

Job Description

Job title:	Senior Occupational Therapist
Band:	Band 6
Locality:	Fylde Coast
Service:	
Base:	St Annes
AfC Ref:	
Hours of work:	37.5 hours per week

Reporting arrangements:

Accountable to: Clinical Specialist for Occupational Therapy

Responsible to: Team Leader

Type of Supervision Received:

Clinical/ Professional – OT Specialist
Managerial – Team leader

Job summary

Having substantial experience, specialist interest, and expertise in mental health occupational therapy, the post holder will use their deep understanding of the relationship between occupation and mental health to provide occupational therapy in order to maintain, restore or create a match beneficial to the individual between the abilities of the person, the demands of her/his occupations in the areas of self-care, productivity and leisure and the demands of the environment. (adapted from Creek 2003).

The post holder will deliver a range of individual and / or group interventions drawn from relevant frames of reference, demonstrating sophisticated clinical reasoning skills. They will prioritise planning and delivering interventions for people whose mental health problems have a marked impact on their occupational functioning, who demonstrate high occupational risk and who have complex occupational needs. This senior position requires achieving an appropriate balance between the provision of specialist occupational therapy and taking on shared roles that contribute to the efficient functioning of the team. This includes care coordination and duty roles.

As an emergent leader and skillful communicator, the post holder will liaise and negotiate across service boundaries and in varied settings. They are research aware, and use evidence to support and develop practice. The post holder will provide regular fieldwork opportunities for occupational therapy undergraduates, and contribute to the learning of other team members or students from other disciplines. They have responsibilities for mentoring and/or developing others and supervise more junior practitioners and support staff, delegating work to add to the effectiveness and efficiency of the team.

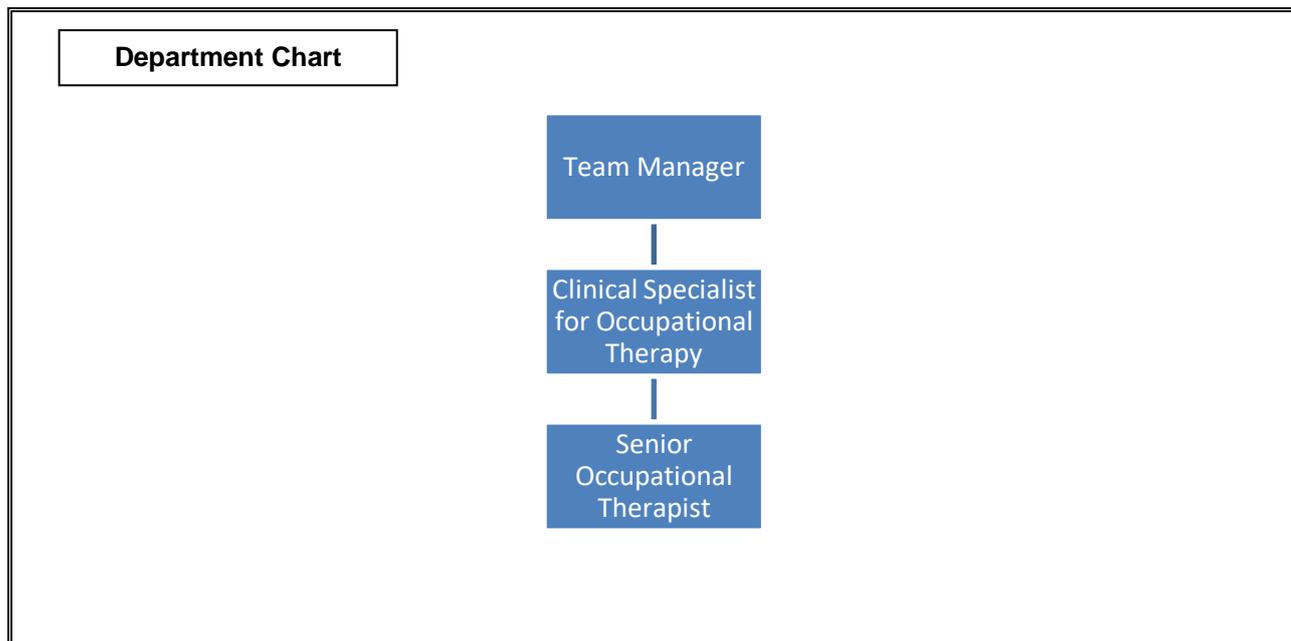
The post holder represents a specialist clinical resource with whom other team members can consult on the complex and very idiosyncratic impact mental health problems can have on peoples' occupational

performance, and advises the team with regard to the relationship between mental health and occupation. They champion social inclusion and employment issues, and are a key contributor to meeting the team's objectives concerning promoting its service users' greater social inclusion, health promotion and quality of life.

Key relationships

[INSERT TEXT]

Department chart



Key responsibilities

- To work as part of the Community Mental Health Team (CMHT) using occupational therapy skills and experience to promote social inclusion, independent living and recovery for individuals who have complex mental health problems.
- To work with service users with the most significant occupational performance difficulties to enable them to be able to function meaningfully and independently in their own community and environments.
- To identify occupational risks and performance needs that without intervention would significantly increase likelihood of a need for admission into hospital.
- To provide support and advice to service users' relative/s and/or carer/s, enabling them to understand the service users' difficulties with functioning and how they can support them to maintain skills and facilitate their recovery process.
- To joint work with MDT colleagues in order to deliver interventions to enable service users to improve their occupational performance, as identified in the service users care plan.
- To work collaboratively with Support, Time and Recovery Workers to enable service users to meet their occupational needs and live meaningfully.
- To provide training, consultation and advice on occupational issues and occupational risk to colleagues in both teams.
- Contribute to promoting healthy lifestyles and improving quality of life.

- Contribute to monitoring, evaluating and measuring the effectiveness of occupational therapy delivery in improving service users' recovery and ability to live meaningfully in their own communities.
- To work as a care coordinator for service users with predominantly occupational needs and manage this role under the CPA policy.
- To support the Team to meet core duties where required.

Communication and relationship skills

- Establish sound therapeutic relationships and gain positive engagement with clients in undertaking interventions, so that individuals have a clear understanding of the rationale behind therapeutic work, and seeking to overcome any significant barriers to understanding due to the impact of mental illness.
- Seek to establish and maintain useful communication with relevant carer's/family/ friends negotiating appropriate levels of involvement through agreement with the client, and remaining sensitive to the particular needs of the individual and his/her carer/s.
- Actively develop personal links with key personnel in ordinary social and leisure resources thus enabling service users and team colleagues make best use of their local resources and achieve greater social inclusion.
- Use non-confrontational and respectful communication styles at all times and employ de-escalation skills as appropriate to ensure maintenance of therapeutic relationships and safety of self, client and others.
- Present complex and sensitive clinical information in an informative and professional manner, with other workers involved in an individual's care and respecting the need for confidentiality so that information is shared on a "need to know" basis.
- Articulate the complex ideas regarding occupational therapy practice and occupational perspectives for health, and contribute to detailed team discussions regarding service developments.
- Establish and maintain relationships within the local team, with occupational therapists across the network, with General Practitioners, with wider professional groups and mental health services, with employment specialists, and other (non-mental health) community agencies.

Analytical and judgmental skills

- Work autonomously but in compliance with the Royal College of Occupational Therapists code of ethics and professional conduct (RCOT 2015), national legal frameworks, and local clinical governance policy.
- Respect the individuality, values, cultural and religious diversity of clients ensuring one's own practice is sensitive to these factors, and contributes to the provision of a culturally competent service.
- Demonstrate ability to reflect on clinical ethical issues providing guidance for staff as necessary, and recognizing limits of own experience knowledge and competence, seeking advice where needed.
- Review and reflect on own practice and performance through effective use of professional and operational supervision.
- Ensure that their clinical skills represent the best practices by negotiating distinct time for professional development study and/or training, to ensure they remain informed of advances in their clinical field and can implement interventions based on current evidence of effectiveness.
- Ensure professional registration is maintained in accordance with the Health and Care Professions Council's standards for practice and keep a written record of continuing professional development activity
- Apply complex and advanced clinical reasoning, skills and knowledge and demonstrate reflective practice in mental health occupational therapy.

Planning and organisational skills

- Assume clinical responsibility for the management of a specific caseload, assessing and reviewing appropriateness of referrals, and level of need. This will be organized effectively and efficiently with regard to the team's clinical priorities and will target the postholder's specialist skills by prioritising service users with complex occupational needs, high occupational risk factors and without intervention would deteriorate further or require admission into hospital.
- Select, undertake and interpret the outcomes of occupational therapy assessments for people whose severe mental health problems impacts on their occupational performance to explore strengths and deficits and establish appropriateness of intervention.
- Work collaboratively with service users to identify their occupational therapy goals as part of an overall Care Programme Approach (CPA) care plan.
- In collaboration with the service user, plan, implement and modify where necessary, individual and/or group interventions to promote peoples' occupational performance, enhance ability to fulfill meaningful life roles, develop daily living skills, address occupational risk factors (e.g. occupational deprivation, imbalance, alienation) and promote inclusion in their local communities.
- Apply specialised knowledge and research awareness to initiate innovative clinical projects that promote service users' social inclusion and counter occupational risk factors for people with mental health problems.
- Seek opportunities to deliver interventions in the most socially and culturally appropriate venues, in ordinary settings, to promote the person's participation in everyday community activities, employment opportunities, and social and leisure activities.
- Evaluate the outcomes of interventions within the Care Programme Approach (CPA) and ensure therapy is effective and acceptable to the individual client and, if appropriate, their carers/families.
- Demonstrate sophisticated understanding of the effects of mental illness on peoples' day-to-day functioning, and advise on strategies to reduce the impact of their difficulties through work with the individual, and through adapting their social contexts and environments.
- Fulfill shared assessment and intervention roles appropriate to level of competence and knowledge, responding to individuals' ongoing and changing mental health needs and contributing to team tasks.
- Co-ordinate the input of other professionals and evaluating and monitoring risk factors, communicating all of above to the wider team as necessary.
- Act as a specialist clinical resource with whom other team members can consult on the complex and very idiosyncratic impact mental health problems can have on peoples' occupational performance and opportunities for social inclusion. The postholder may offer advice, supervision and/or brief intervention.
- Delegate and supervise planned interventions to junior/support staff where applicable.

Physical Skills

- Facilitate and/or provide training, clinical supervision and professional management for less senior therapists, support staff and students; monitoring, appraising and developing clinical skills and professional standards. This will include use of formal and/or informal supervision and appraisal frameworks, documenting processes as appropriate.
- Provide mentorship and support for less experienced staff (within or outside of the immediate service) taking on new roles – (for example new fieldwork educators) to ease their transition, enable expansion of skills across a wider group and to promote skill sharing.
- Use effective and professional presentation skills to convey information to colleagues, lead teaching/training sessions and to stimulate team debate.
- Participate in the planning, evaluation and audit of practice, clinical pathways and protocols within the specialised area, as appropriate.
- Demonstrate leadership skills through the management of designated projects.
- Participate in staff recruitment.
- Initiate, plan and implement programmes of induction, education and training of students, and other staff, as required

Patient/ client care

- Assume clinical responsibility for the management of a specific caseload, assessing and reviewing appropriateness of referrals, and level of need. This will be organized effectively and efficiently with regard to the team's clinical priorities and will target the postholder's specialist skills by prioritising service users with complex occupational/functional needs.
- Select, undertake and interpret the outcomes of occupational therapy assessments for people whose moderate/severe mental health problems impacts on their occupational and functional performance to explore strengths and deficits and establish appropriateness of intervention.
- Work collaboratively with service users to identify their occupational therapy goals as part of an overall Care Programme Approach (CPA) care plan.
- In collaboration with the service user, plan, implement and modify where necessary, individual and/or group interventions to promote peoples' occupational performance, enhance ability to fulfil meaningful life roles, develop daily living skills, address occupational risk factors (e.g. occupational deprivation, imbalance, alienation) and promote inclusion in their local communities.
- Apply specialised knowledge and research awareness to initiate innovative clinical projects that promote service users' social inclusion and counter occupational risk factors for people with in the acute phase of their illness while still living in their community.
- Seek opportunities to deliver interventions in the most socially and culturally appropriate venues, in ordinary settings, to promote the person's participation in everyday community activities, employment opportunities, and social and leisure activities.
- Evaluate the outcomes of interventions within the Care Programme Approach (CPA) and ensure therapy is effective and acceptable to the individual client and, if appropriate, their carers/families.
- Demonstrate sophisticated understanding of the effects of mental illness on peoples' day-to-day functioning, and advise on strategies to reduce the impact of their disabilities through work with the individual, and through adapting their social contexts and environments.
- Fulfill shared team roles, responding to individuals' ongoing and changing mental health needs, co-ordinating the input of other professionals and evaluating and monitoring risk factors, communicating all of above to the wider team as necessary.
- Act as a specialist clinical resource with whom other team members can consult on the complex and very idiosyncratic impact mental health problems can have on peoples' occupational performance and opportunities for social inclusion. The postholder may offer advice, supervision and/or brief intervention.
- Delegate and supervise planned interventions to junior/support staff where applicable.

Responsibilities for policy and service development

- Work with the team manager/s on a cohesive and appropriate team response to clients' and referrers' needs, contributing an occupational perspective to operational policies, development of team practice, and the service's cycle of planning, delivery and service review.
- Promote to the manager, and the wider team, an awareness of the potential contribution occupational therapy can make within the CMHT team, and in delivering the service's objectives.

- Add to the development of the Trust's occupational therapy service by contributing to a culture of professional enquiry and innovative practice, sharing insights and clinical experience with colleagues, debating issues of mental health and occupational performance, and participating in a Trust wide strategy for occupational therapy in mental health.
- Represent the CMHT team and/or the occupational therapy service at Trust forums as required by the manager/head of occupational therapy
- Lead on delegated projects for the occupational therapy service within the locality/network.

Responsibilities for finance

- To work within the Trust Standing Financial Instructions
- Be responsible for maintaining stock, equipment and advising on the necessary resources required for the service including responsible management of petty cash.

Responsibility for human resources

- Advise the team manager, in consultation with the locality lead occupational therapist and the local specialist in community mental health occupational therapy, regarding the most effective and appropriate use of occupational therapy resources within the service, working with the team to ensure occupational therapists contribute to its routine functioning and overall efficiency.
- Exercise good personal time management, punctuality and consistent reliable attendance.
- Be responsible for maintaining stock, equipment and advising on the necessary resources required for the service including responsible management of petty cash.
- Co-ordinate the day to day activities of less senior staff where applicable

Responsibility for information resources

- Ensure that up to date written and electronic records, and activity data are maintained in accordance with Professional and Trust standards, and that sensitive information is held securely.
- Provide timely professional reports demonstrating an experienced and informed analysis of specialist assessment findings, plans for interventions, clients' progress, and recommendations and/or advice for other workers.
- Prepare, as required, analytical reports concerning service developments demonstrating an awareness of available relevant literature and condensing key findings into useful conclusions that can inform decision making and planning.

Research and development

- Demonstrate awareness of the available literature pertinent to practice in community mental health.
- Use critical evaluation skills in reviewing current research, assimilating information to inform and guide, and applying new knowledge to practice, influencing colleagues at a local level and through wider connections with Trust peers.
- Participate in local relevant research and audit initiatives.
- Identify research priorities within own service area and apply an enquiring approach to service development, undertaking simple research activity and/or projects where indicated.

Freedom to act

- To act with autonomy as appropriate to the boundaries of the senior occupational therapy role at all times, seeking appropriate professional or managerial advice when faced with situations that are unknown or outside of your professional skills, level of experience or clinical remit.

Person Specification

Description	Essential	Desirable	Assessment
Education/qualifications	<ul style="list-style-type: none"> • Diploma/BSC (Hons) in Occupational Therapy (OT) • State registered with Health Professionals Council. • Post Graduate training relevant to mental health work in appropriate speciality • Documented evidence of continuing professional development (CPD) • Practice Placement Qualification (Undergraduate OT student educator) within 1 year of appointment • UK Current driving licence. 	<ul style="list-style-type: none"> • Leadership training • Training in supervision skills • Other relevant clinical training qualifications 	Application form/Interview
Knowledge	<ul style="list-style-type: none"> • Detailed knowledge of how mental health problems impact on occupational performance and how occupational therapy theory informs 		

	<p>practice within community mental health settings</p> <ul style="list-style-type: none"> • Knowledge of current best practice in community mental health and awareness of relevant government directives and legislation • Specialist knowledge and application of OT assessments and interventions using expert level clinical reasoning. • Knowledge of current research in specialist area and ability to implement into practice. • Computer literate • Detailed knowledge of relevant legislation and its impact on current practice. • Detailed knowledge of the principles of clinical governance and its application 		
Experience	<ul style="list-style-type: none"> • Previous post registration experience with at least 1 years in mental 	<ul style="list-style-type: none"> • Experience of a range of specialist Health and 	Application form / Interview

	<p>health setting (one year of which will be in relevant specialist area)</p> <ul style="list-style-type: none"> • familiarity with audit processes • Use of evidence-based practice • Extensive clinical experiences including individual and group work in mental health specialties 	<p>Social Care settings.</p> <ul style="list-style-type: none"> • Supervision of junior staff and undergraduate OT students. • Leadership experience. • Research procedures • 5 years post registration experience. • Provision of training and/or presentations to groups • Positive personal learning through experience of mental health problems in self or family/friends 	
<p>Personal</p>	<ul style="list-style-type: none"> • Ability to work autonomously and set own and others priorities • Ability to work as autonomous specialist OT within an MDT • Ability to devise specialist interventions to address occupational dysfunction to improve occupational performance • Confidently assess and manage risk in relation to occupational performance 	<p>European Computer Driving licence (ECDL)</p>	

	<ul style="list-style-type: none"> • Familiarity with outcome measurement and analysis of outcomes. • Sophisticated reason skills to analyse professional and ethical issues. • Supervisor and appraisal skills. • Ability to reflect and critically appraise own and others performance • Ability to organise/co-ordinate and respond efficiently to complex information. • Literature reviewing skills and ability to prepare briefing papers and written reports cogently • Ability to build effective working relationships. • Excellent written and oral communication skills. <p>Excellent presentation and training skills.</p>		
Other	<ul style="list-style-type: none"> • Commitment to client-centred, non-discriminatory practice. • Commitment to life-long learning. <p>Good time Management skills.</p>	<ul style="list-style-type: none"> • Membership of relevant special interest group (e.g. COTSSMH) • Membership of Professional Body (RCOT/BAOT) 	

Effort factors

Physical effort What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
To support clients through visits in the community	Daily	3-6 hours max	Walking and car driving	No

Is the job holder expected to sit or stand in a restricted position?	How often?	For how long?	What activity is involved?
Yes	Every shift	4 hours a day	Sitting in meetings with patients and at workstation completing admin and clinical notes

Mental effort Are there any duties requiring particular concentration? Please detail.	How often?	For how long?
Completion of notes, specific assessments and care plans	Daily	1-3 hours
Are there any duties of an unpredictable nature? Please detail.	How often?	For how long?
Post is in acute mental health inpatients where service users responses and behaviour can be unpredictable	Daily	4 to 5 hours

Emotional effort Does the job involve dealing with any distressing or emotional circumstances? Please detail.	Direct / Indirect exposure	How often?
Service users have mental health problems and may disclose distressing information or be unpredictable	Direct	Daily

Working conditions Does the job involve exposure to unpleasant working conditions? Please detail.	How often?
May be occasions where exposed to body fluids or environments in an unsanitary state	weekly

Our values and behaviours

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
We are always learning	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

Special conditions:

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health and safety. The Whistle-Blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire and South Cumbria NHS Foundation Trust staff employed within all environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire and South Cumbria NHS Foundation Trust staff employed within clinical environments have contact with children, vulnerable adults, service users and their families must

familiarise themselves and be aware of their responsibilities and adhere to the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust procedures for safeguarding and protecting children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data; both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of information governance and to complete the mandated training modules which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- You should create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- You should uphold the Trust's commitment to health and wellbeing.



**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



**We are a
Team**