

JOB DESCRIPTION

Job Title: Occupational Therapist – General adolescent inpatient unit

Accountable to: CAMHS tier 4 Matron

Responsible to: Director of Therapies, South West London & St Georges Mental Health Trust, via Lead OT CAMHS

Responsible for: Own clinical practice

Band: 6

Hours of work: 37.5-hour week

Base: Aquarius ward
Springfield Hospital

Liases with: Multidisciplinary team, service users, families, carers, statutory and voluntary organisations, occupational therapy colleagues.

Job Summary

- To provide a specialist Occupational Therapy service to service users within Aquarius ward providing interventions underpinned by the Model of Human Occupation and the principles of Recovery.
- To manage a defined caseload of patients with multiple and complex needs, using evidence based /person centred principles to assess, plan, implement and evaluate interventions in an in-patient adolescent setting.
- To participate in the planning, development and evaluation of OT services within a designated area/team, holding responsibility for defined projects.
- To maintain accurate and contemporaneous clinical records and produce specialist reports for case conferences.
- To provide leadership for junior staff, through supervision and appraisal.
- To represent occupational therapy within the multi-disciplinary team.
- To provide group and 1:1 interventions.
- To promote recovery and social inclusion.
- To maintain standards of OT practice as directed by the Director of Therapies.
- To undertake regular audit and R&D activities.
- To undertake the supervision of OT students on fieldwork placements.
- To provide 'Disability Champion' duties leading the multi-disciplinary team in Disability Equality matters within Specialist Services as required.

Service Description

Niru can you add this please?

Key Results Areas

	Duties/Responsibilities
Clinical	<ul style="list-style-type: none">• To apply a high level of understanding of the effects of disability on occupational performance and provide training and advice on lifestyle changes and adaptations to the service user's social and physical environment.• To provide treatment in an environment where security and safety procedures must be strictly adhered to and ensure that these are taken into consideration

	<p>when planning interventions.</p> <ul style="list-style-type: none"> • To promote equality of outcome for patients that reflect their mental health needs and those of ethnicity, gender, culture, physical health and age. • To promote social inclusion and physical and mental well-being using evidence based practice. This is underpinned by the principles of hope and recovery, health promotion and relapse prevention. • To independently manage and support a clinical caseload of patients with complex mental health needs through the care pathway. • To identify occupational therapy goals as part of the overall care plan, using specialist mental health and occupational therapy assessments, including MOHO tools. • To exercise clinical professional judgement in complex clinical cases and difficult clinical situations, referring to senior staff when necessary. • To consider both physical and mental health needs as part of the occupational therapy assessment. • To plan and implement specialist individual and/or group interventions collaboratively, to enable patients to achieve valued goals and satisfactory occupational performance outcome. • To identify any significant risk factors in line with local policies, with support from senior staff • To contribute to and work within clinical pathways and protocols • To evaluate effectiveness of therapy interventions and quality of clinical decisions in conjunction with patients/carers, other professionals etc.
Communication	<ul style="list-style-type: none"> • To establish and maintain effective communication networks with users and carers, team members, occupational therapy colleagues, school staff and other agencies. • To communicate with people in a manner consistent with their culture, background and preferred ways of communicating. • To work as a member of the inter-professional team, attending meetings and contributing to decisions with regard to the care and treatment of patients. • To work in partnership with, LA, schools, voluntary and other relevant agencies to promote a seamless service. • To educate patients and carers on occupational therapy interventions, for example, the use of equipment. • To promote awareness of the role of occupational therapy within the team, negotiating priorities where appropriate.
Documentation	<ul style="list-style-type: none"> • To ensure that up to date written and electronic records and activity data are maintained in accordance with Professional and Trust standards. • To provide specialist occupational therapy reports on a regular basis in line with professional guidance and relevant clinical pathways. • To ensure patients have access to care plans in line with local policies.
Professional ethics	<ul style="list-style-type: none"> • To comply with the COT Code of Ethics and Professional Conduct and national and Trust procedures. • To demonstrate continuing fitness to practice through maintaining registration with HPC and compliance with their standards. • To respect the values, individuality, cultural and religious diversity of patients and contribute to the provision of a service sensitive to these needs.
Leadership, supervision & development reviews	<ul style="list-style-type: none"> • To provide effective guidance, supervision and development review for junior staff. • To review and reflect on your own practice and performance through effective use of professional and operational supervision and KSF development review. • To supervise other staff as delegated • To provide Disability Equality multi-disciplinary leadership within designated

	<p>services.</p> <ul style="list-style-type: none"> To provide 'Disability Champion' duties for multi-disciplinary teams within Specialist Services as required. To provide support, expert advice and consultancy in relation to issues concerning the target service user group and or clinical area of expertise, to occupational therapists, other team members, relevant health professionals, and other agencies as appropriate.
Training staff & students	<ul style="list-style-type: none"> To contribute to the induction and training of students and other staff both within or external to the Trust. To be responsible for the supervision and written assessment of occupational therapy students on practice placement within the Trust. The expectation is to have a minimum of one occupational therapy student a year. To undertake the role of preceptor when required.
Service development & delivery	<ul style="list-style-type: none"> To participate in the planning, evaluation and audit of practice, clinical pathways and protocols within your area, leading on designated projects, with senior support. To contribute to relevant professional and service development meetings and designated projects. To actively encourage user involvement in service development.
Professional development	<ul style="list-style-type: none"> To undertake learning activities in line with personal development plan. To apply acquired specialist skills and knowledge in clinical practice in order to establish professional competence and fitness to practice at senior level. To produce evidence of the application of knowledge and skills as set out in the relevant KSF outline. To maintain a professional portfolio for CPD recording and reflecting on learning outcomes.
Clinical governance, quality, standards	<ul style="list-style-type: none"> To contribute to the clinical governance and quality agenda including the setting and monitoring of practice standards. To demonstrate understanding of national guidelines and legislation relating to health and social care and apply in clinical practice.
Line management, staff, budgets, dept	<ul style="list-style-type: none"> To exercise good personal time management, punctuality and consistent reliable attendance. To be responsible for maintaining stock and advising on resources to carry out the job. To coordinate the day to day activities of junior staff where applicable. To participate in general administrative and co-ordination tasks as required for the smooth running of the service.
Research & practice development	<ul style="list-style-type: none"> To promote and apply best evidence to service delivery. To undertake audit projects relevant to occupational therapy and/or service area, disseminating findings at local level. To broaden research and development skills through participation in local audit and research projects.

Full KSF Outline – Band 6 Senior Occupational Therapist				
Dimension	Level 1	Level 2	Level 3	Level 4
Core Dimensions				
1: Communication			X	
2: Personal & People Development			X	
3: Health, Safety & Security		X		
4: Service Improvement		X		
5: Quality			X	
6: Equality & Diversity		X		
Specific Dimensions				
Health and Wellbeing				

HWB2: Assessment and care planning to meet health and wellbeing needs				X
HWB4: Enablement to address health and wellbeing needs				X
Information and Knowledge				
IK1: Information Processing		X		
General				
G1: Learning and Development		X		
G2: Development and Innovation		X		

General

- 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.
- The post holder is expected to comply with all relevant Trust and prison policies, procedures and guidelines, including those in relation to Equal Opportunities and Confidentiality of Information.
- The post holder is responsible for ensuring that the work that they undertake is conducted in a manner which is same to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If post holders consider that a hazard to Health and Safety exists, it is their responsibility to report this to their manager(s).
- The post holder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when not in use, minimising water usage and reporting faults promptly.
- South West London and St George's Mental Health NHS Trust operates a no smoking policy. The Trust has been smoke free since 01 January 2006.

Updated by: Mandy Billingham
Job title: Deputy head of therapies CAMHS
Date: 31.01.23

PERSON SPECIFICATION

Job Title: Band 6 Senior Occupational Therapist – Forensic Mental Health Services

Education, Training & Qualifications	Desirable /Essential	Short listing Evidence by
Diploma or degree in Occupational Therapy	Essential	Application Form
Registration to practice in the UK	Essential	HPC Certificate
Practice placement educators' course within one year of appointment	Desirable	
Apple registration	Desirable	
Evidence of post registration training relevant to mental health practice	Desirable	
Training in the theory and application of the model of human occupation within the first 4 months of appointment	Essential	
Experience	Desirable /Essential	Short listing Evidence by
Experience of carrying a caseload in a mental health setting	Essential	
Experience of working in a multi-disciplinary team.	Essential	
Experience of working in a range of mental health settings	Desirable	
Experience of supervising junior staff	Essential	
Experience of maintaining a written record of continual professional development	Essential	
Experience of individual and groupwork	Essential	
Successful completion of preceptorship	Desirable	
Experience of being a practice placement educator	Desirable	
Experience of using mental health services as a service user, or carer, relative, friend of a service user	Desirable	In interview
Experience of writing specialist occupational therapy reports	Essential	
Experience of participating in service development projects	Essential	
Experience in using the Remotivation model with service users	Desirable	
Experience of working with service users with significant motivational challenges	Desirable	
Knowledge and Skills	Desirable /Essential	Short listing Evidence by
Communication		
Developed interpersonal skills enabling therapeutic alliances to be developed & maintained with patients who have multiple & complex needs	Essential	
Basic word processing and IT skills	Essential	
Proficient standard of written communication skills	Essential	
Ability to promote & maintain the profile of OT within an MDT & the wider organisation	Essential	
Personal and People Development		
Ability to work autonomously and set own priorities	Essential	
Ability to reflect upon and critically appraise own performance	Essential	
Ability to deliver presentations	Essential	
Ability to role model positive professional behaviour	Essential	

Health, Safety & Security		
Ability to work in a way that minimises risks to health, safety & security of self, service user & members of the public	Essential	
Ability to monitor work areas & practices to maintain a healthy, safe and secure working environment.	Essential	
Service Improvement		
Ability to adapt own practice & style of working	Essential	
Audit skills	Desirable	
Ability to express constructive views & ideas in relation to improving service effectiveness	Essential	
Quality		
Applied knowledge of confidentiality & consent issues	Essential	
Applied knowledge of current national legislation, policies & guidelines relevant to clinical area	Essential	
Good personal management skills in order to manage a clinical caseload & varied workload	Essential	
Ability to analyse professional and ethical issues	Essential	
Ability to work effectively within a team and understanding of the importance of collaborative working in the delivery of good quality services	Essential	
Equality and Diversity		
Ability to apply equal opportunities & anti-discriminatory interventions that respect the patients' customs, values & spiritual beliefs	Essential	
Ability to recognise & report behaviour that undermines equality & diversity	Essential	
Ability to promote a culture of recovery & social inclusion	Essential	
Health and Wellbeing		
Ability to assess complex health & well being needs & develop, monitor & review care plans to meet those needs	Essential	
Working knowledge of model of human occupation tools	Desirable	
Ability to undertake clinical risk assessment & apply risk management strategies	Essential	
Knowledge of how mental health and physical difficulties impact upon occupational functioning & performance	Essential	
Specialist clinical skills relevant to client group	Essential	
Skills in promoting recovery, social inclusion, health promotion & relapse prevention	Essential	
General		
Knowledge of our business and how it supports patient care	Essential	
Ability to evaluate the effectiveness of interventions in the context of best available evidence	Essential	
Ability to implement clinical protocols	Desirable	
Other		
Member of the British Association of Occupational Therapy	Desirable	
Preparedness to work flexible hours through prior arrangement as the needs of the job dictates. (e.g. some evenings and weekends)	Essential	