



Job Description

Job title	Occupational Therapist
Accountable to	Lead Occupational Therapist
Team	Reablement
Grade	Tricuro Grade 11

This role will contribute to our vision of ‘improving lives, building independence’ by:

- Delivering a high quality, efficient on-site Occupational Therapy service for clients who are ready to leave hospital.
- Promoting strength-based, person-centred approaches that promote and optimise independence and wellbeing.
- Working closely with multi-disciplinary teams including Social Workers to review client’s therapy pathways and goals.
- Providing professional advice and working collaboratively with Social Services and Trusted Assessors to inform decisions to refer to services.
- Providing advice and support as an advanced Occupational Therapist within the OT service and across Tricuro services which may include postural seating, positioning, complex moving and handling, cognition, and management of contractures.
- Assisting the Lead OT to provide the company’s Subject Matter Expert on OT services and appropriate solutions for clients.
- Providing expert advice to Tricuro’s Reablement Teams – including provision of advice and guidance about equipment, minor and major adaptations, and targeted assistance to maximise client’s independence / functional abilities.
- Devising and evaluating training within the area of expertise.
- Undertaking any other delegated tasks as requested by the Lead OT.
- Assisting the Lead OT as required including cover during annual leave and absence.

This will be achieved by:

- Providing a high quality, efficient on-site Occupational Therapy service for clients who are ready to leave hospital - aiming to prevent delayed transfer of care for clients, reducing the need for ongoing hospital care, domiciliary packages of care and minimising demand for long term residential care.
- Screening referrals for those people requiring admission into a Tricuro service in order to sign post to the relevant service.
- Contributing to the development of the Occupational Therapy Service by completing clinical audits, ongoing reviews, and service improvements.
- Demonstrating high level of knowledge, skill and expertise relating to functional ability, psychological and emotional impact medical conditions for client’s carers/families /professionals.
- Therapists will be expected to travel and provide therapy or advice to a variety of services and settings within Tricuro and externally where needed, this may include acute trusts.

- Carrying out strengths based Occupational Therapy assessments with clients who still require an element of residential support before returning home following hospital care.
- Planning tailored support needed to achieve individual outcomes, ensuring that therapy supports individual strength-based goals, and that care is planned and provided around the client's identified therapy pathway.
- Working closely with clients, Social Workers, carers, and families to identify and meet clients' goals, enabling clients to return home as early as possible, with or without appropriate support in the community.
- Undertaking service investigations, if required, in relation to safeguarding concerns regarding moving and handling of clients.
- Effectively planning and prioritising own work and case load. Cases are likely to be complex and will cover a broad range of therapy needs including frail elderly, recovery from orthopaedic surgery or supporting people with neurological conditions.
- Establishing effective communication networks with the clients, carers, multi-disciplinary colleague in health, social care and care settings contributing to clear decision making about treatment principles and discharge planning.
- Forming professional relationships with clients / carers and communicate with them in a way that respects their views, autonomy, and culture, and taking into consideration differences and difficulties.
- Attending and providing feedback of relevant information at team meetings, peer support meetings, MDT meetings and case conferences as appropriate.
- Liaising and making appropriate referrals to health and social care and to voluntary and statutory services in the community.
- Working closely with multi-disciplinary teams, including Social Workers, on a regular basis, to review clients' therapy pathways and goals.
- Providing expert advice to Tricuro's Reablement teams – including provision of advice and guidance about equipment, minor and major adaptations, and targeted assistance.
- Keeping Managers up to date about clients' progress and evidencing your decision making.
- Accurately document comprehensive and contemporaneous case notes detailing all Therapy interventions and significant events in a timely way, in accordance with Tricuro's relevant policies, procedures and guidance.
- Providing professional guidance, specialist support and advice for junior staff including students.
- Ensuring that clients receive appropriate treatment to a high standard in accordance with HCPC Standards of Registration and the Professional Standards of Code of Ethics of the Royal College of Occupational Therapy.
- Taking responsibility for a complex caseload exercising professional judgement in the management of cases and accessing practice support for complex decisions.
- Preparing and delivering client-centred treatment and interventions based on sound knowledge of evidence-based practice, using clinical assessment, reasoning and treatment skills.
- Assessing the client's understanding of treatment and discharge proposals, obtain valid informed consent to therapy.
- Working collaboratively with clients to identify goals as part of the overall treatment plan and use graded activity to achieve these. To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
- Undertaking Environmental Home Assessments and applying clinical reasoning to the risks associated to the safety and independence of the client at home.
- Evaluating risks and working with clients, their families/carers and others involved in their care to manage risk, with a focus on positive risk taking.
- Ensuring that the delivery of Occupational Therapy Assessment and treatment is to a high professional standard in accordance with Professional Standards and Code of Ethics laid down by the Royal College of Occupational Therapists. To be professionally and legally accountable for all aspects of own work.

- Undertaking a variety of baseline assessments this may be informal, formal or standardised which will include but not limited to:
 - Personal Care Assessments: washing, dressing, grooming, toileting
 - Domestic Activities
 - Mobility & Transfers
 - Moving & Assisting Requirements
 - Functional Communication
 - Cognition and Perception, Mental Capacity, Mood & Anxiety
- Using advanced clinical reasoning and making sound clinical decisions and communicating these to health and social care professionals.
- Adopting a problem-solving approach to intervention and use appropriate task analysis, teaching approaches, facilitatory techniques and compensatory techniques to overcome barriers to independence.
- Setting objectives and realistic goal plans with clients and agreeing and prioritising proposed actions with them to ensure client centred approach.
- Evaluating individual OT interventions and adapting approach to accommodate variations in client performance.
- Undertaking risk assessments relating to all Occupational Therapy interventions and especially in relation to client safety in their own environment.
- Assessing clients' understanding of the therapy proposals, being able to apply the principles of the Mental Capacity Act including Deprivation of Liberty Safeguards.
- Planning and implementing individual and/or group interventions, in collaboration with the client, using graded activity to achieve therapeutic goals.
- Teaching new techniques to carry out activities of daily living including moving and handling. This may involve supporting families/carers in their role, including demonstration of recommended techniques and the correct use of equipment and recording recommendations in a format appropriate to the client and families/carers' needs.
- Prescribing standard and specialist equipment. Demonstrating it and providing training to staff in using it.
- Supporting families/carers in their role, including demonstration of recommended techniques and the correct use of equipment and recording recommendations in a format appropriate to the client and families/carers' needs
- Undertaking complex moving and handling risk assessments.
- Taking responsibility for safeguarding adults in accordance with relevant legislation and local policy and guidance.
- Supporting care staff within Coastal Lodge (and other Tricuro settings as appropriate), to provide personalised care around the client's therapy goals.
- Making decisions about the level of care and support required at Coastal Lodge (and other Tricuro locations as required) as well as decisions around when the client is ready to return home, with or without further support in the community.
- Ensuring responsibility for the work they have delegated to OTAs / junior staff.
- Managing clinical risk within own client caseload.
- Organising own time, managing and prioritising own caseload and ensuring that appropriate decisions are made regarding intervention.
- Attending daily OT handover meetings.
- Attending daily huddle MDT meeting for Bournemouth / Poole clusters as required.
- Actively contributing and participating in the planning and evaluation of service development reviews/audits within the OT service.
- Exercising good personal time management, punctuality and a consistently reliable attendance.
- Undertaking all mandatory and statutory training and actively participate in training provided by Health and Social Care.
- Engaging in training as identified in supervision and appraisal meetings.

- Preparing and providing feedback to therapy team colleagues on any courses / training sessions attended.
- Undertaking an active role in the training of OTAs, junior staff and other disciplines as appropriate.
- Delegating appropriate tasks to OTAs / junior staff relevant to their skill and competence. Taking responsibility of the delegated work.
- Participating in the assessment and evaluation of competence.
- Participating in the induction, training and education of students and other staff within the service.
- Maintaining 'Continual Professional Development (CPD) portfolio and reviewing and reflecting on own practice and performance through regular participation in professional supervision and appraisal.
- Keeping abreast of any new trends and developments and incorporate them as necessary into your work.
- Carrying out duties, as appropriate, at the request of the Lead OT / Reablement Manager.
- Actively participate in the development and ongoing review of the OT Service and feedback to Lead OT any possible improvements in service that have been identified.
- Demonstrating understanding of national guidelines / legislation relating to health and social care and their impact on service provision.
- Contributing with relevant audits and Quality Improvement Projects.
- Maintaining an up to date CPD portfolio and undertaking clinical appraisal of current literature to ensure evidence-based practice is integrated into own clinical work and that of the team.
- Completing daily administrative tasks as required by the OT Service.
- Maintaining daily trackers related to the OT Service.
- Maintaining virtual client board.



Person Specification

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Skills

Essential

- Professional qualification – BSc or Diploma in Occupational Therapy
- Registered with the HCPC as an Occupational Therapist
- Member of the Royal College of Occupational Therapists
- Experience of working with adults
- Experience of multi-professional working
- Excellent clinical reasoning skills
- Experience in goal setting and evaluating outcome measures
- Evidence of appropriate professional and personal development relevant to the length of post qualifying experience
- Well-developed interpersonal skills and ability to effectively communicate with people in a variety of ways and levels
- Competent and up to date ICT skills
- Fluent in written and spoken English – must be able to write clear accurate and evidence-informed documentation
- Ability to work under pressure, to manage conflicting priorities.
- Ability to implement and respond to change
- Ability to work effectively in a team
- Experience of completing risk assessments
- Knowledge of complex moving and handling

Desirable

- Experience of working in a Reablement or Intermediate Care team
- Evidence of relevant post qualification training
- Experience of providing major adaptations using Disabled Facilities Grants
- A sound understanding of capacity issues and ability to recognise need for formal assessment
- Use of Standardised assessments

Knowledge

Essential

- Knowledge and understanding of Health and Social Care legislation
- Knowledge of delayed transfers of care
- Knowledge of relevant legislation and guidance in relation to working with, and the safeguarding of adults
- Understanding of the principles of Reablement

Desirable

- Knowledge of delivering adaptations through the Disabled Facilities Grant process

Other requirements

- Clear Enhanced Disclosure and Barring Service Check
- Valid UK driving license and ability to provide own transport, to undertake visits to clients in their own homes or in other settings as required, for example other Tricuro locations or hospital visits
- There will be a requirement to occasionally work outside of standard hours, including weekends, to meet the needs of the service, for example assessing clients' abilities at different times of the day

Behaviours

Empowering

You will use your professional judgement to adapt your approach to the individual needs and goals of the client, responding to change and evaluating progress and working closely with other professionals involved in that person's care.

You will exercise discretion in the management of risk, focussing on positive risk taking.

You will utilise available resources as effectively as possible.

You will communicate effectively and promote good working relationships at all levels.

Welcoming

You will represent Tricuro positively and professionally, providing reliable expert advice and guidance and establishing and maintaining good relationships with all involved in supporting the client.

You will work closely with clients' families/carers and colleagues, supporting them in their role.

Inclusive

You will work closely with health and social care services to be able to provide tailored therapy for clients.

You will proactively support and actively contribute to the delivery of integrated health and social care services and build effective working relationships.

You will provide professional advice and support to colleagues across Tricuro, including non-professionally qualified staff, sharing knowledge as an expert in your field.

Trustworthy

You will uphold standards of practice for Occupational Therapists and practice within the current legal framework and Tricuro's policies, procedures and guidance, taking active responsibility for your own continuing professional development and self-evaluation.

You will work independently, with minimal supervision, basing decisions on your expert knowledge and professional experience.

You will manage and prioritise your workload to enable efficient and timely referrals to Tricuro services, predominately Coastal Lodge.

Innovative

You will design and implement innovative therapy plans to enable clients to meet their goals and reduce need for ongoing support and minimise demand for long term care.

You will be versatile and adapt your approach in accordance with business needs, continually looking for ways to improve Tricuro's therapy and intermediate care services.