

JOB DESCRIPTION

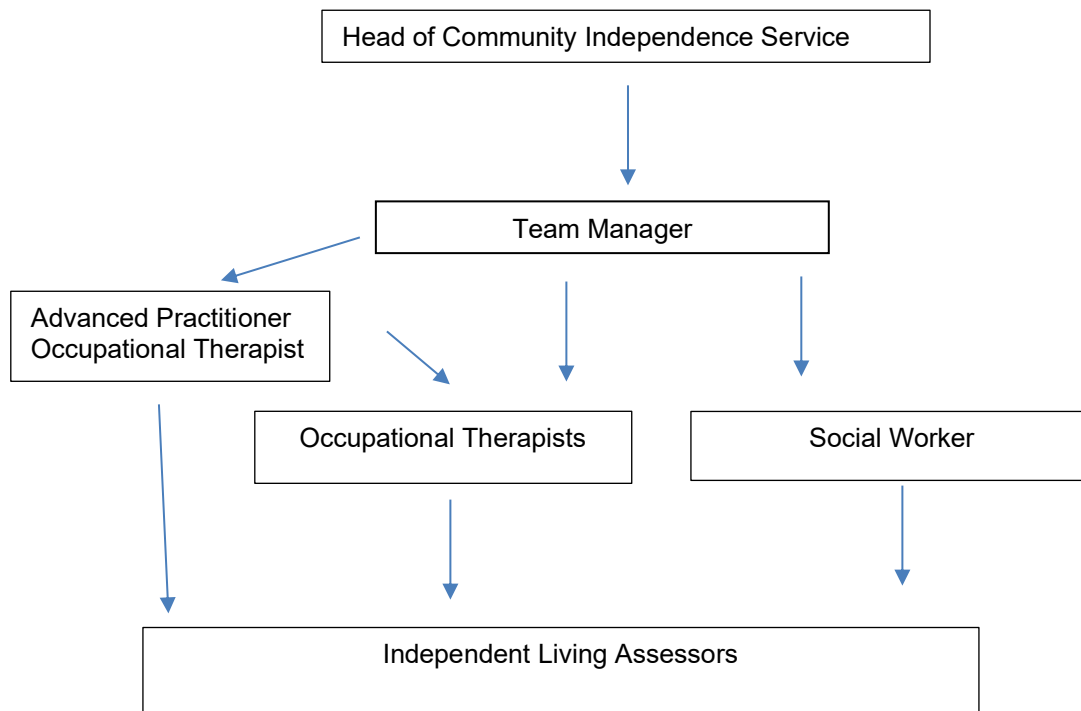
Job Title	Occupational Therapist
Department	Adult Social Care
Section or Service	Community Independence Service (Reablement)
Grade	Grade F

DESIGNATION:

Responsible to:	Community Independence Service Team Manager
Employees directly supervised (if applicable):	May be asked to supervise Independent Living Assessors

Family Tree

Indicate by means of a diagram the position of job within the organisation or attach an organisation chart.



1. JOB PURPOSE:

The post holder will be part of one of our Adult Social Service teams responsible for delivering exceptional occupation therapy support, reablement and social care to customers and their carers. The role will involve supporting adults to utilise equipment and set up self-directed support to support them to meet their individual needs and improve their wellbeing. As an Occupational therapist, you will be responsible for carrying out strength based assessments to support people to choose outcomes which are personal and specific to their current needs and delay future needs occurring. This will include undertaking functional assessments, setting reablement goals and carrying out interventions with customers and their carers. The role will involve supporting the delivery of integrated health and social care by supporting physically disabled and older people living in the borough through a pro-active and personalised approach. The post holder will support customers to identify risks and ensure that there is appropriate protection plan in place. There will also be agreed performance indicators which the post holder will need to work towards and to ensure that there is an excellent standard of practice.

2. DESCRIPTION OF DUTIES:

- Complete assessments, support plans and reviews in line with the Care Act 2014 and ensure that customers are supported to make choices to meet their needs. Investigate opportunities for customers and carers that maximise their independence and seek out alternatives to council commissioned services.
- Carry out strength based assessments that are proportionate and in line with the principles of well-being. Promote self-assessment tools to optimise customer involvement.
- To apply a personalised approach, identifying those people suitable for rehabilitation, or reablement. Support with goal setting and utilise prevention services to facilitate independence and wellbeing.
- To complete manual handling risk assessments, interventions and equipment provision; adhering to relevant manual handling legislation, local policies and procedures.
- To assess and advise customers on all aspects of their daily life, under the appropriate legislation i.e. Care Act 2014, Mental Capacity Act 2005, Housing Grants, Construction and Regeneration Act 1996.
- Work with a range of customers with different needs such as physical disabilities, learning difficulties and mental health issues.
- To ensure that Housing options are considered, explored and supported to meet the customer's assessed needs.
- Ensure that customers support plans reflect their current function and that the plans are updated if a customer's ability changes. This may include leading on case management where appropriate.
- Identify unpaid carers and offer Carers Assessments to support them in their role and signpost relevant support.

- Work autonomously to manage your own clinical caseload. Provide clinical advice to cases managed by Social Workers and Independent Living Assessors.
- To manage cases effectively and respond to customers' needs in a timely manner within a fast moving and highly pressured environment.
- • To incorporate into any assessment of need the identification of where equipment and assistive technology will assist the promotion of independence, reducing dependence on statutory services and enabling an individual to remain living in their own home wherever possible.
- • To maintain up-to-date, accurate, relevant and objective case recording and any other records as specified for department records. To ensure that key data is entered into the electronic data system in a timely way.
- • In multi-agency teams ensure that you comply with each agency's requirements regarding recording, sharing and maintaining information and data.
- • To understand your professional development (CPD) requirements and take responsibility for meeting them in line with the HCPC OT Standards of proficiency. This includes contributing to supervision and complying with the organisation policy on supervision and appraisals.
- • Willingness to provide supervision to Independent Living Assessors and support with inductions and training of students on placements.
- • To build and maintain strong multi-agency relationships. Working effectively and in partnership with other professionals from statutory and voluntary organisations to meet customer's needs in a collaborative manner.
- • To work within agreed performance management and budgetary framework. To work towards performance indicators and local organisational targets.
- • Contribute to developing a positive culture that promotes mutual respect and strong professional relationships.
- • To ensure equal opportunity, data protection, confidentiality of customers is maintained as per corporate requirements.
- • To be responsible for identifying and raising safeguarding alerts.

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Occupational Therapist
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Conditions to Note:

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:

The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Values & Behaviours

The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours.

A	Equal Opportunities Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.
B	Qualifications: Essential: • Degree or diploma in Professional Occupational Therapy qualification • Current registration with the professional governing body, HCPC • Enhanced DBS check
C	Knowledge & Experience: • Experience of carrying out OT assessments for disabled people and carers • Good IT skills and knowledge of Electronic Case Management Systems • Knowledge and understanding of relevant Housing and Social Care legislation e.g Care Act 2014, Mental Capacity Act 2005, Housing, Grants, Construction & Regeneration Act 1996 • Able to communicate clearly and appropriately with members of the public, colleagues – both verbally and in written form • Experience actively supporting and promoting Equal Opportunities and fair access to services • Experience of working with adults from a range of different cultural and ethnic backgrounds • Experience of participating in multidisciplinary meeting and working with external agencies • Able to work effectively under pressure and respond appropriately by assessing and managing risk and using legislation to guide practice • Maintain high standards of professional practice as set by the Council and HCPC • Experience working in partnership with disabled people and their carers to maximise

	independence by making appropriate recommendations for OT interventions (including moving and handling) and reviewing the impact of these to ensure they are effective • Experience of working in partnership with other service providers to produce plans, design guidelines and drawings under supervision, for a wide range of adaptations • Demonstrate a personal and professional demeanour which generates credibility and confidence amongst staff, managers and other stakeholders • Able to acquire new skills with a strong commitment to continuous professional development • Knowledge of current best practice in public health and preventative services • Understanding the needs of people with physical and sensory disability and the impact this has on their ability to communicate and function • Good knowledge of specialist equipment and adaptation options which can be recommended in the homes of people with physical disabilities Other requirements/constraints • Ability to travel by public transport or car • May be asked to work evenings (up to 8pm) and exceptionally at weekends and bank holidays as and when necessary • Willingness to work in a range of settings/locations depending on the needs of the service • To adhere to and apply the code of ethics of the HCPC • A willingness to undertake continuous professional development • To ensure that professional registration and DBS are current and up to date and to inform management if this is not the case • To undertake other duties commensurate to the grade of the post
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	Our Values & Behaviours
	PUTTING COMMUNITIES FIRST - We put local people at the heart of decision making in everything we do. - We seek to include and involve: all voices matter. - We provide quality services that are responsive, effective and efficient. The following examples are indicators of effective behaviour: - I actively involve and include the communities that I serve in my work. - I shall reflect the views of the communities in my daily work. - I shall improve the service I provide through seeking feedback from others. Our residents will feel that: - I have been included - I can see how my views have been taken into account - I can see improvements and developments based on my input

	RESPECT - We listen to everyone and value the personal experiences of people in our communities and of each other. - We adopt a fair, and involving approach regardless of any way in which an individual is different to us. The following examples are indicators of effective behaviour: - I adapt my approach to take account of all differences and cultures in the community and with colleagues. - I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. - I communicate in a way that is respectful, encourages involvement and meets people's needs. Our residents will feel that: - I feel my culture and background are respected. - I have confidence that action is being taken. - I feel I am being treated fairly.
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	INTEGRITY - We act with openness, honesty, compassion, responsibility and humility. - We let people know what we are doing and communicate why and how decisions have been made. The following examples are indicators of effective behaviour:
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	• I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. Our residents will feel that: • I am told when something is not possible and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued
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	WORKING TOGETHER • We work together and in partnership with everyone that has an impact on the lives of our residents. • We want to understand, learn from each other and continually adapt. The following examples are indicators of effective behaviour: • I work with others to provide an effective service for residents, local communities and other departments within the Council. • I seek ways to work with other departments to deliver a seamless service and find opportunities to improve. • I seek out opportunities to learn from my colleagues and build on good practice. Our residents will feel that: • I can get my issue resolved without being passed around departments. • I find it easy to access the services that I need. • I feel the Council is open to new ideas.
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