

Job Description

Job Title	Occupational Therapist, Prevention and Early Intervention, Cambridgeshire County Council
Grade	P1, Scales 1 – 4 (£33,816 - £36,470)

Overall purpose of the job

To provide Occupational Therapy interventions to people as part of identifying, preventing, reducing and delaying the need for short term Reablement or long term social care provision.

To work closely alongside Reablement and social care staff, identifying where Occupational Therapy can enhance a person's independence, with the aim of them achieving their identified goals.

To work as a core member of the Prevention and Early Intervention Service to delay or prevent the need for long term care by using occupational therapy to consider if all alternative solutions to the provision of social care have been explored, and to support the delivery of a reabling culture and ethos.

To work in liaison with internal and external partners to deliver specialist risk assessments of service users, to determine the level of care and support required to best meet their needs.

To support and empower adults to enhance their quality of life, maximise their potential and to continue to develop independence skills within their own homes through accurate goal planning and review.

To work closely with all health and social care professionals involved in the care planning and delivery of support, acting as a vital link between health and social care.

To act as a point of expertise to the wider multidisciplinary team, providing support with complex cases, carrying out joint assessments and goal planning, coaching and mentoring others to raise awareness of the use of occupational therapy in their work.

Main accountabilities

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1.	<p>Complete person centred occupational therapy assessments, using a strength based outcome focused approach.</p> <p>Assess the functional needs of adults in the community, including those with variable conditions, physical health needs, mental health needs, chronic and terminal illness.</p> <p>Use clinical reasoning to provide appropriate options to enable people to maximise their level of independence.</p>
2.	<p>Deliver specialist and complex moving and handling risk assessment of service users in a range of settings to minimise the level of care and support required, including preventing, reducing and delaying the need for double handed support. Ensure clear and precise documentation of the risk assessment.</p>
3.	<p>Liaising closely with service users, informal carers, Reablement services, care providers and social care staff to feedback the recommendation of the above assessment, and any changes to care and support plans that are required.</p>
4.	<p>Plan and implement a range of creative and personalised solutions to assist people to improve their independence, through the delivery of Occupational Therapy interventions.</p> <p>These may include targeted functional rehab, facilitation of rapid access to equipment provision, minor adaptations, standard non-complex assessment of mobility and prescription of mobility equipment, signposting and referrals to appropriate statutory services and third sector organisations.</p>
5.	<p>Line manage Reablement lead support workers, supporting them to set functional goals in collaboration with the person, and their immediate support network in order for the person to increase their independence in identified activities of daily living.</p> <p>Review goals at appropriate timescales, contribute to weekly Reablement review meetings in liaison with lead support workers, and assist in determining the level of care required at the end of the Reablement pathway.</p> <p>Refer on to community occupational therapy and physiotherapy as/when necessary.</p>
6.	<p>Act as point of Occupational Therapy expertise within Prevention and Early Intervention and Adult Social Care as a whole, consulting with multi-disciplinary colleagues and providing expert advice on complex cases, carrying out joint visits where this will benefit the individual and facilitate a coordinated approach to enabling outcomes.</p>
7.	<p>Provide Occupational Therapy intervention within HMP Littlehey and HMP Whitemoor in order to meet the local authority's duty under the Care Act 2014. Work in liaison with Reablement to ensure that appropriate goals are set for prison residents in order to encourage as much independence as possible with daily tasks.</p>

8.	<p>Initiate opportunities to raise awareness of the benefit of therapy within Prevention and Early Intervention and wider social care teams. To include mentoring colleagues, providing training to front line staff in relation to the requirements of The Care Act 2014, rehab approaches, moving and handling, supporting the delivery of our credited assessor programme, active participation in team meetings, case reflection, peer review and case audits. Assess and sign off competencies of lead support workers and offer support to all Reablement staff when required.</p>
9.	<p>Act as an ambassador and representative of Cambridgeshire County Council by working jointly with key partner agencies to source appropriate solutions for individuals. Develop and maintain excellent working relationships and lead on ongoing service development with Social Care, Neighbourhood Teams, acute hospital therapists, discharge planning teams, community hospitals, domiciliary care providers, Mental Health Services, housing sector and voluntary organisations.</p>
10.	<p>Contribute to the evaluation and monitoring of outcome measures that demonstrate the impact of Occupational Therapy interventions and contribution towards savings targets to inform future service development. Influence and support policy and strategic development across the team and within Cambridgeshire County Council through the sharing of expert knowledge.</p>
11.	<p>Manage own caseload and organise and plan work activities. Maintain case records and proportionate assessments by providing concise and accurate information about an individual's circumstances through the appropriate IT systems. Ensure all work completed adheres to professional requirements and departmental recording methods and standards of information governance, customer consent and confidentiality.</p>
12.	<p>Take responsibility for own continuous professional development and legal accountability by keeping up to date with relevant information, evidence based practice, legislation and policies, participating in supervision, appraisal, reflective practice, quality audits and identifying and attending appropriate training.</p>
13.	<p>To provide support and mentorship for colleagues, support staff and students as appropriate.</p>
14.	<p>To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.</p>

Safeguarding commitment

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree/Diploma recognised by the College of Occupational Therapy	Occupational Therapy	Essential
	Registered with Health and Care Professions Council	Essential
	Member of Royal College of Occupational Therapy	Desirable
	Fieldwork/Practice Educator qualification	Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Essential/ Desirable
Knowledge	
Knowledge of current health and social care issues, legislation & good practice guidance. Evidence of recent and relevant Continuing Professional Development activities	Essential
Demonstrable awareness of the principles of the Care Act 2014, and of person-centred working.	Essential
Experience of working within or alongside a Reablement service.	Desirable
Understands the principles of confidentiality and informed consent and the wider considerations of the Mental Capacity Act.	Desirable
Good understanding of housing options suitable for older people and people with disabilities.	Desirable
Knowledge of Cambridgeshire's arrangements for Occupational Therapy, Reablement and Social Care provision.	Desirable
Working knowledge of the local Home Improvement Agencies and Disabled Facility Grant processes.	Desirable
Skills	
Excellent communication skills with ability to adapt to different situations.	Essential
Ability to create rapport and build relationships with service users and their families, using a person centred, strengths based approach.	Essential
Ability to be adaptable and open to new approaches, working in a flexible way to meet the needs of a diverse service.	Essential
Recognises the limits of own authority within the role and seeks and uses professional support appropriately.	Essential
Able to work in a fast pace and changing environment managing own time, prioritising own workload and balancing competing demands.	Essential

Ability to work across organisational boundaries and foster good relationships between partner agencies.	Essential
Ability to travel county wide with access to own transport.	Essential
Experience	
Relevant post-graduate clinical experience in a variety of settings.	Essential
Experience of assessing individuals and developing support solutions including rehabilitation, moving and handling, and the provision of equipment and minor adaptations.	Essential
Experience of working as part of a multidisciplinary team.	Essential
Experience of being a point of expertise, sharing knowledge and assessing competency of others.	Essential
Experience of line managing support staff/ assistants / junior staff.	Desirable
Competent in the use of computer based systems to manage and maintain records of assessments.	Essential
Experience of goal planning and reviews	Desirable
Experience of mobile working.	Desirable
Experience of working in a Neighbourhood team or Community Occupational Therapy service.	Desirable
Understanding of the application of Assistive Technologies in supporting independence and managing risk.	Desirable
Experience of carrying out major adaptation assessments.	Desirable
Competent in the use of specific IT systems such as Mosaic and System1.	Desirable
Equal opportunities	
Ability to demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs	Essential
Safeguarding	
Demonstrate an understanding of the safe working practices that apply to this role including the principles of Adult Safeguarding.	Essential
Ability to work in a way that promotes the safety and well-being of children, young people and vulnerable adults.	Essential

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced Adult	Enhanced with barred list checks X

Work type

What work type does this role fit into?	Fixed	Flexible X	Field	Home
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