Kent County Council

Job Description: *Experienced Occupational Therapist*

Directorate:	**Adult Social Care & Health**
Unit/Section:	**Enablement and Support**
Grade:	**KSH**
Responsible to:	**Senior Practitioner Occupational Therapy**

Purpose of the Job:

Occupational Therapy will focus on enabling independence and maximizing the wellbeing of people we support and their carers. The role has a defining responsibility in promoting a strengths-based approach, empowering people to focus on occupations which matter to them and prevent, reduce, and delay the need for statutory care services.

Using functional assessment, work to support adults, requiring early intervention/assessment, their families and carers, making a positive difference every day, supporting people to live their best lives in the home of their choice, having more control and choice, by providing a range of creative options through equipment, home adaptations, moving and handling techniques, enablement or advice and support, contribute to creating appropriate care and support plans, considering any requirements under the relevant legislative and policy requirements.

Main duties and responsibilities:

- Conduct Occupational Therapy functional assessments for a full range of people's needs, including more complicated situations, self-assessments and carers assessment. Identify current needs and potential outcomes (i.e., equipment, adaptations, housing needs,) to help the person optimise their independence.

- Work with colleagues to deliver a full range of occupational therapy intervention in social care, including supporting writing goals and outcomes within the enablement service, implementing practical techniques, approaches and strategies to overcome barriers to independence including equipment and adaptations, advanced moving and handling solutions.

- Arrange for the provision of highly specialist equipment demonstrating effective use of resources by considering recycled items. Comply with risk assessment policies as required by the directorate and in line with Medicines and Healthcare products Regulatory Agency (MHRA) guidance and demonstrate appropriate use of the Joint Specialist Equipment panel and Home Support Panel.

- Work collaboratively with partnership agencies including health, housing and the voluntary sector, in order to support integration initiatives, promote better housing strategies and deliver Disabled Facilities Grants to promote achieving the best outcomes for clients.

- Following a period of assessment, and identification of a person's eligible needs, identify occupational focused goals that may contribute to the development of a specialist enablement programme and/or the care and support plan, providing clinical reasoning and risk assessments to support the recommendation

- Work in partnership with all teams, partner organisations and other parties (including housing) to offer a broad range of options to the people we support, their carers and their families, providing Occupational Therapy specific information, advice and guidance.

- Support the Senior Practitioners in monitoring staff performance using thorough evaluation and supervision, in accordance with agreed procedures and criteria, in order to maintain high practice standards and enable continued development of professional skills that meet service requirements

- Deputize as required for the Senior Practitioner to support with the day-to-day business, including triaging and allocating cases to ensure smooth running of the service.

- Work in partnership with further education providers, and the Practise Development Officer and operational managers, to promote the offer of practice placement opportunities for student Occupational Therapists.

- Be flexible and adaptable in supporting people, their families and cares by working across all teams across the Adult Social Care and Health Directorate where Occupational Therapy intervention is required.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Experienced Occupational Therapist*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	• Degree or Diploma in Occupational Therapy. • Up to date registration with the Health & Care Professions Council (HCPC) • Competent to work at the Experienced Practitioner level of the social care capabilities framework for registered workers.
EXPERIENCE	• Post qualification experience, in Adult Social Care, Health related agencies or related private or voluntary organisation, of a magnitude that enables the post holder to have achieved the relevant skills of the Capabilities Framework. • Experience of multi-agency/partnership working.
SKILLS AND ABILITIES	• Supervision, mediation, and negotiation skills • Ability to educate and support colleagues and Occupational Therapy students • Effective interpersonal skills in order to communicate effectively with service users, colleagues and partner agencies. • Ability to prioritise and to work effectively on own initiative as well as part of a team. • Effective written and IT skills for report writing. • Ability to contribute to and lead a range of servicerelated projects • Ability to effectively manage conflict • Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery and relationship with the client to respect people as individuals regardless of age, ethnic origin, cultural values, disability, gender, sexual orientation, or religion. • Ability to travel across a wide geographical area in a timely and flexible manner to ensure the needs of the service are met, including evening and weekend working when required. • A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.
KNOWLEDGE	• Knowledge and understanding of directorate and corporate policies, procedures, and practice • Good understanding of joint working with partner agencies • Knowledge of adult safeguarding policies, procedures, and protocols.

	• Knowledge of financial procedures appropriate to the job • Knowledge of the Mental Capacity Act. • Awareness of data protection and confidentiality issues.
KENT VALUES AND CULTURAL ATTRIBUTES	**Kent Values:** • We are **brave.** We do the right thing, we accept and offer challenge • We are **curious** to innovate and improve • We are **compassionate**, understanding and respectful to all • We are **strong together** by sharing knowledge • We are all **responsible** for the difference we make Our values enable us to build a culture that is: **Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering -** Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making