

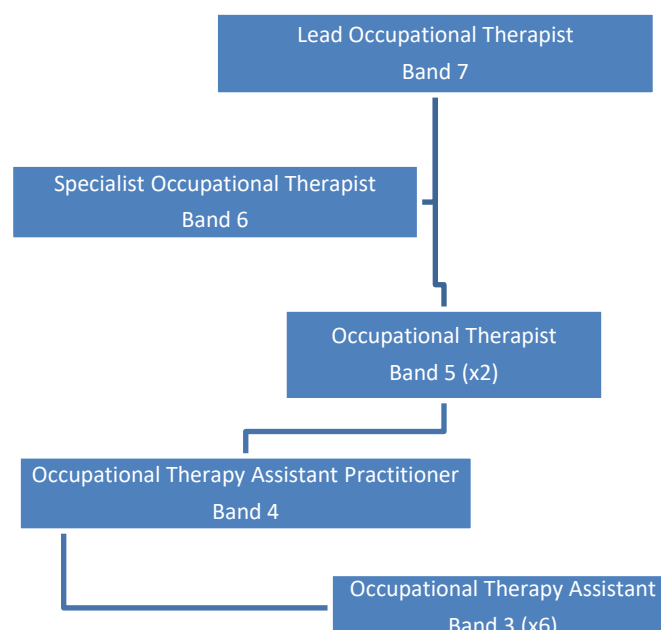
AFC Reference:	SLD/0038RU
Job Title:	Specialist Occupational Therapist
Band:	6
Division/ Service:	Secure Care
Accountable to:	Head of OT
Responsible to:	Lead Occupational Therapist

JOB OUTCOMES

As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high-quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers.
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

ORGANISATIONAL CHART



JOB PURPOSE

Mersey Care NHS Trust Secure Care Division is the health provider for the delivery of a person centred, secure inpatient hospital setting for service users with learning disability, autism, and complex needs. The post holder will be joining a dedicated team of clinical staff from different backgrounds and experience. Our team members are highly skilled and passionate and hold our trust values at the heart of our service delivery. We share our vision in Mersey Care on working towards 'perfect care'.

The post holder will effectively manage a caseload of clients with Learning disability/autism and complex needs as an autonomous practitioner, using evidence-based/client-centred principles to assess, plan, implement and evaluate interventions. To provide leadership for junior staff, when appropriate, through supervision and appraisal.

The post holder will participate in the planning, development, and evaluation of occupational therapy services within a designated area/team, holding responsibility for defined projects. To maintain close links with other team members and liaise with external agencies. To contribute to the maintenance and development of the Trust's occupational therapy service. To regularly supervise occupational therapy (OT) students in practice placement.

This role is currently based at our Whalley Site in Clitheroe which will be relocating to our new state of the art Low Secure Unit 'Aspen Wood' at Maghull Health Park in approximately November 2023. *

* The successful individual will be contracted to the Maghull site but can be provided with a travel/fuel allowance for their time at Whalley, Clitheroe prior to the approximate November 2023 relocation to the Maghull, Liverpool site.

PRINCIPAL RESPONSIBILITIES

1. To carry a clinical caseload for individuals who present behaviour that challenges or where there is a risk of offending.
2. Undertake a range of assessments justified via sound clinical reasoning using a person-centred approach to identify appropriate occupational therapy interventions.
3. Provide clinical expertise in occupational therapy focusing on rehabilitation and recovery through meaningful occupation based on evidence-based practice.
4. Work innovatively and effectively to shape, support and deliver the provision of meaningful occupations that relate to the service users formulations and goals.
5. Ensure an occupational balance in self-care, productivity and leisure activities for individuals following a range of occupational therapy and sensory assessments to determine function and provide specific interventions with individual goals and outcome measures.
6. Support the development of independent living skills, including vocations or employment, which promotes social inclusion and improves quality of life, reducing the risk of occupational deprivation.
7. Utilise core skills of collaboration, assessment, enablement, problem-solving, using activity as a therapeutic tool including activity analysis, adaptation and grading and environmental adaptation and group work when appropriate.
8. Use a range of assessments tools within a model of practice and frames of reference alongside the Occupational Therapy process.
9. Organise resources to deliver occupational therapy assessment and treatment.
10. Plan, participate in and deliver individual and group therapy, taking a lead in implementing agreed plans and make decisions relating to therapy.
11. Exercise initiative and independence in carrying out activities at a professional level and deputise for identified management and clinical activities on behalf of the Highly Specialised Occupational Therapist.
12. Engage in formal record keeping and produce reports providing feedback on the outcomes of assessments and interventions and service users occupational functioning.
13. Undertake a thorough assessment of new referrals using a range of tools.
14. Attend, facilitate and chair multidisciplinary meetings when required, producing reports and giving feedback on individual cases.
15. Provide comprehensive risk assessment of offending and/or other complex behaviours.
16. Complete initial assessments with service users who are referred to the SST.
17. Complete comprehensive risk assessment of offending and/or challenging behaviours.
18. Under the supervision of senior OT staff, develop Risk Management Plans including strategies and recommendations.
19. Be involved in clinical audit and research activity where appropriate.
20. Maintain accurate business records, including the requisition of supplies and manage stock control effectively.
21. Collate information about resources for service users access/utilisation.
22. Contribute to the development of a formulation of offending behaviour and/or risk.
23. Lead the implementation of and deliver specialist therapeutic interventions.
24. Evaluate the outcome of any interventions.

25. Develop detailed service specifications when planning discharges from hospital settings or when seeking alternative placements in community settings.
26. Disseminate the Positive Behavioural Support model in delivery of care.
27. Provide advice and support to staff teams to maintain consistency in the overall management and response to risky or challenging behaviour.
28. Undertake on occasions urgent or emergency assessments, including risk assessments.
29. Provide recommendations for a gate keeping assessment where appropriate.
30. Provide advice, consultation and support to partner agencies regarding complex challenging behaviour and offending.
31. Support and lead on the development of contingency plans for crisis and relapses.
32. Organise own workload and work schedule.
33. Engage in own supervision and CPD and provide clinical and managerial supervision to junior members of staff.
34. Act as supervisor in the role of practice placement educator, assessor and mentor for students.
35. Explain the principles of occupational therapy to others and be a positive ambassador for the profession.
36. Facilitate the education of service users, relatives and other agencies concerned with provision of learning disability services in the community.
37. Be involved in the development of training / information resources for partner agencies in the area of Learning Disabilities and Mental Health difficulties.
38. Ensure Safeguarding requirements are upheld.
39. Organise and chair regular staff meetings and other forums as appropriate.
40. Provide statistical information as required by the Trust.
41. Ensure effective communication between Health Services, Criminal Justice Services, Social Services and the Third Sector, and the co-ordination of other services as appropriate.
42. Undertake duties as may be delegated by the team manager.
43. Utilise theory, evidenced based literature and research to support practice.
44. Contribute to the evidence base by leading and participating in research and audits whenever possible.
45. Work across a variety of services and contexts, including secure services and psychiatric services as well as service users homes in the community.
46. Demonstrate leadership skills to be able to initiate, monitor and implement change, leading by example and motivating others.
47. Adhere to the Royal College of Occupational Therapy and Health and Care Professions Council (HCPC) guidance for Code of Ethics and Professional Conduct and Standard of Practice.
48. Be aware of national and local policy.

GENERIC RESPONSIBILITIES FOR ALL STAFF

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.

- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders.
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'
- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient/ service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment.
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training workshop.
- Be an ambassador for Just & Learning and Civility & Respect following the training.
- Positively advocate the just and learning culture within your team.
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/ services to create a positive environment for Just and Learning Culture.
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/ information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.

07/09/2022

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS:	<ul style="list-style-type: none"> • BSc Degree/Diploma in Occupational Therapy • Current Health & Care Professions Council (HCPC) Registration • Post registration training in a therapeutic / intervention approach (e.g. Applied Behavioural Analysis and Intervention, CBT, SI, AMPS) • Portfolio of CPD 	<ul style="list-style-type: none"> • Forensic Risk Assessment (RSVP, HCR, START) • Good computing skills (ECDL or Similar) • Additional training in specific Occupational Therapy and sensory assessments • Accredited Practice Placement Educator (e.g., APPLE)
KNOWLEDGE/ EXPERIENCE:	<ul style="list-style-type: none"> • At least two years experience of working as an occupational therapist with people with learning disabilities and/or mental health • Experience of working with people with learning disabilities who offend • Experience of managing own complex caseload • Experience of using Occupational Therapy assessment tools and completing reports • Experience of communicating and liaising with people including internal and external agencies on complex matters, issues and ideas and/or in complex situations • Experience of working with individuals who have complex needs • Experience in the use of forensic risk assessment and management • A good understanding of the Mental Capacity Act, DOLs, Safeguarding and the legal frameworks . • An understanding of the Criminal Justice process • Experience of multidisciplinary and inter-agency working • Experience of providing management and clinical supervision • Experience of developing Occupational Therapy services 	<ul style="list-style-type: none"> • Experience working with staff teams, providing consultancy and clinical supervision • Prior experience of autism, mental health, personality disorder, dual diagnosis etc • Demonstrate an interest in theories of offending in learning disabilities • Experience of working within a community based service • Experience of working in forensic settings • Membership of Specialist Section of The College of Occupational Therapy. • Experience of being involved in clinical audit and / or research

	<ul style="list-style-type: none"> • Application of Occupational Therapy models of practice, standardised assessments and outcome measures • Knowledge of relevant Royal College of Occupational Therapy guidance for working with people with learning disabilities • Experience of planning and facilitating therapeutic groups for service users • Knowledge and ability to express a well developed understanding of the occupational therapy process including activity and task analysis and the formulation of intervention plans grounded in clinical reasoning • Have a clear understanding of clinical and environmental risk assessment • Able to share knowledge and instruct and train other staff appropriate to band and experience • Apply and promote occupational therapy skills including carrying out specialised occupational therapy assessments, setting clear occupational goals and facilitating a wide range of therapeutic interventions via the provision of meaningful activities • Apply advanced clinical reasoning skills and be able to reflect on own and others practice including the provision of high quality clinical supervision • Demonstrate leadership skills to be able to initiate, monitor and implement change, leading by example and motivating others 	
VALUES:	<ul style="list-style-type: none"> • Continuous Improvement • Accountability • Respectfulness • Enthusiasm • Support • High professional standards • Responsive to service users • Engaging leadership style • Strong customer service belief 	

	<ul style="list-style-type: none"> • Transparency and honesty • Discreet • Change oriented 	
SKILLS:	<ul style="list-style-type: none"> • Excellent spoken and written communication skills • Able to work autonomously and on own initiative, prioritise and manage own time effectively and meet deadlines • Skills in the assessment of complex behaviours using a variety of methods • Skills in the designing of intervention and management plans, evaluation and monitoring • Able to recognise limits of own competency and when to seek supervision • Complete Occupational Therapy assessments and interventions with a caseload, including the ability to write reports 	