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| <b>Directorate:</b>    | <b>Adult Social Care and Health</b>               |
| <b>Unit/Section:</b>   | <b>Older People/Physical Disability</b>           |
| <b>Grade:</b>          | <b>KR9</b>                                        |
| <b>Responsible to:</b> | <b>Senior Practitioner Occupational Therapist</b> |

**Purpose of the Job:**

Provide robust intervention for all Occupational Therapy business across the Short Term Pathway Team as designated by the Senior Practitioner Occupational Therapist, according to business need, demand and development of new ways of working. Deliver all aspects of OT business in Social Care (as defined in the Occupational Therapy Social Care framework) whilst also embracing leading and influencing change of approach and use of a new script for all colleagues, to promote a culture of early intervention and prevention whilst promoting maximising independence for the service users and improving their outcomes.

Work with clients requiring short term intervention of varying levels of complexity, requiring Occupational Therapy assessment and intervention, using a preventative approach to maximise independence. Identify through functional assessment necessary equipment and adaptations, contribute to creating appropriate care and support plans, considering any requirements under relevant legislative and policy frameworks.

**Main duties and responsibilities:**

1. Conduct Occupational Therapy functional assessments (including where appropriate self-assessments and carers assessments), to establish people's abilities, difficulties and dependencies in order to provide a range of interventions, and identify current needs and outcomes (i.e. equipment, adaptations, housing needs, domiciliary support, residential care) to help the person optimise their independence.
2. Work with colleagues to deliver a full range of occupational therapy intervention in social care, including supporting writing goals and outcomes within the enablement and outcome based care framework, implementing practical techniques, approaches and strategies to overcome barriers to independence including equipment and adaptations.
3. Arrange for the delivery and trial of specialist equipment demonstrating effective use of resources by utilising recycled items. Comply with risk assessment policies as required by the Directorate and in line with MHRA guidance.

4. 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.
5. Following a period of assessment, and identification of a persons eligible needs, contribute to the development of the care and support plan, providing clinical reasoning and risk assessments to support the case through the care assurance panel for authorisation.
6. Provide Occupational Therapy specific information, advice and guidance (for example to carers, promoting self-purchase, health promotion) and support carers to continue to optimise independence.
7. Identify and refer any concerns to the relevant specialist team to ensure that clients are fully supported as required.
8. Provide professional advice and support to staff in the team, across the Directorate and multi-agency staff on all aspects of disability and strategies to maximise independence, to enhance the decision making process for the appropriate provision of services within the resources available.
9. Contribute to the development of new and existing practices, procedures and initiatives to ensure that Directorate resources are used effectively, and that government guidance and legislation are appropriately reflected.
10. Work in partnership with further education providers, including the offer of practice placement opportunities for student Occupational Therapists.
11. Accountable for own performance regarding adherence to all Directorate policies. Ensure continued professional development to support professional registration (HCPC).
12. Create and maintain accurate, up to date and reliable data, information and records in line with information governance framework requirements, standards and best practice to ensure compliance with legislation.

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

## Kent County Council

### Person Specification: Occupational Therapist

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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.

|                             | <b>CRITERIA</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| <b>QUALIFICATIONS</b>       | <ul style="list-style-type: none"> <li>• Degree or Diploma in Occupational Therapy.</li> <li>• Up to date registration with HCPC</li> <li>• Competent to work at the Practitioner level of the Social Care Capabilities Framework for Registered Workers</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>EXPERIENCE</b>           | <ul style="list-style-type: none"> <li>• Experience, in Adult Social Care, Health related agencies or related private or voluntary organisation, of a magnitude that enables the post holder to carry out the required duties.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>SKILLS AND ABILITIES</b> | <ul style="list-style-type: none"> <li>• Ability to communicate effectively with clients, carers, colleagues and partner agencies through written and verbal communications</li> <li>• Ability to gather and assimilate information in order to complete Assessments and develop Care and Support Plans.</li> <li>• Ability to build and develop effective working relationships across a wide range of internal and external partners</li> <li>• Good observational and functional assessment skills.</li> <li>• Ability to prioritise workload and work effectively under own initiative and as part of a team</li> <li>• IT skills and effective use of Microsoft Office programs</li> <li>• Ability and commitment to support the Directorate's Equality and Diversity Policy Statement which is an integral part of the Directorate's service delivery.</li> <li>• Ability to travel across a wide geographical area in a timely and flexible manner to ensure that the needs of the service are met, including evening and weekend working when required.</li> </ul> |
| <b>KNOWLEDGE</b>            | <ul style="list-style-type: none"> <li>• An evidenced based understanding and application of key policies, legislation and statutory guidance, and eligibility criteria relating to provision of support to the client group, including the Care Act, Housing legislation(DFG) , and Moving and Handling legislation.</li> <li>• Understanding of Person Centred Planning and approaches</li> <li>• Working knowledge of the needs of the client group</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|                                            | <ul style="list-style-type: none"> <li>• Awareness of the local resources available in the community</li> <li>• Knowledge of potential safeguarding issues and understanding of the referral process</li> <li>• Working knowledge of financial procedures appropriate to the job.</li> <li>• Detailed understanding of the Mental Capacity Act and undertaking Mental Capacity Assessments.</li> <li>• Awareness of data protection and confidentiality issues.</li> <li>• Awareness of legislation relating to Equal Opportunities and KCC equality and diversity policies, procedures and legislation.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>KENT VALUES AND CULTURAL ATTRIBUTES</b> | <p><b>Kent Values:</b></p> <ol style="list-style-type: none"> <li>1. We are <b>brave</b>. We do the right thing, we accept and offer challenge</li> <li>2. We are <b>curious</b> to innovate and improve</li> <li>3. We are <b>compassionate</b>, understanding and respectful to all</li> <li>4. We are <b>strong together</b> by sharing knowledge</li> <li>5. We are all <b>responsible</b> for the difference we make</li> </ol> <p>Our values enable us to build a culture that is:</p> <p><b>Flexible/agile</b> - willing to take (calculated) risks and want people that are flexible and agile</p> <p><b>Curious</b> - constantly learning and evolving</p> <p><b>Compassionate and Inclusive</b> - compassionate, understanding and respectful to all</p> <p><b>Working Together</b> - building and delivering for the best interests of Kent</p> <p><b>Empowering</b> - Our people take accountability for their decisions and actions</p> <p><b>Externally Focused</b> - Residents, families and communities at the heart of decision making</p> |