

JOB DESCRIPTION

POST TITLE:	Occupational Therapist
GRADE:	10 (Equivalent to NHS Band 6)
DIVISION / UNIT:	Adult Social Care, Mental Health Care and Support Team
DEPARTMENT:	Children's and Adult Services
REPORTS TO:	OT Deputy Team Manager

PURPOSE OF THE JOB

To provide an occupational therapist service within the Mental Health Care and Support Team. The occupational therapist will hold a caseload of clients to provide OT interventions, work with the social workers and assistant practitioners to provide specialist OT assessments for clients on their caseloads and undertake some generic social care functions as necessary. The post-holder will need to be able to work creatively with service users who have complex needs or are hard to engage.

The Mental Health Care and Support Team provides specialist social care assessment and interventions to adults with mental health needs within the borough of Southwark, using a person centred and strengths based approach. The team comprises social workers, occupational therapists and assistant practitioners. Service users will have eligible needs under the Care Act 2014 and practitioners will tailor interventions to specific outcomes identified in collaboration with service users and, if appropriate, other professionals or family members.

PRINCIPAL ACCOUNTABILITIES

1. To visit people with mental health issues at home, in their permanent residence or in the community to carry out occupational therapy assessments. This will include the use of appropriate assessment and intervention tools that support best practice and capture physical, mental health and social care needs. Assessments may include daily living skills, carer support, social situation and environmental barriers for people with mental health issues.
2. To enable adults with mental health problems to undertake their activities of daily living as independently as possible

3. To work as part of a multi-disciplinary team and undertake specialist OT assessments for other members of the Care and Support Team to support their social care assessments and support planning.
4. To ensure those accessing the service, including families and carers, are at the centre of decision making regarding their support arrangements and that opportunities for choice and control are optimised and reflected in assessments and reviews.
5. To keep up to date with changes in legislation, practice and policy.
6. To promote access to paid employment, training, rehabilitation, social and leisure opportunities and to work with local and community groups to make them welcoming and accessible.
7. To work across agencies and professional boundaries to ensure a whole systems approach to assessment, support planning and review. This includes making appropriate referrals and offering advice to other agencies and providers.
8. To maintain accurate case records, ensuring that all data recorded meets the Directorate's standards in relation to accuracy, quality and timeliness.
9. To participate in the safeguarding process for vulnerable adults in line with local policies and legislation.
10. To participate in a duty rota, responding to queries and requests for urgent support from service users, carers and other agencies.
11. To work within a framework of anti-discriminatory and anti-oppressive practice. To seek to address equality issues in service provision. To advance human rights and promote social justice and economic wellbeing through your practice.
12. To assist in the mentoring and supervision of assistant practitioners or students, including students of other disciplines as required and to support the development of professional skills for departmental staff and external professionals where appropriate.
13. To ensure that information or signposting is clear, consistent with policy and shared appropriately with service users and their support networks.
14. To undertake any other duties appropriate to the post and grade.

JOB CONTEXT:

Southwark council is committed to supporting vulnerable adults to achieve independence and social inclusion via personal budgets, self-directed support, and provision of suitable accommodation. The post holder is expected to provide a proactive approach that encompasses these goals and sets out to achieve these aims.

This post is in the Mental Health Care and Support Team and the post holder will report to the Deputy Team Manager (OT). The team provides a social care service to adults whose daily lives are impacted by mental illness or impairment, within the provisions of the Care Act 2014 and s117 of the Mental Health Act 1983.

The post holder will be provided with opportunities for continuous professional development and will be expected to develop their specialist knowledge and skills, particularly in relation to:

- Assessment and Intervention
- Specialist OT assessment via the Model of Human Occupation
- Safeguarding / Risk Assessments
- Local resources and procedures
- Identification of continuing healthcare needs
- Identification of mental capacity, Safeguarding, DoLS and complex family issues
- Support of motivation to change

The post holder will be responsible to the Deputy Team Manager with clinical support available from a senior OT or OT Team Manager. They will seek advice where referrals involve policy decisions or where support with complex problems is required.

The post holder will have no formal supervisory responsibility but will be expected to offer guidance to students and new members of staff joining the service.

Grade/Conditions of Service

Grade 10.

Contractual hours: 36 per week in accordance with the needs of the service Monday to Friday. The post holder may be required to work outside of normal working hours in accordance with service needs.

Flexible Working

The Council supports a number of flexible working options.

As part of the Southwark Council's commitment to continuous professional development the post holder may be required to rotate to other suitable positions of an equivalent grade.

Location

This role will be based at the Adult Social Care Castlemead office in Camberwell and may need to travel to other Council buildings and across the borough as required for business purposes.

Financial Responsibilities

The post holder will not be a budget-holder but must have an awareness of the need to work within a tightly controlled budget.

Regulatory Activities

The post is considered as exempt from the Rehabilitation of Offenders Act 1974, which means that all convictions, cautions, reprimands and final warnings on your criminal record need to be discussed. Only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining this position.

This post required **ENHANCED** DBS clearance.

The employment is subject to a probationary period of twenty six weeks from your start date of employment with Southwark Council, during which time you will be required to demonstrate to the council's satisfaction your suitability for the position in which you are employed.

PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job.

Knowledge, including educational qualifications:	Essential (E)	How assessed (S/ I)
1. HCPC registered Occupational Therapist with a recognised OT qualification	E	S
2. Knowledge of current and proposed legislation, policy and guidance in relation to community care in general, in particular the Care Act 2014 and Mental Capacity Act 2005	E	S
3. Knowledge of OT theory, specialist assessments and interventions	E	S/I
4. Knowledge and understanding of wellbeing principles, strengths based and rehabilitative practice	E	S
5. Knowledge of safeguarding adults procedures and the ability to identify where adults may be at risk of abuse or neglect and to take appropriate action	E	I
6. Knowledge of the principles of equal opportunities, anti-discriminatory and anti-oppressive practice in assessment and the provision of services	E	I
Experience:		
7. Experience of supporting adults with limitations caused by mental illness/impairment using strengths based and person centred models that promote independence including: 1:1 work, the identification of needs and planning and implementing support	E	S

