning culture, engaging in practice development initiatives, supervision, and reflective practice forums.
- Demonstrate initiative and are creative in finding solutions to problems.
- To maintain own competency to practice through Continuous Personal Development and maintain a portfolio which reflects this in line with the requirements for the Royal College of Occupational Therapists and Health Care Professions Council
- To actively participate and lead on clinical education and support for students, non-registered staff and other members of the team.

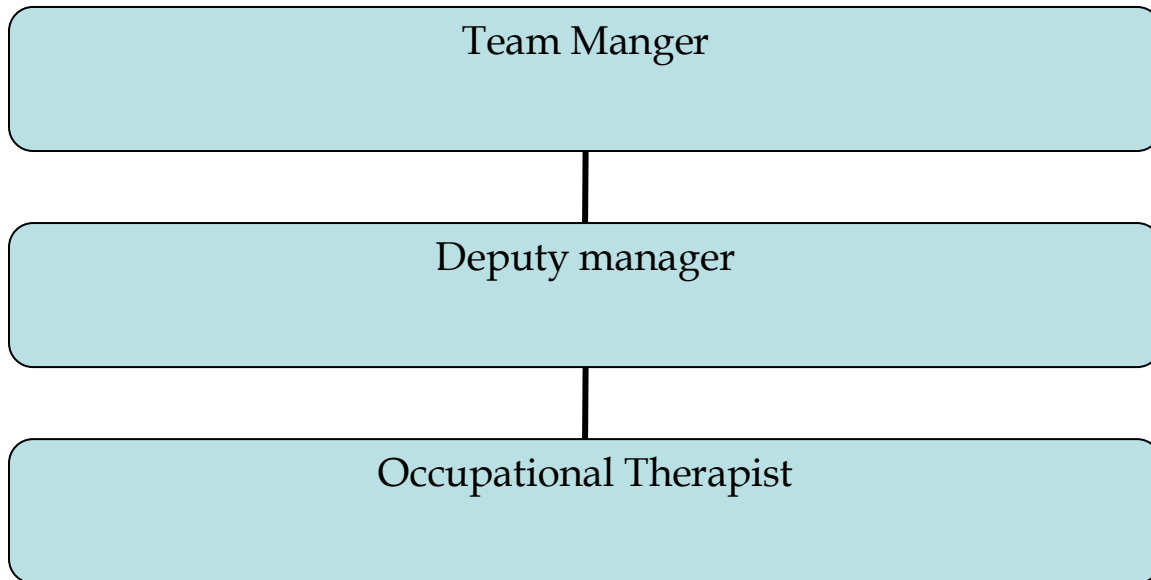
Leadership and development

- To provide leadership for junior/non-registered staff through supervision and appraisal, identifying appropriate caseloads, reviewing interventions and delegating responsibilities as appropriate.
- To participate in the planning, development and evaluation of OT services, holding responsibility for defined projects where appropriate
- To regularly supervise OT students on practice placement, following attendance at an approved Fieldwork Educator's course
- To deputise for deputy team manager/team manager as appropriate

Research, evidence, and development

- To participate in the operational planning, implementation of policy and service development within the team, leading on delegated projects.
- To undertake research and/or audit projects relevant to the service area.
- To support and engage in QI projects relevant to role.
- To promote the importance of co-production within teams

STRUCTURE CHART



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g., NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where

necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

| Band 6: | | |
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| Criteria for Selection | Essential Requirements | Desirable Requirements |
| Knowledge Requirements | <ul style="list-style-type: none"> BSc/MSc/PG Dip Occupational Therapy HCPC Registered Occupational Therapist (OT) Evidence of other post-registration training / professional development | <ul style="list-style-type: none"> Membership of RCOT, including specialist section Broad base of clinical experience Post graduate education specifically relating to client group (Post basic qualification in community care/ research awareness/ management) |
| Qualifications – Academic/Skills/Professional | <ul style="list-style-type: none"> Appropriate experience, usually a minimum of two years post qualification experience. Experience of working within a multidisciplinary team Good knowledge and interest in community care and have specific clinical expertise in mental health. Experience of working with the mental health service users in a variety of settings Experience working with a range of standardised and non-standardised OT assessments Experience of working collaboratively with carers to meet both the needs of the carer and | <ul style="list-style-type: none"> Practice Placement qualification/APPLE accreditation Experience of supervising student placements. Sensory skills training Good knowledge of community services Community work with people with mental health needs. Awareness of National and local issues concerning mental health Experience of audit or quality improvement |

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| | <p>the user.</p> <ul style="list-style-type: none"> • Understand and have experience of Risk Management • Good understanding of Clinical Governance • Understand the legal responsibilities of the profession. • Have an understanding of community mental health delivery and interdisciplinary working • Experience of supervising other staff • Ability to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities | |
| Further Training or Job Related Aptitude and Skills | <ul style="list-style-type: none"> • Be IT literate. • Have excellent English verbal and written communication skills. • Ability to prioritise effectively. • Evidence of sound problem solving skills • Ability to work collaboratively as part of a team | |
| Experience | <ul style="list-style-type: none"> • Ability to at times manage in a stressful/challenging working environment. • Able to use own initiative when appropriate. • Keen to learn. • Team player • Reliable • Able to challenge and be challenged. • Able to build rapport | <ul style="list-style-type: none"> • Experience of supervising and developing staff |

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| Personal Qualities | <ul style="list-style-type: none"> • Comprehend and work within the Trust policies of data protection, equal opportunities, Health & Safety and to meet the diverse needs of patients. • Able to travel to undertake work and have the capacity to carry equipment relative to your post. • Able to comply with Manual Handling policies and guidelines. | |
| Contractual Requirements or other requirements | <ul style="list-style-type: none"> • Ability to travel between sites and to regional meetings • Able to comply with Manual Handling policies and guidelines | |