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| Job Title: Experienced Occupational Therapist | Role Profile Number: SBC_11799 |
| Grade: CFL 10 | Date Prepared: September 2021 |
| Directorate/Group: Adult Social Care | Reporting to: Assistant Team Manager |
| Structure Chart attached: | No |

Job Purpose

- To assess the occupational and functional needs of people with disabilities in their own home and take appropriate action to enable, influence and motivate them to live as independently as possible in the community, with due regard to statutory requirements, departmental policy, quality of life, good professional practice and budgetary factors.
- To provide support and supervision for appropriate Occupational Therapy and Social Care colleagues.
- To screen incoming referrals to Occupational Therapy. Offering specialist advice, issuing equipment and minor adaptations remotely, demonstrating and using good knowledge of the field and relevant services available in Swindon. To prioritise cases to place on appropriate waiting lists.
- To uphold standards of practice for Occupational Therapists as defined by the Health and Care Professions Council (HCPC) and in accordance with the Royal College of Occupational Therapists (RCOT).

Experienced Occupational Therapist:

Experienced Occupational Therapists will work within all 4 key Pillars of Practice as set out by the Royal College of Occupational Therapists – Professional Practice, Facilitation of Learning, Leadership and Evidence, Research & Development

RCOT Career Development Framework: Guiding principles for Occupational Therapy Second Edition. 2021

Professional Practice

Experienced practitioners will contribute and support the review of the Occupational Therapy processes. They will work autonomously and as part of a team, supporting to develop new ways of working for the benefit of those who access services, their families and their carers.

Experienced practitioners will demonstrate an ability to role-model advanced communication skills, including active listening, negotiation, managing sensitive information and justifying own viewpoint. Whilst also, continuously exercising professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations, and occasionally support others to do so.

Facilitation of Learning

Experienced Practitioners will identify and respond appropriately to their learning needs through proactive participation in regular professional supervision/mentoring and reflective practice.

To receive and give constructive feedback and to learn from and with each other. Act as a role model to inspire, supervise, mentor and educate others (including learners) seeking to instil and develop confidence.

Leadership

Experienced Practitioners will role-model the importance of self-awareness, emotional intelligence and resilience, and engage in courageous conversations when advocating for self and others.

Effectively collaborate and develop partnerships with others within and across organisational and agency boundaries, including local community groups and charities, to promote health and wellbeing using occupation.

Evidence, research and development

Experienced Practitioners will contribute as required to research, quality improvement and/or service evaluation projects.

Key Accountabilities

- Manage a caseload made up complex cases, using person centred practice principles to assess, implement and review Occupational Therapy intervention whilst managing time and resources effectively within complex and changing systems.
- To undertake Mental Capacity Assessments (MCA) and Best Interest decisions in line with the MCA (2005) principles.
- Promote, develop and model high quality occupational therapy practice including working within statutory responsibilities, evidence based practice and comply with professional standards required by the Health and Care Professions Council.
- Ability to manage and resolve complex and high-risk situations using negotiations and diplomacy, involving individuals, their families, or staff groups. Where these fail pass to senior members of staff.
- Undertake complex moving and handling risk assessments, using your expertise to record the recommendations in a format appropriate to the person's and/or carer's needs. Monitoring and evaluating risk and sharing information with the relevant parties including demonstration of recommended techniques.
- To be competent in moving and positioning assessments and have excellent knowledge of seating solutions to enable the person to maintain their independence and safety at home.
- Support formal and informal carers, including providing training on moving and handling equipment to provide them with invaluable skills. Understanding and reacting appropriately to avoid carer breakdown.
- Assess for and recommend minor and major adaptations, which can be complex in nature in accordance with the Care Act and Housing legislation and guidance to enable accessible environments for disabled adults.
- To contribute to local knowledge (within the team and the service) about universally available services, specialist equipment and adaptations by facilitating outside speakers/internal contacts to improve knowledge within the team.
- Fully engage and prepare for own supervision and appraisal through self-evaluation, ensuring that continual professional development is evidenced.
- Provide professional advice and support and/or supervision to new members of the team, non-professionally qualified staff and students and ensure that any practice and other concerns are communicated with line managers.
- To participate in Practice Educator training and undertake placement support and supervision of Occupational Therapy students.

- Work in collaborative partnerships with colleagues from the council, health and other stakeholders within the voluntary and community sector which promote well-being, social inclusion and resilience.
- Implement practices that promote participation, inclusivity and the rights of people who access occupational therapy services, their families and their carers in line with their choices, and support others to do so. Demonstrate a continuing commitment to anti-discriminatory and oppressive practice.
- Operate within defined budgets for social care with some authorisation capabilities within a fixed and agreed monetary range.
- Participate in and where appropriate chair meetings of internal / external partners and other agencies, Best Interest decisions, Case conferences, Discussions on Adaptations, Team meetings etc.
- Promote safeguarding within the team in line with Swindon policy and procedures for safeguarding adults. Perform Investigating Officer role including Section 42 (Care Act) enquiries, as required, usually in complex and / or multiagency working situations as appropriate.

Supplementary Accountabilities

- Able to demonstrate independent critical judgement, to problem solve in complex and unpredictable situations and to effectively manage conflict.
- Working with adults with a variety of complex needs providing care and support to enable people to be as independent as possible. This could include people with Learning Disabilities, Autism, physical and mental health disabilities.
- Able to communicate effectively with people at all levels with positive and person-centred approaches, including via written reports.
- Advocate for, and facilitate the creation of, a culture in which everyone is encouraged to reflect and learn (including from mistakes), to receive and give constructive feedback and to learn from and with each other.

Safeguarding:

- For all roles within Adult Social Services. Swindon Council is committed to safeguarding and promoting the welfare of vulnerable adults and all staff working for the council are expected to share a commitment to this. You will be expected to report any concerns relating to the possible abuse of a vulnerable adult in accordance with the agreed interagency safeguarding adults' procedures. If your own conduct in relation to the safeguarding of vulnerable adults gives cause for concern, the council's agreed interagency safeguarding adults' procedures will be followed, alongside implementation of the council's disciplinary procedure. The job holder is accountable for their safeguarding of vulnerable adult responsibilities to their line manager.

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- Significant relevant professional experience post qualification in a similar work environment.
- Demonstrate reasonable knowledge of relevant policy, systems, work practices, professional guidelines, legislation and a good understanding of emerging developments in the field in the area of specialism.
- Evidence of professional development including contributing to the development and learning of others individually and as part of a team.
- Develop knowledge of social care legislation and policy as it relates to occupational therapists and the wider social care team, including mental capacity and safeguarding adults and ability to undertake consultation role for case holding Occupational Therapists.
- Experience of supporting professional development of colleagues.
- Excellent ICT skills including use of Microsoft applications and specialist systems.
- Experience of multi-disciplinary and partnership working and awareness of the issues involved.
- Planning and workload management skills.
- Proven assessment and investigation skills appropriate to the scope of the role. Ability to carry out complex individual assessments.
- Experience of using professional knowledge to work within referral systems according to established criteria.
- Proven ability to work with challenging individual groups and situations.
- Knowledge of relevant financial assessment processes.
- Excellent interpersonal and communication skills.
- Ability to deliver training.
- Accurate record keeping and report writing.
- Good presentational skills.
- Proven organisational skills including the ability to work under pressure, prioritise your caseload and meet deadlines.
- Good understanding and proven ability to use database information systems.
- Takes responsibility for own professional development and commitment to evidenced based practice, including ability to reflect on own strengths and practice/knowledge gaps.
- Proven skills in safe practice techniques and ability to work to risk assessments.
- You must be fluent in the English language (as a requirement of Part 7 of the Immigration Act - for the effective performance of an individual-facing role).

Qualifications

- Professional Qualification in Occupational Therapy (Degree or Diploma).
- Registered with the HCPC as an Occupational Therapist.

Decision Making

- Demonstrate professional autonomy and effective decision-making; applying a high level of practice ability in managing a caseload of complex cases.
- Management of own time effectively and prioritisation of own workload tasks.
- Negotiation showing tact and diplomacy to deal with conflicting requirements or opinions and the ability to make decisions on the most appropriate action to reach an acceptable conclusion.
- Conduct statutory and / or complex / specialist assessments of individuals' circumstances and issues to determine intervention / referral to the appropriate service.
- Lead on complicated multi-agency working to inform assessment and care planning in order to make a positive difference to adults and their families in complex situations.

Creativity and Innovation

- Creative engagement in a person centred manner to enable problem solving and care planning to promote the independence of service users and carers and maximise the outcomes achieved from appropriate resources by creative problem-solving and care planning.
- Responsible for meeting performance standards within a policy framework and regulatory guidelines. Considerable scope to exercise initiative in taking action - within the boundary of well-defined policies.
- Provide professional advice regarding assessments or referrals, ensuring interventions are timely and cost effective.
- Manage a complex and varied caseload within a framework of policy and procedures – subject to managerial control and review of results.
- Plan / co-ordinate / deliver training activities which support knowledge sharing both internally and externally, where appropriate.
- Prepare standard reports and contribute to reports for court / tribunals as required, representing the service at court / tribunal attendance as required.
- Offer innovative advice and demonstration of specialist equipment to individuals.
- Following moving and handling risk assessments seek innovative solutions to support person-centred practice and achieve best value.
- In collaboration with the person and their family, and where necessary the surveyor, design creative solutions to meet the person's needs in relation to major adaptations whilst maintaining relevant legislation and budgetary awareness.

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| <p><u>Job Scope</u></p> <p>Number and types of jobs managed</p> <ul style="list-style-type: none"> • None <p>Typical tasks supervised/allocated to others</p> <ul style="list-style-type: none"> • Supervision of Occupational Therapists/Occupational Therapy Assistants/Trusted Assessors (none directly managed). • Support to all other staff. • Responsible for monitoring the quality and quantity of the work of supervisees and other staff as appropriate. • Support with the induction of new Occupational Therapists. | <p>Budget Holder</p> <p>Responsibility</p> <p>Asset Responsibility:</p> | <p>No</p> <p>Responsible for ordering non-stock specialist equipment within a fixed and agreed budget from outside suppliers and all stock items from Swindon Community Equipment Stores.</p> |
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Contacts and Relationships

(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)

- Provide more specialist / professional advice and guidance where the situation and outcome are not straightforward or well established. Liaise with professional colleagues, providers and external agencies to gather and exchange information and co-ordinate actions and interventions where required.
- Develop and sustain excellent working relationships with service users, carers, families, and others directly involved with the service user and members of the general public.
- In particular to maintain excellent working practices with internal and external organisations including, but not limited to, Adult Social Care, Environmental Services, Swindon Community Equipment Services, Housing colleagues and NHS Occupational Therapy colleagues.
- Support or guide colleagues / individuals / stakeholders on issues relevant to the service area.
- Deal with people at all levels confidently, sensitively and diplomatically.
- Be first point of contact on a range of queries from internal / external people, will be dealing with potentially challenging situations where negotiation could be required.
- Maintaining a clear professional identity and acting as a role model for other staff.

Other Key Features of the role

(working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury).