

Job description for Band 7 Occupational Therapist

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, **making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people's lives** – for **those we care for**, **those we work with** and **those who work with us**. **Everyone is part of our team**.

Our core strategy is to be an **employer of choice**, **a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values**, **leadership behaviours**, **teams**, **enablers** and **our mission** all of which are driven by **our vision of 'being a leading provider of outstanding, compassionate care'**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

Northamptonshire Healthcare Foundation Trust (NHFT) is contracted to provide the award-winning Inspires Service, in partnership with HMP and HMYOI Swinfen Hall, which holds male prisoners aged 18-28 years old, serving long sentences (4 years and over). The Inspires Service is part of the National Offender Personality Disorder (OPD) Pathway and works collaboratively with the prison to deliver a residential assessment and treatment service, Delta Enabling Environment (DEE), an outreach treatment service, a Psychologically Informed Planned Environment (PIPE) and Enhanced Support Service (ESS) for prisoners with personality difficulties. The service is not driven by diagnosis, but recognises the impact of trauma, deprivation, disempowerment and adverse childhood experiences in the development of persistent patterns of problematic relationships and behaviours. The service offers assessment, formulation, psychological/psycho-social and occupational interventions, developing an enabling and psychologically informed environment and delivering training and case consultation. We work in partnership with other agencies and our service-users to deliver an integrated service with the aim of reducing risk of reoffending and improving psychological wellbeing.

The Inspires Service is working towards regaining the Enabling Environment quality mark for both DEE & PIPE teams, demonstrating that we will achieve an outstanding level of best practice in creating a positive and effective social environment.

Generic Job Purpose:

The role of Lead Occupational Therapist (OT) will primarily be based within the DEE assessment and treatment team working with both service users who are engaged in the residential service and those who are working with the outreach service. The lead OT will be expected to work as an independent practitioner within a multi-disciplinary team comprising of clinicians (psychologists, creative therapists and psychological practitioners) and Prison Officers and to contribute an OT perspective to the management of the service as well as the 40 individual service users. The post holder will have an overview of service users and hold a caseload for complex individuals with complex OT & Sensory needs. These will inform both group and individual treatment plans. They will attend the Multi-Disciplinary Team (MDT) meetings to support the team in identifying OT needs, focusing on functional daily living skills and issues related to service users offending behaviours and relational difficulties and provide reports and feedback as required to evidence service user needs and progress.

In addition, the Lead OT role will include overseeing and developing the Occupational Therapy pathway and implementing policy and service development of specialist sensory integration (using our sensory room) for Inspires HMP Swinfen Hall. This will include specialist assessments, delivery of a range of interventions and evaluation of occupational interventions for the Inspires team. The Lead OT will also be responsible for leading the OT team, currently 2 band 4 OT technicians, developing their skills and providing supervision.

The post holder will lead the team in developing OT Information resources and ongoing research and development. They will take a lead on the design, implementation, and evaluation of the Inspires therapeutic group work & Individual programme.

The post holder will work closely with the MDT and relevant outside agencies, to provide a quality service and specifically communicating specialised OTs on the Offender personality disorder pathway.

The successful candidate will adhere to all Trust policies and their professional codes of conduct and guidelines. They will work as part of MDT to deliver an exceptional standard of therapeutic care.

Specific roles/responsibilities relating to the Senior Occupational Therapist role:

Assessment, Planning and Intervention:

- The post holder will be responsible for the Occupational Therapy assessment (using standardised assessments where appropriate), treatment and evaluation of an allocated complex clinical caseload, and will set goals, evaluate progress, and provide feedback as part of the 6 monthly review process.
- The post holder will demonstrate critical thinking in the clinical decision-making process. Evaluate the effectiveness of the treatment through autonomous and accountable decisions in Occupational Therapy practice supported by current research and in accordance with NHFT protocols and policies.
- The post holder will work to identify and develop relevant groups for the service users' needs, developing protocols for such groups based on the available evidence base, using graded activities to achieve treatment aims and evaluating the efficacy of interventions offered.
- The post holder will be able to maintain a flexible approach to sessions, modifying activities according to the fluctuating clinical presentation of individual service users and the needs of the service.
- The post holder will be expected to engage with service users with challenging behaviors, contributing to team discussion regarding the clinical approach to individuals and communicating this clearly to all therapy staff working with the service user. This may include aggressive and violent behavior.
- The post holder will work in collaboration with other members of the multidisciplinary team to provide a coordinated care package.
- The post holder will actively contribute to the MDT risk assessment process and obtain agreement from the team before engaging service users in any activity that may require therapeutic risk taking.
- The post holder will record assessments, interventions, reports, and statistics to a competent standard in line with professional standards, Trust policy and established service systems.
- The post holder will provide leadership, education, and support to other team members through promotion of innovative strategies to manage change and improve service delivery.
- The post holder is responsible for identifying gaps in the service and assisting with service improvement and developing pathways of care to meet the service needs.

Supervision and Training:

- The post holder will provide lead clinical supervision to Inspires OT staff and operational staff in accordance with best practice and professional standards, as appropriate.
- The post holder will ensure that the OT package of care is being frequently being analysed and evaluated to ensure it meets the demands of all service users including those of the OT staff whom they supervise.
- The post holder will act as fieldwork educator, where appropriate, for OT students, taking regular clinical placements. This role includes providing weekly supervision, setting learning objectives, monitoring performance, and completing formal placement reports, utilising feedback from other staff.
- To directly provide specialist training sessions for OT students on Sensory and the role of forensic OT within a custodial setting and the wider staff as part of the in-service training programme and make regular clinical presentations in team meetings.
- To offer advice and teaching to other staff and students and outside agencies as appropriate to support their clinical development including the wider NHFT Specialist & Secured Services Team.
- The post holder will take responsibility for maintaining their own Continued Professional Development and meeting the agreed standards for their professional body, through attending regular supervision sessions, attending mandatory training courses and refreshers as require and through attending relevant courses/ study days outside the Service as identified through the appraisal process.

Pathway Development:

- The post holder will lead Inspires OT & sensory service development within the pathway, contributing to audit, evaluation, and research processes, contributing to the collation of data as required within the service.
- The post holder will provide specialist consultation and training to support service and pathway development.
- The post holder will lead the Specialist OT & Sensory strategy within Inspires OT department & the wider service and pathway, including raising the profile of OT through formal and informal education across the prison estate & NHFT.
- Manage the budget process for Inspires OT including provision of OT & Sensory resources.

About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> • Approachable and accessible to colleagues across the organisation • Dedicated to rehabilitation and the empowerment of service 	Essential: <ul style="list-style-type: none"> • The post holder must maintain professional registration with the Health and Care Professions Council (HCPC) as an Occupational Therapist and have post

users.

- Committed to collaborative working and co-production.
- Committed to creating a safe and positive environment for service users and for staff.
- Ability to always present a professional image.
- Ability to motivate self and others.
- Ability to deal with highly distressing and emotional circumstances or situations.
- Ability to concentrate on tasks despite interruptions, which often necessitate alteration to work.
- Ability to respond professionally to unpredictable situations and environments.
- Reflective and open to new learning, challenges, and change.
- engage with service users with challenging behaviors, contributing to team discussion regarding the clinical approach to individuals and communicating this clearly to all therapy staff working with the service user. This may include aggressive and violent behavior.
- Ability to lead, organise and prioritise OT workload through OT Team.
- Applies excellent communication skills, both written and verbal, including advanced formal presentation skills, influencing, and negotiating.
- Lead by explaining what to achieve and why (not how).
- Show junior staff you trust their judgement. Invite them to offer their opinion first to get honest views.

master level experience of working in a relevant setting, such as a prison, forensic or mental health setting.

- The post holder should have a specialist knowledge of relevant theoretical frameworks, including the Model of Human Occupation (MOHO) and be able theory to practice to facilitate high quality assessment and treatment.
- The post holder should have a specialist understanding and experience of relevant areas of research and practice, including trauma informed care, personality disorder, mental health and forensic risk issues and treatment needs.

Desirable Experience and Knowledge:

- Specialist OT, jobholders need additional knowledge acquired through formal specialist training and experience to be able to manage a caseload of clients with complex needs, ideally in a forensic setting, and be able to apply their skills and knowledge to develop and maintain safe, effective and boundaried therapeutic relationships with service users.
- The post holder should have a good understanding of the power imbalances inherent in forensic settings and the impact of the restrictions of a prison environment.
- The post holder should have knowledge of Sensory Integration work or an interest in this area.
- The post holder should have In-depth knowledge of other Health professions roles and relevant services /organisations that impact on patient care in this specialism.
- The postholder should have knowledge of COT standards for record keeping and the importance of maintaining up to date clinical records.
- The post holder should have experience assessing complex situations and patients, often with conflicting information that requires analysis.
- The postholder should have experience of leading clinical audit within the specialism.
- The postholder should have in depth experience of embedding the above qualifications and knowledge into O.T. practices.
- The post holder should have experience in provision of both clinical and

	managerial supervision to junior and support staff.
Skills and Abilities	
<ul style="list-style-type: none"> Experienced skills in the use of complex methods of OT assessment intervention and management frequently requiring sustained and intense concentration. Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. Skills in providing consultation to other professional and non-professional groups. Experience of working with issues of within Equality Diversity & Inclusion. To communicate OT treatment plans and clinical reasoning for interventions to other members of the multidisciplinary team and to work in collaboration with other disciplines and staff in OT clinical work. Boundaried and able to work safely with service users with a history of complex attachments and relational difficulties. Promote a healthy culture and safer working environment. To work within the prison processes, providing thorough risk assessment and engaging in developing and implementing risk management plans. Ability to influence others specific to OT & Sensory needs to promote best practice/ service delivery. Ability to demonstrate ongoing self - directed learning and a commitment to post graduate training – Continual Professional Development. 	<ul style="list-style-type: none"> Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings. Ability to lead the OT team and work autonomously using own initiative. Be responsible for assessing patient's needs in times of crisis, take decisive action, and provide necessary support to patient, and other staff. Ability to problem solve, risk assessing often complex conflicting situations. Ability to communicate with other professionals using appropriate medical and technical terminology. Ability to produce detailed reports and discharge summaries including analysing data using a non-judgmental approach. Managing Day to day supervision including clinical supervision; Allocates work to team OT staff; provides regular clinical supervision to one or more junior OTs; provides practical training to others. Leading, motivating, and inspiring the team from a Human Resource perspective including recruitment, appraisal, and performance process, leading to further progression of the OT service.



About the role – linking with our 4 Leadership Behaviours

• **ENGAGING PEOPLE/WORKING TOGETHER**

- Share knowledge and experience within the team to promote learning opportunities for all.
- Ability to motivate self and others.
- To be involved, as appropriate, in shortlisting and interviewing.
- Supporting the service to provide an enabling environment with user participation at the heart of practice.
- To support and motivate service users to attend and participate in individual and group sessions appropriate to their needs.
- To mentor and offer clinical supervision to junior staff, developing and maintaining clinical skills and to be an expert resource.
- Establish and maintain excellent communication with individuals, groups and organisations, exploring complex issues relating to care options and decisions and sustain effective working relationships across all health and prison sectors.
- To work with and through others to support staff in the process of change by using influencing skills to effect change. Contribute to plans that reflect changes in practice and service delivery.
- Creates an environment of mutual trust and participates in

BEING AUTHENTIC

- Capacity to be reflective and open to receive feedback and to give feedback sensitively to others.
- Capacity to be compassionate and genuinely interested in colleagues and service users.
- Ability to influence others specific to OT & Sensory needs to promote best practice/ service delivery.
- Enable patients to be as independent as possible by facilitating a range of self-management strategies.
- Assumes responsibility and accountability for own decisions and practice and strives to attain the highest standards of practice. Including taking managed risks
- Recognise environmental problems affecting service users and provide health protection interventions that provide health environments for individuals.
- Apply the principles of empowerment in promoting behavior change but upholds the decision-making responsibility the individual holds.
- Implements and evaluates strategies for quality assurance and

education and training of staff.

- Lead in clinical supervision and self-evaluation concerning practice and uses this reflective practice to examine the effectiveness of case management and share learning with practitioners and across organisation.
- Review individuals with complex problems using highly developed consultation and assessment skills. Undertake comprehensive assessment of the health psychological and psycho-social care needs of patients referred to the service.
- Actively promote the workplace as a learning environment, encouraging everyone to learn from each other and from external good practice.

quality audit within practice.

TAKING RESPONSIBILITY

- To be a self-directed practitioner, with effective time management skills, able to manage a varied caseload and demands around regular duties.
- To be actively involved in service development managing the OT team including their physical, emotional & Mental well-being.
- Actively contributing to ideas and assisting in implementing and evaluating developments.
- To encourage good staff communication and participation in staff meetings, teaching sessions and multi-disciplinary meetings and take turns in presenting, organising and chairing these.
- To work collaboratively with a range of professionals. Provides leadership and support to other team members promoting innovation and managing change to improve service delivery.
- Records contemporaneous and accurate records of delivered care.
- Manages resources equitably and effectively within the team.
- Delegate clearly and appropriately adopting the principles of safe practice and assessment of competence.
- Maintain a high level of Performance and be goal and outcome focused when faced with opposition or when working under










EMBRACING CHANGE


- To maintain registration with the HCPC and pursue own continuous professional development and to record this through a CPD portfolio.
- To be a reflective practitioner, evaluating the effectiveness of own work and learning from experience, including proactive use of supervision and appraisal processes.
- To work in accordance with professional guidelines issued by the College of Occupational Therapy which are relevant to the field of forensic practice.
- To promote a positive and professional identity for Occupational Therapy within the field of forensic practice and across the OPD network.
- Initiates and leads practice development to enhance the Occupational Therapy contribution and quality of care within the team.
- Challenge existing knowledge, current poor practice and be open to be challenged by others.
- Demonstrates knowledge of relevant regulations for Advanced Specialist Occupational Therapy practice including the HCPC Scope of Professional Practice and the COT Code of Professional Conduct

conditions of pressure.

- Provide high quality written reports and any other written documentation, as necessary.

Benefits

Salary	Location of work	Permanent/fixed term								
<div></div> <div>Band 7</div> <div>You will be paid on the 27th of each month. If this date falls at a weekend, you will be paid on the Friday before this date.</div>	<div></div> <div>Inspires Service, HMP/HMYOI Swinfen Hall, The Drive, Swinfen, Lichfield, WS14 9QS.</div> <div>Site based, with some travel required. You must be able to travel independently to other bases in the Trust in the Northamptonshire area.</div>	<div></div> <div>Permanent</div>								
Hours/pattern of work	Annual leave and bank holiday entitlement	Pension entitlement								
<div></div> <div>37.5 HOURS PER WEEK</div>	<div></div> <table><tr><td>Length of service</td><td></td></tr><tr><td>On appointment</td><td>27 days + 8 days</td></tr><tr><td>After five years' service</td><td>29 days + 8 days</td></tr><tr><td>After ten years' service</td><td>33 days + 8 days</td></tr></table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<div></div> <div>Details on the benefits of the NHS Pension Scheme can be found here:</div> <div>https://www.nhsbsa.nhs.uk/nhs-pensions</div>
Length of service										
On appointment	27 days + 8 days									
After five years' service	29 days + 8 days									
After ten years' service	33 days + 8 days									
Health and Wellbeing	Learning and Development	Equality and diversity								
<div></div> <div>Because your health matters too</div>	<div></div>	<div></div>								

<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p> 	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>
---	---	---

Find out more about us at:

www.bit.ly/24hoursinNHFT

www.nhft.nhs.uk

Confidentiality and Data Protection

Any matters of a confidential nature, including patient and staff records, and any commercially sensitive information must, under no circumstances, be divulged or passed on to any unauthorised person or persons without a legal basis to do so. In accordance with the Data Protection Act 2018, if you are required to access personal data held in any format, you will be expected to adhere to the Trusts Information Governance Policies, copies of which are held on the staff intranet.

Any breach of confidentiality or data protection legislation will result in disciplinary action and may result in summary dismissal.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust are required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary action. Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.

II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.

III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore, smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identify and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust.

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Professional Registration

All qualified/ professional staff are required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professional registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instructions may result in disciplinary action being initiated.

Review of Job Description/ Person Specification

This is not an exhaustive list of duties and responsibilities but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required commensurate with the grade and/ or hours of work at the post holder's initial place of work or at any other of the Trust's establishment.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed.