

Job Description

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| Job Title: | Occupational Therapist |
| Band: | 5 |
| Responsible to: | Occupational Therapist Advanced Practitioner |
| Department: | Occupational Therapy Team – Mulberry Wards, Fulbourn Hospital |
| Directorate: | Adult and Specialist |

Our Values

| | Behaviour | How we will demonstrate this behaviour |
|------------------------|---|---|
| Professionalism | We will maintain the highest standards and develop ourselves and others | By demonstrating compassion and showing care, honesty and flexibility |
| Respect | We will create positive relationships | By being kind, open and collaborative |
| Innovation | We are forward thinking, research focused and effective | By using evidence to shape the way we work |
| Dignity | We will treat you as an individual | By taking the time to hear, listen and understand |
| Empowerment | We will support you | By enabling you to make effective, informed decisions and to build your resilience and independence |

Job Purpose

As an Occupational Therapist on the Mulberry Wards, the post holder will work collaboratively with the individuals referred to our service to maintain, restore or create a match between the abilities of the person, the demands of his or her activities and occupations, and the demands of the environment in order to improve function and access to opportunities for meaningful participation in daily life.

The post holder will apply a level of understanding of sensory strategies, vocational rehabilitation, reablement goals, recovery principles and functional assessments. This is used to provide specialist assessments and targeted interventions to support the service user to engage in meaningful activity and increase function, skill, enjoyment and well-being, through group and 1:1 sessions.

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A member of Cambridge University Health Partners

As part of the Occupational Therapy team, the post holder will deliver an Occupational Therapy service following a referral pathway process. This will be providing specialist Occupational Therapy interventions underpinned by the Model of Human Occupation (MOHO) and the principles of recovery, enablement, compassionate care, optimism, hope and unconditional positive regard. The post holder will work with the wider Occupational Therapy team delivering our service across all three inpatient wards (Mulberry 1, 2 and 3), ensuring the patient receives timely therapeutic input throughout their inpatient journey.

The post holder will work collaboratively with all disciplines as part of a multi-disciplinary team to assure a high standard of care for patient/clients and their relatives/carers, under supervision of a Senior Occupational Therapist. The post holder will, at times, be required to communicate clinical findings with health and social care colleagues from other teams, both inpatient and community-based, and assist with the onward referral of individuals to these teams.

The post holder will apply a level of understanding of the impact of acute mental health difficulties on occupational performance and provide supportive information on lifestyle changes and adaptations to the service user's social and physical environment. The post holder will respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs.

Main Tasks, Duties and Responsibilities

- The post holder will provide Occupational Therapy interventions underpinned by the Model of Human Occupation and the principles of recovery and enablement.
- The Occupational Therapist will work under the supervision of their Senior Occupational Therapist and Occupational Therapist Advanced Practitioner.
- To collaborate as part of the multi-disciplinary team to provide Occupational Therapy assessment, intervention, reports and recommendations.
- The post holder will apply a level of understanding of the effects of acute mental health difficulties on occupational performance and provide supportive information on lifestyle changes and adaptations to the service user's social and physical environment.
- The post holder will work collaboratively with service users to promote access to vocational opportunities.
- The post holder will ensure that all modification to intervention plans will involve the service user and where appropriate the carer; collaboratively identifying, pursuing and reviewing goals in the context of care planning.
- The post holder will plan and implement individual and/or group interventions collaboratively, to enable service users to achieve valued goals and satisfactory occupational performance outcomes.
- The post holder will work with service users with mental health and social needs, in an acute phase of distress.
- The post holder will promote equality of outcome for service users that reflect their mental health needs and those of ethnicity, gender, culture, physical health and age.
- The post holder will promote social inclusion and physical and mental well-being using evidence-based practice.
- To monitor and evaluate intervention to measure progress using outcome measures.

- The post holder will work collaboratively with all disciplines as part of a multidisciplinary team (MDT) to assure a high standard of care for service users and their relatives/carers.
- The post holder will provide leadership to Occupational Therapy Assistants within area of specialism and designated work area, through professional supervision and appraisal.
- The post holder will undertake the supervision of Occupational Therapy students on practice placements after completion of preceptorship.

Decisions & Judgements

- To undertake Occupational Therapy assessment and intervention to identify needs, leading to formulation and implementation of individual treatment programmes and evaluation.
- The Occupational Therapist interprets assessments, evaluating the impact of social, mental health, physical, emotional or environmental factors on the individual's ability to carry out his or her desired activities and occupations.
- The Occupational Therapist is responsible for supporting the evaluation of intervention, modifying and monitoring the treatment interventions they provide under supervision of a Specialist Occupational Therapist.

Communication & Relationships

- Kind, compassionate, clear and concise communication skills
- Communicate information to therapy staff and MDT about individual assessment and treatment programmes.
- To communicate with the relevant teams regarding liaison, care planning, progress with Occupational Therapy interventions.
- Contribute to team meetings.
- To participate in the multidisciplinary care planning process under review meetings, case conferences, ward rounds etc., as appropriate.
- To provide high standard of written Occupational Therapy reports as required.
- To promote the Occupational Therapy role within area of work and negotiate priorities for work with multi-disciplinary team, manager and supervising occupational therapist.
- To develop skills in communicating with service users with a range of presentations and who may be difficult to motivate or require different styles of communication appropriate to their current presentation.

Physical, mental, emotional & environmental demands of the job

- Resilience to environment that can be highly pressurised, distressing, and difficult at times.
- Appropriate use of supervision to discuss the emotional demands of the role.
- Appropriate level of physical ability required for engagement in meaningful activity with patients.
- Ability to use a computer workstation to complete reports and clinical notes.

Training & Development

- To participate in regular supervision (clinical or management) in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences. Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

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| Responsible to: | Occupational Therapist Advanced Practitioner |
| Department: | Occupational Therapy Team – Mulberry Wards, Fulbourn Hospital |

| Criteria | Essential | Desirable |
|----------------------------|---|--|
| Education / Qualifications | <ul style="list-style-type: none"> • Minimum Bachelor level equivalent training in Occupational Therapy. • HCPC Professional Registration as an Occupational Therapist. | <ul style="list-style-type: none"> • Member of the British Association of Occupational Therapists. |
| Experience | <ul style="list-style-type: none"> • Clinical placement relating to Mental Health. • Understanding of the needs of people in acute mental health crisis. • Working as part of a team. | <ul style="list-style-type: none"> • Liaison and support work with carers and families. • Working with people with a range of mental health problems. • Experience of supervising others. |
| Knowledge & Skills | <ul style="list-style-type: none"> • Knowledge of the Mental Health Act. • Knowledge of relevant mental health legislation. E.g. MHA, MCA & DoLS. • To record information clearly and accurately. • Clear communication skills both written and verbal. Good team worker with effective interpersonal skills. | <ul style="list-style-type: none"> • Extensive experience of Group and individual working with people with a mental health condition. • Specialist knowledge of OT assessment, intervention, and practice models relevant to the client group. • Knowledge of additional Occupational Therapy models appropriate to setting (MoCA). |

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| | <ul style="list-style-type: none"> • To be innovative, flexible and adaptable. • Manage own caseload. • To cope with the pressure of working in intensive environment. • To actively participate in the supervision process. • Computer / IT skills. • Show appropriate professional and personal boundaries. • Ability to keep calm and respond appropriately under pressure. • Advocate on behalf of the patient. • Basic understanding of safe equipment provision (E.g. physical health, sensory need). • Ability to participate in risk assessments and implementation of management plans. • Knowledge of Occupational Therapy assessment, intervention, and practice models relevant to the client group (MOHO). • To reflect and critically appraise own performance. | <ul style="list-style-type: none"> • Interest in Sensory Integration +/- experience working with Sensory Approaches |
| Personal Qualities | <ul style="list-style-type: none"> • Motivated towards personal and professional development. • Able to make professional relationships with wider MDT on wards and in community services. • Strong team work ethic. • Punctual and well organised | <ul style="list-style-type: none"> • Individual special interest or skill, relevant to workplace. |
| Other | <ul style="list-style-type: none"> • Adhere to the RCOT Code of Professional Conduct and COT | |

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| | Professional Standards, HCPC standards. <ul style="list-style-type: none"> • To maintain professional training and standards. | |
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The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.