

JOB DESCRIPTION / PROFILE

Job Title	Highly Specialist Occupational Therapist
Payband/Grade	Band 7
Directorate	Hospitals and Specialist Services
Job Description Reference	

My job makes better lives by promoting health and independence for people with mental health diagnosis, by delivering high quality occupational therapy assessments, interventions and consultation within a Recovery and Positive Behaviour Support framework. This will be undertaken within accessible, non-stigmatising, in-patient services.

Job Overview

1. To provide compassionate and effective leadership to the occupational therapists, assistants and support staff within an acute inpatient mental health service.
2. To contribute to the overall leadership of the service.
3. To provide high quality and evidence based occupational therapy assessment and interventions and consultation to people with complex needs who access services and their carers/supporters/family members, generic and specialised in line with the occupational therapy and service pathways.
4. To communicate effectively with a range of clinicians, managers, directors, associate directors, people who access services, carers/supporter/family members, stakeholders and agencies.
5. To provide supervision and mentoring to occupational therapists and activity coordinators within the occupational therapy service.
6. To ensure the delivery occupational therapy student placements.
7. To actively contribute to the continuing professional development (CPD) opportunities within the wider occupational therapy service.

NHS Competency	Level
Communication	4
Personal and People Development	3
Health, Safety and Security	2/3
Service Improvement	3
Quality	3
Equality and Diversity	2/3
IT Skills	3
Statutory Requirements	

SABP Leadership Competency	
Strategic Leadership	4
People Leadership	4
Performance Leadership	4
Personal Motivation	4
Values	
Treat People Well	
Create Respectful Places	
Involve not Ignore	
Open, Inclusive and Accountable	

Qualifications required:**Essential**

- Occupational Therapy profession qualification

Registration

- HCPC Registered

Desirable

- Clinical supervision training
- Fieldwork educators training
- Leadership training
- Additional academic clinical qualification relevant to area of work

Experience required:

- Extensive and relevant post qualification clinical experience with people who have complex needs.
- Extensive experience of applying occupational frames of reference and approaches
- Demonstrates evidence highly effective clinical reasoning skills.
- Highly specialist knowledge of relevant assessment and treatment models
- Evidence of an interest and skills in specialist area
- Experience of contributing to service development/project work
- Experience of providing supervision
- Experience of supporting students on placement
- Experience of representing occupational therapy within a service and Trust
- UK driving license and access to a car for work purposes
- Relevant post qualification clinical experience working with people who have mental health needs.

Suitable for someone who passionate about ensuring a high-quality holistic approach to the care and support provided to people with mental health needs in an inpatient mental health service who have been identified as in need of occupational therapy support to enable them to exercise choice over their own lives.

Key ResponsibilitiesLeadership

- To plan and deliver a highly specialist occupational therapy service (in leadership or advanced therapy role) and to oversee its clinical governance.
- To be responsible for the professional leadership and continued development of a team / service area.
- To lead in the supervision and Individual Performance Review/Appraisal of all occupational therapy staff.

- To be responsible for the development and implementation of appropriate policies, protocols, and care pathways.
- Contribute to appropriate staff recruitment and contribute to the wider strategic plans regarding occupational therapy recruitment.
- To ensure that the needs of people with protected characteristics are addressed within local services and future developments.
- To highly demonstrate specialist expertise and specialist occupational therapy skills in areas such as occupational engagement, environmental adaptation, development, and maintenance of skills needed for living an ordinary life.
- To have an excellent knowledge of occupational therapy models and frame of references
- To provide high quality and comprehensive 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 highly 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 actively involve people in developing and agreeing their own care plan, to act as an advocate and ensure that there is proper regard for their dignity, choice, self-esteem, racial, cultural, sexual and religious needs and preferences.
- To practice within the Positive Behaviour Support framework.
- To practice within the Positive Risk-Taking Framework
- To work in partnership with acute and primary care services and other healthcare providers.
- Establishing and maintaining effective relationships with colleagues, other agencies, people who use services and their families.
- To utilise therapeutic use of self-skills when providing occupational therapy interventions.
- To have comprehensive knowledge and understanding of group theory and dynamics and how these impact on delivering group interventions.
- To undertake comprehensive risk assessments and develop effective risk management plans.
- To undertake violence reduction training to develop skills to be able to respond to local alarms and emergency situations when raised, assisting with restraints to keep people on the wards safe.
- Use Violence Reduction techniques and de-escalation skills in managing own safety on the unit.
- To deal with repeated and varied interruptions from staff and patients as well as the unpredictable nature of working in an acute mental health setting
- Show empathy and reassurance to patients, carers and relatives when imparting sensitive information.
- To communicate complex and challenging issues in a highly 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 highly complex needs.
- To provide services which are compassionate, inclusive and understanding of the needs of people who access services, carers/supporter/family members.
- To actively forge effective working relationships with partner organisations, stakeholders and other community resources.

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 carry out professional responsibilities under the Mental Health Act 1983 and other relevant legislation.
- To act as practice assessor/supervisor/teacher in teaching, facilitating and supporting pre-registration students and junior personnel and to participate in the audit of educational placements. To participate in new staff induction.
- To research national best practice and enable services to benchmark practice against nationally recognised standards - in partnership with people with learning disabilities.
- To participate in developing and conducting clinical audit and research, maintaining current knowledge of research findings and development within the learning disability field.
- To lead in quality assurance activities as required.
- To develop, implement and monitor interventions driven by government initiatives to promote positive health gains for clients.
- Develop and provide a range of specialist teaching/training packages which can be delivered to a range of multi-disciplinary audiences.

The job will be based within an Acute Inpatient Hospital Service (Silverwood). The postholder will be expected to work flexibly within all the services as the need arises.