

Job Description

Job Title:	Occupational Therapist
Band:	6
Responsible to:	Lead Occupational Therapist
Department:	Mental Health
Directorate:	Older People and Adult Community

Our Values

	Behaviour	How we will demonstrate this behaviour
Professionalism	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
Respect	We will create positive relationships	By being kind, open and collaborative
Innovation	We are forward thinking, research focused and effective	By using evidence to shape the way we work
Dignity	We will treat you as an individual	By taking the time to hear, listen and understand
Empowerment	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

Job Purpose

The post holder will be enthusiastic and motivated Band 6 Occupational Therapist and will join our Team within Older Peoples' Mental Health Inpatient Ward in Cambridge. The post will be working with older adults with both functional and organic mental health conditions.

We are looking for an experienced occupational therapist to provide specialist assessments and treatments as part of a multidisciplinary team. You will assess, plan, implement and evaluate interventions using evidence based/best practice; we use the Model of Human Occupation which guides our practice. Input will be delivered on an individual or group basis using meaningful graded activity to achieve occupational goals.

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The post holder will be expected to participate in regular supervision and appraisal and support the management, supervision, and appraisal of junior staff. The post holder will be well supported and guided by the Occupational Therapy Lead.

This role will require the post holder to be accountable for their own and delegated work and to practice within HCPC guidelines. Evidence-based practice will be used throughout to ensure the holistic needs of patients are identified and met in a timely way.

Key Responsibilities

Clinical / Service Specific

- The post holder will demonstrate specialist knowledge and skills and have undertaken appropriate post registration training.
- To provide occupational therapy assessments and interventions underpinned by the Model of Human Occupation and the principles of recovery and enablement.
- To use clinical skills and reasoning to provide interventions to service users with complex needs, working with autonomy and referring to advanced practitioner occupational therapist and senior staff when necessary.
- To apply a high level of understanding of the effects of mental and physical health conditions on occupational performance, providing training and advice on lifestyle changes and adaptations to the service user's social and physical environment.
- To work collaboratively with service users to promote vocational rehabilitation and act as a team resource/specialist in vocational rehabilitation and employment.
- To undertake the delivery of specialist occupational focused interventions including sensory and enabling approaches and reablement.
- To facilitate the development of sensory modulation strategies to support service users with emotional and physiological regulation difficulties.
- To ensure that all care planning will involve the service user and where appropriate the carer, collaboratively identifying, pursuing, and reviewing goals in the context of care planning.
- To plan and implement specialist individual and /or group interventions collaboratively, to enable service users to achieve valued goals and desired occupational performance outcomes.
- To promote social inclusion and physical and mental well-being using evidence-based practice.
- To promote the added value of occupational therapy and act as an ambassador for the profession within the team.
- To comply with the HCPC standards and the COT Code of Ethics and Professional Conduct. This includes providing evidence of continuing professional development (CPD) and participation in professional supervision.
- To maintain your own continuing professional development (CPD) by maintaining an awareness of innovations and developments, and to incorporate them as appropriate into your practice.
- To actively participate in and contribute to the MoHO practice development group and CPFT Sensory supervision within the service area.
- To be responsible for risk assessment and management both within the CPA process but more specifically when considering an individual's level of functioning and ability to live independently.
- To interpret assessments, evaluating the impact of illness, disability, or environmental factors on the individual's ability to carry out his or her desired activities and occupations.

- To compile occupational therapy reports for referring agents and other healthcare professionals involved in the service user' care.
- To record information required for statistical purposes in an accurate and timely manner.
- To provide clinical supervision to band 5 occupational therapy colleagues and support workers (e.g.OTA's) where appropriate.
- To act as preceptorship supervisor to newly qualified occupational therapists.
- To supervise OT students on practice placement.
- To demonstrate high level communication skills.
- To utilise highly developed interpersonal skills including specific skills to facilitate effective communication when there are barriers to understanding e.g., sensory, or cognitive impairment or in a hostile, antagonistic or highly emotive situation.
- To assist with the recruitment and selection process within the service area.
- To provide clinical interventions to the individual in their own home and community settings.

Research & Service Evaluation

- To contribute to the evaluation of the service being offered using a range of survey and audit tools.
- To take a lead role in reviewing the appropriateness and effectiveness of the Occupational Therapy interventions.
- To take an active part in Trust or external service evaluations where appropriate.
- To deliver teaching and training sessions for staff and professionals on specialist subject areas relevant to care group.

Information Technology

- Use Microsoft Office applications, including Outlook diary, on a daily basis.
- To keep accurate and timely records of all relevant patient contacts using the Trust electronic record system, System One.
- To adhere to HCPC and RCOT standards and codes of conduct and ethics with regards to record keeping.
- To adhere to Trust Information Governance policies to ensure the maintenance of patient confidentiality and data security including the safe storage of sensitive information and communication with external agencies.

Financial Responsibility

- To ensure the efficient use of resources and materials.

Training & Development

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.
- To undertake CPD opportunities relevant to role to maintain HCPC standards.
- Participate in Trust OT/AHP CPD opportunities/meetings.
- Development of approaches and practices within the Occupational Therapy service

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people, and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management, and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety, and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors, and staff.
- Work autonomously but in compliance with the Royal College of Occupational Therapists code of ethics and professional conduct, national legal frameworks, and local clinical governance policy.

General

- To maintain up to date knowledge of legislation, national and local policies, and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures, and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients, and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore, all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

Job Title:	Occupational Therapist
Band:	6
Responsible to:	Lead Occupational Therapist
Department:	OPAC

Criteria	Essential	Desirable
Education / Qualifications	<p>Degree/Diploma in Occupational Therapy</p> <p>Current registration with HCPC (Health & Care Professions Council)</p> <p>Undertaken placement educator training or have a willingness to undertake this.</p> <p>Evidence of continuing professional development</p>	<p>Additional training / qualifications relevant to working in a mental health/ learning disability setting.</p> <p>Member of British Association of Occupational Therapists</p> <p>Member of BAOT Mental Health specialist group</p> <p>Formal training in Sensory Integration (Level One and above).</p>
Experience	<p>Proven post-professional qualification experience.</p> <p>Experience of working in a mental health/learning disability setting.</p> <p>Experience of multidisciplinary working.</p> <p>Experience in dealing with difficult situations.</p> <p>Experience of risk assessment and risk management.</p>	<p>Risk assessment in context of client group</p> <p>Experience of working in both inpatient and community settings.</p> <p>Lived experience of mental health problems</p> <p>Experience of supporting OT students in an educator role</p> <p>Experience of service development work within an inpatient setting</p>
Skills & Abilities	<p>Ability to establish therapeutic relationships with patients showing a range of challenging behaviours.</p> <p>Good communication and assertiveness skills including report writing for CPA and ADL reports</p>	

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	<p>Strong collaborative approach to MDT working.</p> <p>An ability to maintain professional boundaries.</p> <p>Able to confidently plan and implement a variety of individual and group Occupational Therapy interventions.</p> <p>An interest in and understanding of the fundamental principles of sensory modulation.</p> <p>Ability to manage own workloads and those of Occupational Therapy colleagues.</p> <p>Able to carry out a variety of Occupational Therapy assessments and therapeutic programmes including both 1:1 and group interventions relevant to a forensic client group.</p> <p>Ability to work in a flexible manner and adapt approach according to changing needs of the community caseload.</p> <p>Ability to research, evaluate, review interventions, and undertake audits.</p>	
Knowledge & Understanding	<p>Knowledge of OT assessment, intervention and practise models relevant to the service user group (e.g., MoHO)</p> <p>Knowledge of Mental Health Act legislation relevant to setting.</p> <p>Risk assessment in context of psychiatry</p> <p>Occupational Therapy group and 1:1 intervention including evidence based/best practice.</p> <p>Importance of confidentiality and information security in setting.</p>	<p>Understanding of Relational Security</p> <p>Knowledge and/or use of the Model of Human Occupation and associated assessments within the setting</p> <p>Undertake leadership training</p>

	<p>Knowledge of COT and HCPC standards.</p> <p>Knowledge of the care programme approach, NSF and related legislation.</p> <p>Knowledge of developments in occupational therapy practice relevant to setting.</p> <p>Knowledge of role and purpose of clinical supervision.</p> <p>Knowledge and understanding of safeguarding vulnerable adults and children.</p> <p>Understanding of the recovery approach.</p>	
Physical Requirements	<p>Ability to travel independently in accordance with Trust policies and service need.</p> <p>Routine and regular use of computer.</p> <p>May involve activity such as sport, related to goals of the individual being worked with.</p>	
Other	<p>Recognise people's right to privacy and dignity, treating every person with respect.</p> <p>Willingness to be flexible in approach and attitude.</p> <p>Self-motivated and eager to learn.</p> <p>Professional attitude and appearance.</p> <p>Committed to promoting a positive image of the occupational therapy service.</p> <p>Positively promotes occupational therapy.</p> <p>Seeks guidance appropriately.</p> <p>Work under pressure.</p>	<p>Ability to travel independently in accordance with Trust policies and service need.</p> <p>Routine and regular use of computer.</p> <p>May involve activity such as sport, related to goals of the individual being worked with.</p>

	Ability to travel with or without patients throughout Cambridgeshire on a daily basis.	
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The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.