

JOB DESCRIPTION

Job Title: Occupational Therapist

Service: Operations

Reports to: Service Manager

Direct Reports: None

ABOUT THE ROLE

The Occupational Therapist in this role will provide occupational therapy assessment, implementation of support plans and evaluation of therapy in order to enable and empower our Residents and Participants to achieve their maximum levels of functional independence and to enhance their sense of wellbeing.

ABOUT YOU

The person in this post will be driven to provide high quality care and support to others. An effective team member who can communicate effectively with people from different backgrounds and can respect equality, diversity, and inclusion. The person will be confident in working in the social care setting, particularly with people who have enduring mental health. The post holder will be compassionate, supportive, and empowering to others. They will be able to form effective, positive, and motivational relationships.

KEY RESPONSIBILITIES

- Provision of occupational therapy, assessment and treatment into the service.
- Comply with any required standards or procedures as detailed in the organisation policy and quality handbooks.
- Work towards KPI targets, outcomes and personal objectives.
- Adhere to Health & Care Professions Council (HCPC) and Consultation Observation Tool (COT) practice guidelines.
- Support our residents and participants with the relevant skills, experience, networks, and training to prepare them for resettlement into semi/independent living.
- Provide occupational therapy assessment and treatment in accordance with CPA guidelines and resident and participant care plans, through a recovery based approach. Including but not limited to, treatment plans, interventions, individual sessions and group sessions.
- Identify resident activity needs and wishes through assessments, observations, and discussions.
- Conduct risk assessment and create wellbeing plans and activities alongside internal and external teams.
- Recognise signs of deteriorating mental health and initiate appropriate interventions to prevent a crisis.
- Follow safeguarding protocols and make referrals where necessary.
- Explore the most appropriate methods and resources for meeting activity needs, including group events and individual sessions, using internal and external sources.



Social
Interest
Group



SIG Investments

- Support with training and inductions where required.
- Build and maintain strong working relationships and liaise with internal and external persons and agencies.
- Administration duties will vary. This includes maintaining confidential records in a timely manner and containing information in accordance with relevant statutory and organisational policies.
- This role may assist in the management of challenging situations, including the management of violence and aggression. Training will be required.

Other responsibilities than those described above may be required to be undertaken from time to time and will be expected to be performed to as long as it is within the capability and level of the position.

SIG Policies and Data Protection

- Promote the SIG values in creating a positive and productive environment, to create a Psychologically Informed Environment (PIE).
- Maintain high standards of service in line with organisational values and requirements, ensuring a safe, effective, caring, and responsive service.
- Maintain confidentiality in line with organisational policy in respect to residents, participants, staff, and business sensitive information.
- Adhere to SIG policies, processes, best practice, EDI, and data protection at all times.
- Comply with Health, Safety, and Environmental procedures.

PERSON SPECIFICATION

Qualifications and Experience	Rating
Appropriate Professional Qualification: Diploma or Degree (Hons) in Occupational Therapy or equivalent	Essential
Experience of working in mental health and/or learning difficulty setting or in similar nature of the role or Social Interest Group	Essential
HCPC Registration	Essential
Experience of effective support planning and risk assessment	Essential
Skills and Abilities	
IT Proficiency, ability to learn new software programs, basic Microsoft experience	Essential
Knowledge of relevant NICE and DoH guidance and protocols	Essential
Knowledge of regulatory frameworks for social care and treatment	Essential
Knowledge of safeguarding legislation	Essential
Ability to contribute to development and review of service specific procedures	Desirable
Knowledge of CQC outcomes framework	Desirable

Evidence of CPD	Desirable
Ability to support managers in organising and planning high quality service delivery to a CQC standard	Desirable
Personal Characteristics	
Excellent communication skills both written and oral and relationship building	Essential
Able to influence and negotiate positive outcomes with others	Essential
Ability to work with confidential information, maintain accurate records and write accurate reports	Essential
Flexible approach to problem solving	Essential
Sensitive and empathy to others, dealing with challenging circumstances with professionalism	Essential
Trauma-informed, non-judgemental approach to overcome barriers and achieve goals	Essential