

Occupational Therapist

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Job Description

Job Title Occupational Therapist

Location Reading Adult Services

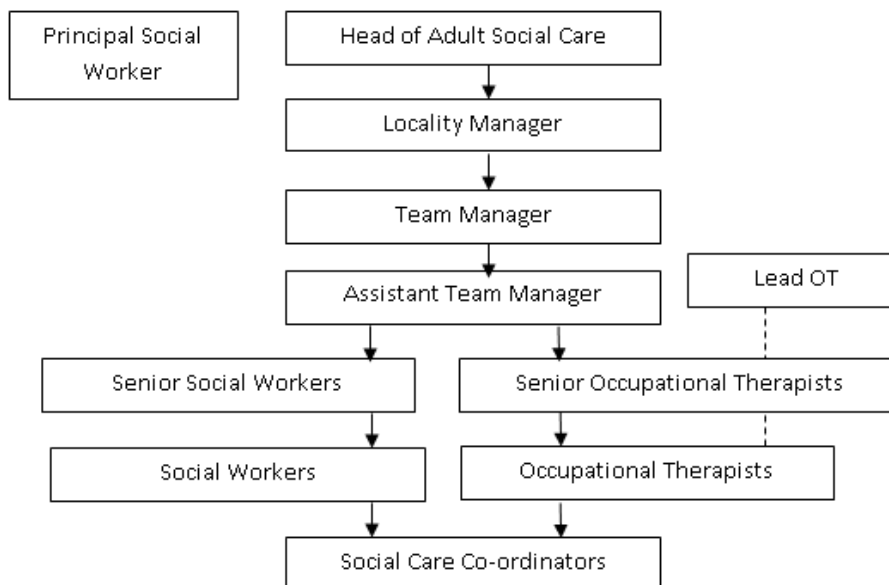
Grade/Salary Range RGSW5/6/7 - spine points 24 to 36, with gateway at SCP 25, career progression at SCP 25, gateway at SCP 31 and career progression at SCP 33

Service/Directorate Adult Social Care
Directorate of Adult Care and Health Services

Job Purpose

1. Ensure delivery of integrated Health and Social Care service, supporting vulnerable adults in Reading, through a pro-active personalised approach.
2. To undertake Occupational Therapy assessments and interventions, with individuals and their carers.
3. To work within the framework provided by statute, guidance, policies and procedures.
4. To provide supervision and /or line management to Social Care Coordinators and/or Occupational Therapists according to career grade.
5. Responsible for providing peer support to colleagues and clinical advice and guidance to Duty and Care Co-ordinators

Designation of Post and Position within Departmental Structure



Main Duties and Responsibilities

1. Carry out holistic Occupational Therapy assessments and interventions to clients who have a wide range of medical conditions and physical disabilities. Ensuring opportunities for reablement, maximising individual's ability to care for themselves in the community and managing risks at the lowest practical level.
2. To apply a personalised approach, identifying those people suitable for rehabilitation and to be able to set goals and review outcomes. Offering reablement and prevention services to facilitate independence and wellbeing.
3. Carry out manual handling risk assessments, interventions and equipment provision; adhere to relevant manual handling legislation, local policies and procedures.
4. Carry out specialist functional assessments to include but not limited to; activities of daily living such as eating, communication, seating, postural assessments, environmental controls, adaptations, transport, accessing community, CHC assessments and human occupation.
5. To have a comprehensive working knowledge of Disabled Facilities Grants (DFG) and the legislation, to carry out assessments and recommendations as required by the DFG legislation.
6. To ensure that Housing options are considered, explored and supported.
7. Work in collaboration with assessment and care management to ensure care provision is appropriate post intervention i.e. care package is reduced if independence is increased. To take on the role of lead professional in complex cases as appropriate.
8. To carry out carer assessments and interventions as appropriate.
9. Work autonomously to manage own complex clinical caseload. Provide clinical advice to cases managed by care coordinators. Recognise specific areas of concern and the need to re-prioritise cases according to circumstances or to refer people to other support as appropriate.
10. Participate in triaging referrals to identify eligible unmet need and priority. There is a requirement to support self-assessment and direct provision of services. Signposting and advice to clients who do not meet the criteria of council service provision or do not wish to have a service provided but wish to provide this for themselves.
11. Promote the use of assisted technology, including Telecare to encourage independence.
12. Undertake assessments and documentation associated with Blue Badge applications.
13. Keep clear, concise, accurate records according to professional standards and local policy ensuring confidentiality in all aspects of work for Reading Borough Council.
14. Responsible for reviewing and reflecting on own practice and performance and participating in the Council's appraisal process.
15. Provide supervision for the induction and training of students on fieldwork practice placements.
16. To undertake Best Interests assessments under the Deprivation of Liberty safeguards on completion of the training as identified in the progression criteria.
17. To develop and maintain an understanding of eligibility criteria and to apply these criteria to individual's needs.
18. To participate in multi-disciplinary/agency working.

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19. To develop and maintain knowledge, understanding and links with community resources, voluntary agencies and service providers in order to identify the best options available to meet individual's assessed needs.
20. To monitor/review cases in a timescale appropriate to the circumstances and at least annually, ensuring that needs remain met.
21. To work in accordance with statutory legislation and Reading Borough Council policies and procedures.
22. To be accountable to the Team Manager and to participate in regular supervision, training, appraisal and team meetings.
23. To work effectively as a member of a team and demonstrate an understanding of team dynamics.
24. To maintain continuous professional development in accordance with the standards set by the governing body and work within HPCP OT Standards of proficiency.
25. To undertake safeguarding investigations when competent under supervision, attending strategy meetings, case conferences and reviews and taking a lead role when appropriate.
26. To provide training, supervision or line management to Social Care Coordinators and/or Occupational Therapists according to career grade.
27. To contribute to the provision of a service 7 days a week for which an appropriate enhancement will be paid if applicable. For those appointed before September 2017 this not an expectation. Should staff wish to take part in the Rota they may request to change their Terms & Conditions.

Criteria to progress through the Gateways and Grades:

Please refer to career development frame work "Guiding Principles for Occupational Therapy" Royal College of Occupational Therapy 2017 and Career Framework quick reference box below. Progression though gateways on demonstrating competences below.

www.rcot.co.uk/practice-resources/learning-zone/career-development-framework

Progression though gateway at SCP 25, on demonstrating competences.

Progression to RGOT6 Experienced Occupational Therapist at SP 28, on completion of BIA and /or on demonstrating competences.

Progression through gateway SCP 31, on demonstrating in-depth knowledge of an area of practice. To apply and share this knowledge and on demonstrating competences.

Progression to SCP 33 Higher Specialist Occupational Therapist.

On demonstrating competences.

Facilitate reflective and evidence informed practice.

Provide leadership and professional wisdom in situations of high complexity. Provide constructive challenges to enhance practice, procedures and policies, promote

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innovation and introduce new ways of working. Contribute to the development of knowledge and promote excellence in practice.

Where appropriate support management teams in referrals and priorities for case allocation.

Evidence , Research And Development Pillar Level 5 can also be considered towards the gateway competencies but is not essential to progress through this gateway.

Guiding Principles for Occupational Therapy” Royal College of Occupational Therapy 2017 Competences

Progression	Professional Practice Pillar	Facilitation of Learning Pillar	Leadership Pillar	Evidence , Research And Development Pillar
Gateway at SCP 31	Level 5	Level 5	Level 4	
RGOT6 Experienced occupational therapist at SP 34	Level 6	Level 5	Level 4	
Gateway at SCP 37	Level 6	Level 5	Level 5	
Senior OT SCP 39	level 7	Level 6	level 6	Level 5

Career progression will be dependent on budget and the needs of the service.

Special/Other Requirements/Responsibilities of this Post

Level of DBS check required for this post *Enhanced with a check of the barring list(s)

If *, does the post require a check against the list of people barred from working with vulnerable adults? YES

If *, does the post require a check against the list of people barred from working with children? YES

What other security/safer recruitment clearances are required for this post? (excluding standard identity/work permit/education qualification checks) N/A

Is this post “politically restricted”? NO

Responsibility for Health & Safety: LEVEL 1

Please specify responsibility for implementing the Council’s risk management strategy as it applies to the service, ensuring risks to service delivery and specific projects or initiatives are recognised and that actions are taken and monitored to mitigate risks identified

Occupational Therapists have a responsibility to carry out risk assessments, identify and implement risk management plans for people at risk.

Please specify any other Statutory Duties and/or responsibilities of this post not already covered in the “Main Duties & Responsibilities” above

N/A

Person Specification

Qualifications/Education/Training

1. Professional Occupational Therapy qualification
2. Current registration with the professional governing body, HCPC.

Experience

1. Experience of assessing needs and implementing care and support plans.
2. A wide range of experience of working with professionals from other agencies.
3. Experience of managing own workload.

Skills, Abilities & Competencies

1. The ability to independently interpret and analyse varied and complex information or situations and to produce solutions.
2. The ability to undertake assessment of complex needs (complexity appropriate to career grade) and develop, monitor and review care and support plans in collaboration with people, their carer and other agencies.
3. The ability to use coaching skills and enabling approaches whenever possible to support people to maintain or regain independence and to meet needs which may be difficult to satisfy.
4. The ability to organise own workload and to determine priorities.
5. The ability to use own initiative to respond independently to difficult problems and unexpected situations and seek advice when necessary.
6. The ability to communicate fluently, verbally and in writing, with a wide range of people.
7. The ability to write complex reports, working under pressure, meeting deadlines and dealing with interruptions.
8. To be able to operate our electronic social care system and to use an electronic calendar, word processing and spreadsheets.
9. The ability to maintain own wellbeing and that of others. To be able to cope with intense emotional demands arising from working with vulnerable people experiencing difficult and distressing life situations.
10. Ability to work well with colleagues on all levels and from other disciplines as a member of a team. Demonstrate and communicate a clear understanding of own role and that of others.
11. Demonstrate and continue to develop knowledge of theories related to Occupational Therapy practice and an ability to apply them to achieve positive outcomes for people.
12. The ability to provide professional supervision or line management to Care Coordinators or Occupational Therapists according to career grade.
13. The ability to use supervision effectively and to implement reflective practice.
14. The ability to implement the principles of best value and to identify the most cost effective solutions.
15. The ability to work within a legislative framework and to follow policies and procedures.

Specific Working Requirements

1. To contribute to the provision of a service 7 days a week. For those appointed before September 2017 this not an expectation. Should staff wish to take part in the Rota they may request to change their Terms & Conditions.
2. Ability to travel with daily use of a car is desirable.