

JOB DESCRIPTION

Job evaluation ref number:	
Job Title:	Occupational therapist CRT
Reports to (post title):	Team Leader
Evaluated Banding:	Band 6 Community Occupational Therapist CRT
<p>Role Purpose:</p> <p>To provide the community Rehabilitation Team (CRT) with the defined level of expertise as a registered Occupational therapist in a dedicated role within the CRT.</p> <p>This includes to effectively plan and implement a high-quality occupational therapy service with people suffering from serious or complex mental health illness referred to the CRT. The post holder will work autonomously and ensure each service user is assessed in relation to their occupational functioning and will work with the individual to identify their plans to maximise independence in relation to daily living.</p> <p>To provide a lead role as an occupational therapist when working with colleagues within the community rehabilitation team. Working as part of the multi-disciplinary team to use their clinical expertise to participate in the preparation, implementation, and review of plans to aid recovery. This will involve liaison with a range of agencies and services as appropriate to service user's needs.</p> <p>The post holder will provide support/consultancy to the CRT and other appropriate statutory/non statutory agencies in relation to professional occupational interventions.</p> <p>Professional and clinical supervision will be provided by the identified OT Professional Lead. The post holder will link into the wider OT network within Nottinghamshire Healthcare NHS Foundation Trust and will work co-operatively with colleagues to ensure high quality service provision. There will be continual professional development opportunities available. They will undertake the role of Practice Field Work Educator for occupational therapy students providing student placements in accordance with local agreements and standards. It may also need to support students from other disciplines.</p>	
<p>Role Context:</p> <p>This role requires the individual to be able to assess service users' needs, identify effective OT plans and implement these well. The post holder will manage a defined caseload, which will include clinical responsibilities, travel, and administration. In order to do this, the post holder will need an understanding of the complex needs and treatment approaches relevant to this client group. The post holder will need to communicate effectively with a wide range of multi-disciplinary colleagues and agencies. This role requires working with individuals with complex needs, therefore the post holder is required to prioritise their caseload and provide effective guidance to junior members of staff. The post holder will actively work to continually develop the service in a client-centered and evidence-based context.</p>	

The post holder will require a care and full UK license	
Trust Values	
<p>All colleagues are expected to demonstrate at interview and throughout employment that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values:</p> <p style="text-align: center;">Trust Honesty Respect Compassion Teamwork</p>	
Key Accountabilities	Performance Measures
<p>Working clinical practice</p> <ul style="list-style-type: none"> • To be professionally and legally responsible for all aspects of own work, ensuring a high standard of care for the service users under your management. • To maintain an individual caseload being responsible for assessment, evidenced based interventions / treatment and evaluation. • Understanding of service users' needs relating to active rehabilitation and impact on functional ability. • To evaluate interventions and ensure effective outcomes. • To prioritise caseload allocation and to ensure appropriate service delivery. • To utilise core specialist OT skills (as appropriate to area of work). • To work across health and social care boundaries. • Implement and co-ordinate a range of group work and individual work. • To use expertise to deliver therapeutic interventions to service users with complex needs. • To carry out effective discharge planning. • To work with service users / carers with diverse needs. <p>To undertake any other duties that would be a reasonable expectation of the role.</p>	<ul style="list-style-type: none"> ▪ Services are provided in line with professional standards of Occupational Therapy & Service Specifications. • Assessment and interventions are carried out in accordance with agreed policy and professional codes of conduct. • Outcome measures will be utilised. • Following local pathways and discharge protocols. • Assessments and documentation to be completed in line with departmental and legal requirements.
Dimensions	
<p>Ensure provision of a high-quality occupational therapy service for service users referred to the CRT. Provide leadership, supervision, and guidance to other staff within the team. To work closely with colleagues and a range of community agencies and resources. To liaise effectively with other OT colleagues.</p>	
Safeguarding	

All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice, and support.

Disclosure and Barring Services

Where this post relates to the types of work, activity, employment, or profession as set out in The Exceptions Order made under the Rehabilitation of Offender Act 1974; the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate. The level of the check will be determined by the type of activities undertaken and the level of contact the post holder will have with children and/or adults in receipt of health services.

Infection Control

All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with infection prevention and control mandatory training requirements specific to their role.

Equality and Diversity

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.

Sustainability and Net Zero – Supporting Our Green Plan

The Trust places great importance on reducing its carbon footprint and maximising the positive social, economic, and environmental outcomes of Trust actions and activities on its patients and the planet. It is the responsibility of all staff to support the delivery of the Trust's Green Plan and contribute to achieving Net Zero Carbon. This will include using energy and water efficiently, reducing the consumption of materials, reducing waste, and increasing recycling, printing less, reporting faults or heating/cooling concerns promptly and minimising travel.

Data Quality Statement

All staff of Nottinghamshire Healthcare NHS Foundation Trust have a responsibility for data quality, improved data quality leads to better decision-making across the Trust. The more high-quality data, the more confidence the organisation has in decisions. Good data decreases risk and can result in consistent improvements in results. Employees within data roles have a responsibility for inputting high quality data (accurate, valid, timely, complete) and for ensuring that high quality data is maintained.

Communication

- The post holder will have excellent communication skills
- Maintain effective interpersonal and communication skills to work together with and motivate individuals, carers, members of the MDT and outside agencies in order to provide effective clinical care.

- To provide and receive complex, sensitive and confidential information.
- Communicate complex clinical information in an understandable form to individuals and carers in order to gain their consent to assessment, treatment and information sharing.
- To adapt communication style to the needs of the individual and use translation services as required.
- Persuasive, motivational and empathic skills are required.
- Establish rapport with service users to facilitate therapeutic experiences for the service user in order to aid recovery and maximise independence.
- Maintain effective communication with service users, carers, colleagues and other agencies in order to provide effective clinical care.
- Keep accurate electronic records and complete in a timely manner.
- Communicate effectively with a wide range of colleagues and other agencies.
- Lead, supervise, support and develop junior staff.
- Participate in team meetings, reviews and professional meetings as required.

Knowledge, Training and Experience

- Degree/Diploma in Occupational Therapy
- HCPC registration
- Evidence of maintaining own Continuing Professional Development
- Knowledge of legislation relevant to clinical area.
- Occupational therapy assessment, formulation, intervention and evaluation skills relevant to the clinical work area
- Assimilate and utilise complex information
- Have the ability to assess on going risks when working alone with complex individuals
- Excellent verbal and written communication skills.
- Risk assessment/management skills
- Ability to supervise qualified and non-registered therapy staff and students and demonstrate appropriate leadership skills and qualities.
- Ability to work effectively in a team
- Demonstrate initiative responding to changing needs
- Working with a diverse client group.
- Able to actively involve service users in service delivery.
- Empathic, open, honest and non-judgmental manner.
- Effective use of clinical supervision/trust appraisal system.
- Physical skills required to manage behaviour in line with Trust policies
- Engaging in service delivery and development
- Motivated individual able to work under pressure
- IT skills
- Full driving license and access to a vehicle for work purposes if required for post.
- Knowledge of the CHIME model and how this is used in the recovery model.

Analytical and Judgement Skills

- Judgement involving a range of facts or situations which require the analysis, interpretation and comparison of a range of options which may include signposting.
- Able to contribute to risk, health and well-being assessments and formulation through highlighting clinical needs.
- To analyse and interpret standardised occupational therapy assessments to effectively plan and evaluate individualised occupational therapy intervention.

Planning and Organisational Skills

- Ability to use own initiative, carry out monitoring and evaluation of assessments in a variety of settings.
- Ability to manage own time by prioritising workload.
- Ability to safely organise, delegate and lead and supervise as required.

Physical Skills

- Keyboard skills
- A combination of sitting, standing and walking with some requirement for moderate physical effort
- Travelling/driving to and from community visits and/or Trust sites.
- Appropriate training and use of managing violence and aggression as per service procedure.
- Ability to perform a range of occupational therapy interventions that may include manual handling as per service procedure

Responsibility for Patient/Client Care

- To be responsible for an identified caseload.
- To lead and develop a high-quality Occupational Therapy Service in conjunction with the multi-disciplinary team.
- The occupational therapy service delivers individual assessments, formulation, specific interventions, and evaluations, working as part of a multi-disciplinary team in collaboration with the individuals, their families/carers and support networks.
- To support individuals to maximise their level of functioning and quality of life.
- To work with care and compassion adhering to the relevant best practice guidance, Trust policies and procedures and professional code of conduct.
- To respect the autonomy of the individual and advocate for their needs as appropriate.

Responsibility for Policy/Service Development

- The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Foundation Trust. It is the post holder's responsibility to keep up to date with these policies and procedures.
- To participate in the formulation of local guidelines and procedures.
- Identify and inform the Manager/Senior OT as appropriate of any procedures requiring updating.
- To participate in audits and data collection as required.
- To actively gain feedback from individuals, families, and carers to develop the service.
- Contribute to quality improvement initiatives relevant to practice area and to identify any changes that impact on service delivery.

<ul style="list-style-type: none"> • Report and act upon any incidents or near misses utilising the trust recording system as per trust policy/procedure. • To make recommendations regarding formulation of local service operation guidelines and procedures.
Responsibility for Financial and Physical Resources
<ul style="list-style-type: none"> • Manage resources and equipment. • Maintain stock control if appropriate.
Responsibility for HR
<ul style="list-style-type: none"> • Responsible for own Continuing Professional Development and support both qualified and non-registered therapy staff to professionally develop. • To participate in the Nottinghamshire Healthcare NHS Foundation Trusts appraisal scheme. • To participate in and provide supervision to both qualified and non-registered therapy staff and students. • To ensure all essential training is completed in a timely manner.
Responsibility for Information Resources
<ul style="list-style-type: none"> • The post holder has access to sensitive information and is responsible for its security and confidentiality in accordance with the data protection act. • Responsible for recording patient and personal data and maintaining accurate clinical notes, in line with Nottinghamshire Healthcare NHS Foundation Trust procedures and policy. • Daily use of Nottinghamshire Healthcare NHS Foundation Trust information systems including email, RiO/ SystmOne.
Responsibility for Research and Development
<ul style="list-style-type: none"> • To evaluate the quality of own work and make necessary improvements. • To lead and contributes to research, service evaluation and/or audit in accordance with the needs of the Nottinghamshire Healthcare NHS Foundation Trust and Occupational Therapy. • Contributes to growing body of local and national evidence providing data as required. • To utilise available research in own practice.
Freedom to Act
<ul style="list-style-type: none"> • The post holder works independently within professional guidelines and standards, set out by RCOT /HCPC and Nottinghamshire Healthcare NHS Foundation Trust's policies and procedures. • Manages own defined caseload the post holder is accountable for own professional actions and recognises own professional boundaries, seeking advice as appropriate. • To represent Occupational Therapy Service at forums / meetings as required.
Physical Effort
<ul style="list-style-type: none"> • Keyboard skills • A combination of sitting, standing and walking with some requirement for moderate physical effort • Travelling/driving to and from community visits and/or Trust sites. • Appropriate training and use of managing violence and aggression as per service procedure. • Ability to perform a range of occupational therapy interventions that may include manual handling as per service procedure.

Mental Effort

- Frequent concentration required.
- There is a requirement to be able to respond to crisis situations, work flexibly and seek supervision accordingly.

Emotional Effort

- Frequent exposure to distressing or emotional circumstances occasionally highly distressing due to the patient group involved and the unpredictable varying and intensive nature of their illness and associated risks.

Working Conditions

- The majority of the work is away from the office base in and around service users' homes and communities or internal or external in-patient settings.
- Staff can be exposed to extreme weather conditions.
- Exposure to associated health risks e.g. passive smoking
- Exposure to hazards such as aggressive behavior from clients, carers and relatives, aggressive pets and unsanitary conditions.
- Professional isolation.
- Likely to work alone at times in accordance with the trust lone working policy.
- Work within infection control guidelines when exposed to bodily fluids on an infrequent basis.

Organisation Chart

Managerial & Strategic lead for psychosis services

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Rehabilitation Specialist

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Team Leader CRT

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Band 6 OT- This post

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Band 4

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Band 3 OT support worker

Our promise to you

We will ensure that you are supported and lead in line with our Trust Values: **Trust**, **Honesty**, **Respect**, **Compassion** & **Teamwork**



Nottinghamshire Healthcare NHS Foundation Trust actively works to fulfil the seven elements of the NHS People Promise.

We will adhere to the promise and support all our colleagues, assuring that we are continuously striving to listen to colleagues, adapting accordingly and striving always to be the best place to work.



Signatures

After reviewing the document, please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

EMPLOYEE SPECIFICATION FOR THE POST OF

Attribute	Essential	Weight	Desirable	Weight	How Identified
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 				<p>Application & Interview</p> <p>Application & Interview</p>
Physical Requirements	<ul style="list-style-type: none"> Has the physical ability to perform the full range of duties. Able to undertake training in the management of violence reduction 		<ul style="list-style-type: none"> 		Application
Qualifications - Academic / Craft / Professional	<ul style="list-style-type: none"> BSc or MSc Occupational Therapy HCPC Registration Specialist knowledge/post registration and experience of working in a mental health setting 		<ul style="list-style-type: none"> Demonstrates continued professional development to maintain registration 		Application
Training	<ul style="list-style-type: none"> OT Practice Field Work Educator Willingness to undertake clinical practice, education, and training to enhance service delivery. 		<ul style="list-style-type: none"> Relevant training to post 	2	Application

Attribute	• Essential	Weight	Desirable	Weight	How Identified
Experience	<ul style="list-style-type: none"> Experience of working in mental health 		<ul style="list-style-type: none"> Work experience in acute mental health Working experience in older adults' mental health Recovery focused practice 		Application and Interview
Knowledge/Aptitude /Skills	<ul style="list-style-type: none"> Assessment and OT process skills Effective risk management skills Excellent communication skills OT skills in relation to longer term and acute mental health Skilled in motivating others Skilled in use of clinical supervision Team working Time management and flexibility skills -able to work across multiple areas Client centered/ non- judgmental. Able to work independently, knows own limits. Creative and willing learn and try new things. Shows respect, recognising peoples' differences Understanding of the CHIME model within the recovery model. 		<ul style="list-style-type: none"> Experience of supervising staff 		Application and Interview
Contractual Requirements	<ul style="list-style-type: none"> A driving license is required for this post, however reasonable adjustments will be made for disabled individuals in line with the equality act 2010 		<ul style="list-style-type: none"> 		Application

PLEASE NOTE THAT ALL CRITERIA WILL BE SUBJECT TO REASONABLE ADJUSTMENTS WHERE THE APPLICANT HAS DECLARED A DISABILITY AS DESCRIBED IN THE EQUALITY ACT