

Kent County Council

Job Description: *Occupational Therapist*

Directorate:	Adult Social Care and Health
Unit/Section:	Enablement and Support
Grade:	KSG
Responsible to:	Senior Practitioner Occupational Therapist

Purpose of the Job:

Occupational Therapy will focus on enabling independence and maximizing 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, fresh moving and handling techniques, enablement or advice and support.

Main duties and responsibilities:

- Conduct Occupational Therapy functional assessments (including where appropriate self-assessments and carers assessment using a person-centred, strength-based approach, identify current needs and options for support (i.e., equipment, adaptations, moving and handling training, housing needs, domiciliary support) to help the person optimise their independence.
- Work with colleagues to deliver a full range of occupational therapy intervention in social care, where appropriate, including supporting writing goals and outcomes within the enablement service and outcome-based care framework, implementing practical techniques, approaches, and strategies to overcome barriers to independence including equipment and adaptations.
- 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.
- 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 persons.
- Work in partnership with a range of teams, partner organisations (including health, housing and voluntary) to offer a broad range of options to the people we support, their carers and their families.

- Create and maintain accurate, up to date and reliable data, produce quality reports and records in line with information governance framework requirements, standards, and best practice to ensure compliance with legislation and Royal College of Occupational Therapists (RCOT) professional standards of practice.
- 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 and 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.
- Work in partnership with further education providers, including 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: *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	<ul style="list-style-type: none"> • Degree or Diploma in Occupational Therapy. • Up to date registration with the Health & Care Professions Council (HCPC) • Competent to work at the Practitioner level of the social care capabilities framework for registered workers.
EXPERIENCE	<ul style="list-style-type: none"> • Post qualification experience, in Adult Social Care, Health related agencies, 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	<ul style="list-style-type: none"> • 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 service related 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.
KNOWLEDGE	<ul style="list-style-type: none"> • Working knowledge of directorate and corporate policies, procedures, and practice • Understanding of joint working with partner agencies • Working knowledge of adult safeguarding policies, procedures and protocols. • Working knowledge of financial procedures appropriate to the job • Working 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