

Job Description

POST TITLE	Occupational Therapist
DIRECTORATE	Adults Health and Integration
GRADE	PO3
LOCATION	London Borough of Hackney
RESPONSIBLE TO	Occupational Therapy Manager
RESPONSIBLE FOR	Occupational Therapy Assistants

PURPOSE OF THE JOB

1. Responsible for carrying out comprehensive assessments within the community for people who have either a permanent or a complex and substantial disability. there has to be something about the provision of services that prevents people from needing an ongoing service
2. Responsible for carrying out assessments under relevant legislation such as the Care Act and Housing Grants, Construction and Regeneration Act, to reduce handoffs and ensure that changes in the environment that facilitate independence are reflected in the care provision.
3. Being part of a Multidisciplinary Team, reviewing the appropriateness and effectiveness of the existing provision of care whilst exploring ways how service users can be supported towards greater independence.
4. Responsible for the effective supervision of Occupational Therapy Assistants and Occupational therapy students as required.
5. Carrying out tasks within the OT and Sensory service which will deliver services that will support Adult Social Care ambitions and vision.
6. Work in partnership with service users, carers, and a range of other professionals and stakeholders to support people to maximise their independence.
7. Responsible for the review of support packages, equipment and adaptations.
8. Responsible for keeping accurate and timely case notes on appropriate systems at all times.

9. Assessment and prescription of Telecare and assistive technologies.

SERVICE SPECIFIC ACCOUNTABILITIES

Assessment and provision of equipment and recommendations for adaptations.

1. To work within the relevant legislative framework, local, organisational and national priorities, policies and procedures that underpin all practice.
2. To be knowledgeable of the legislation underpinning practice such as The Care Act 2014, Housing and Regeneration Act 2008, Mental Capacity Act and Housing Grants, Construction and Regeneration Act 1996.
3. Be aware of the local political drivers that influence Hackney policy and practice.
4. To work in a multidisciplinary way to support the neighbourhood's model in Hackney, working with health and social care partners and voluntary organisations.
5. To provide comprehensive OT assessments for Hackney residents with complex and substantial needs and their carers who have been referred to the Occupational Therapy Service. Something about prevention here pls.
6. Undertake functional assessments to support social workers in developing packages of care.
7. To contribute to providing support packages for customers and carers with complex and substantial needs through appropriate OT interventions including advice, retraining, specialist equipment and recommendations for complex environmental adaptations.
8. To present well thought out and clear specifications for environmental adaptations on behalf of disabled residents living in Hackney Housing, Housing Association, privately rented and owner-occupied accommodation.
9. To identify and manage any risks related to the provision and use of specialist equipment within the home environment
10. To be responsible for recognising vulnerable people and following procedures to record, investigate and respond with appropriate and timely support and interventions
11. To assist with safeguarding adult enquiries, assessing and analysing risk and contributing to the development of multi-agency safeguarding adult plans.
12. To provide information, advice or signpost customers to a range of universal services.
13. To proactively promote activities and services that improve health and wellbeing.

14. To ensure that you work in a strength-based approach that reflects the principles of personalisation so your service user receives person-centred support which facilitates choice and promotes independence

INTEGRATION, TEAMS & NEIGHBOURHOOD:

1. Eight neighbourhood areas have been created in City and Hackney Neighbourhoods, formed as much as possible around natural communities based on GP registered lists. These Neighbourhood areas serve populations of between 30,000 to 50,000 residents. The intention is for Neighbourhood areas to be small enough to provide personal care, but large enough to provide a broad range of resilient services.
2. At the core of each Neighbourhood will be a community-centred, integrated team, working across healthcare, social care, public services, community groups and voluntary agencies and the people it serves. In essence, these are multi-disciplinary front-line teams, which will deliver integrated patient-centred services.
3. It is intended that by working together, staff across different disciplines will experience improved communication between services, share knowledge and expertise, and coordinate care planning and delivery.
4. In your role as you will be working in these neighbourhoods and helping to develop and deliver the neighbourhood vision.
5. Work collaboratively with teams and individuals across the Council and partners.
6. Develop staff to realise their potential, develop their career pathways within Hackney and at all times seek improved outcomes for Hackney residents.

Monitor and report

1. To ensure that if specialist equipment is provided that it achieves its purpose of improving levels of independence or ease of care safely and effectively.
2. To provide concise, accurate and objective verbal and written reports, paper-based / IT records and correspondence.

Other

1. To apply and demonstrate sound clinical reasoning in decision making.
2. To reflect on and review own practice, ensuring that it meets current local and professional requirements.
3. To comply with the standards of practice outlined by RCOT and to demonstrate continued professional development.
4. To carry out such other duties within the competence of the post-holder that may be required from time to time.

CORPORATE ACCOUNTABILITIES

Corporate Responsibilities

1. Promotes one organisation' approach.
2. To promote equality among all staff, and ensure that services are delivered in a non-discriminatory way, that is inclusive of disadvantaged groups
3. Encouraging accountability amongst staff towards sustainability.
4. Deputise for the line manager as required.

Service

1. Suggest new and innovative ways of delivering services that provide high quality and good value for money.
2. Consistently apply high-quality service standards and levels of customer care, and establish and monitor the performance of OTA roles.

People

1. Work collaboratively with internal and external stakeholders and individuals and promote the council's multidisciplinary and integrated way of working.
2. Develop junior staff to realise their potential, support their careers and therefore improved outcomes for Hackney residents.
3. Manage staff performance appropriately by providing constructive feedback and taking action where performance falls below the expected standard

Person Specification

POST TITLE: Occupational Therapist

GRADE: PO3

TECHNICAL EXPERIENCE/ SKILLS/KNOWLEDGE

Service management

1. Experience in carrying out effective OT assessments for disabled people and carers including clients with a wide range of needs within a diverse inner-city community.
2. Ensure that personalisation and prevention are at the core of the assessment process
3. Experience in working in partnership with disabled people and their carers to facilitate optimum levels of independence by making appropriate recommendations for OT interventions (including moving and handling) and reviewing the impact of these to ensure they are effective.
4. Experience in working in partnership with other service providers.
5. To be able to produce plans, design guidelines and drawings under supervision, for a wide range of adaptations to ensure high quality and cohesive service is provided for disabled people.
6. Experience in using monitoring systems effectively to record and store service and performance data.
7. Experience in creating work plans, supervising and appraising staff, managing performance, motivating, encouraging and developing people.

Communication skills

1. Able to communicate effectively, confidently and professionally both in writing and verbally. This may involve presenting complex information sensitively and appropriately to the needs of the audience and in line with organisational policy and practice.

Personally effective

1. Demonstrable ability to carry out work under their initiative, in a structured fashion, managing their workload. In doing this they will be able to prioritise work under pressure, adapt their priorities to changes in demand and deliver to agreed deadlines.
2. Demonstrate a personal and professional demeanour that generates credibility and confidence amongst staff, managers and other stakeholders.

Knowledge of Adult Social Care

1. Working knowledge of the Council's Corporate Strategy, budget strategy and Government directions, the modernising agenda, including Our Health, Our Care, Our Say, the Independent Living Strategy and best value

2. Working knowledge of relevant adult social care legislation, e.g. Care Act 2014, Mental Capacity Act, Housing Grants, Construction and Regeneration Act 1996 etc.
3. Knowledge of current best practice in public health and preventative services, Occupational Therapy and compensatory care interventions.
4. Good understanding of the needs of people with physical and sensory disabilities and the impact this has on their ability to communicate and function.
5. Understanding of the issues relating to the delivery of OT and Sensory services to disabled people within a diverse community setting and the range of solutions available to facilitate their independence.
6. Working knowledge of specialist equipment and adaptation options that can be recommended in the homes of people with physical disabilities
7. Understanding of the principles of a strength-based approach in practice.

Technical skills

1. Working knowledge of a wide range of typical IT tools including database, word processing, email and spreadsheet applications

QUALIFICATIONS

1. A UK state registered degree in Occupational Therapy.
2. A current Enhanced DBS check

SKILLS AND KNOWLEDGE

Accountability

1. Understands political drivers and the role of members.
2. Commitment to continuous learning and development for self and others.

Delivery

1. Experience in setting targets and delegating tasks.
2. Experience in monitoring performance and suggesting new ways of doing things.

Decision Making

1. Proven experience in making decisions based on available information
2. Able to make decisions that demonstrate commitment to Adult Social Care ambitions and visions, as well as the Council's vision for a better Hackney.
3. Able to make decisions that lead to the setting of OT working standards and able to contribute to the development of important policies and procedures within the service.

Working Together

1. Take into account others' views and harness the benefits of having a diverse workforce.
2. Experience in working in teams that takes account of the needs of diverse stakeholder groups.