

JOB DESCRIPTION

POST TITLE:	Occupational Therapist
GRADE:	10
DIVISION / UNIT:	Adult Social Care – Intermediate Care Southwark (Reablement)
DEPARTMENT:	Children’s and Adult’s Services
REPORTS TO:	Team Manager & Senior Practitioner

PURPOSE OF THE JOB

To work with the person, carers and professionals to undertake the stated functions of the Reablement Service. This includes provision of assessment, goal setting and formulating personalised independence plans, carrying out therapeutic interventions and delegating therapeutic tasks to support staff, arranging access to community supports or local opportunities, and providing equipment, assistive technology and telecare. Responsible to the Team Manager or Senior Practitioner.

Provision of a short term intensive assessment period, assessing the person’s ability to maximise their independence and to provide a robust assessment that measures the amount of ongoing support that is needed.

PRINCIPAL ACCOUNTABILITIES

Principal accountabilities

1. To provide an initial assessment function to all people accepted onto the Reablement Service in order to set goals and formulate independence plans, recognise the person’s skills and abilities and work with them to maximise their independence and facilitate colleagues to support them to achieve their potential.
2. To maintain a comprehensive knowledge of commercially available products in order to appropriately recommend the provision of suitable equipment, assistive technology and telecare solutions for disabled people.
3. To follow through the provision of equipment, assistive technology and telecare, fitting this where necessary, and teaching techniques of use to client, carers and other relevant professionals.
4. To research and analyse the suitability, cost, safety and effectiveness of equipment and adaptations.
5. To determine necessary adaptations to clients homes and arrange for these to be carried out in liaison with professionals from a range of disciplines. To advise clients who are having alterations done privately.
6. To monitor and respond to clients’ needs in changing circumstances, including anticipating and responding to the effects of certain degenerative medical conditions.

7. To advise and work with other Council Departments on the design and planning of new buildings and facilities for disabled people and people with mobility and sensory needs.
8. To promote access to paid employment, training, rehabilitation, social and leisure opportunities as part of promoting each person's independence and social inclusion, and to work with local and community groups to make them welcoming and accessible to disabled people.
9. To ensure that services are provided in accordance with current departmental policies, guidelines and practice statements. To implement strategies to combat discrimination.
10. To supervise Assistant Practitioners or students and students of other disciplines as required.
11. To teach professional skills to relevant departmental staff and external professionals as required.

JOB CONTEXT

This post is in Intermediate Care Southwark (Reablement Service). The post reports directly to the Team Manager and Senior Practitioner and is a member of the social work team responsible for delivering an assessment and independence building function for the people of Southwark.

The post holder will be expected to expand their specialist knowledge and skill relating to:

- Assessment
- Equipment provision
- Safeguarding
- Resources and procedures
- Identification of continuing healthcare needs
- Multi Agency working
- Strength Based Approach

Southwark council is committed to supporting vulnerable adults to achieve independence and social inclusion via personal budgets, self-directed support, and provision of suitable accommodation. The post holder is expected to provide a proactive approach which encompasses these goals and sets out to achieve these aims.

The post holder will be responsible to the Team Manager, they will seek advice where referrals involve policy decisions, or where the post holder requires support with complex problems.

The post holder has no formal supervisory responsibility but will offer guidance to new members of staff joining the service and to Assistant Practitioners

Financial Responsibilities

The post holder will not be a budget-holder but must have an awareness of the need to work within a tightly controlled budget.

Contacts

To be in contact with officers of Social Care, Health and other departments including Law and Administration, representatives from statutory and independent agencies and local community group, including groups representing the black and ethnic communities. Contact would involve: joint working, problem solving, developing and maintaining information links.

Flexible Working

As part of the Southwark Council's commitment to continuous professional development the post holder may be required to rotate to other suitable positions of an equivalent grade.

Grade / Conditions of service

The employment is subject to a probationary period of twenty six weeks from your start date of employment with Southwark Council, during which time you will be required to demonstrate to the council's satisfaction your suitability for the position in which you are employed. Evaluated at Grade 10.

Governed by National Conditions of Service, APT&C staff, enhanced by Council conditions as appropriate.

Contractual hours: 36 hours per week. 9.00am – 5.00pm Monday - Friday. The post holder maybe required to work outside of normal working hours in accordance with the needs of the service.

This post has been classified as a regulated activity. This post is considered as exempt from the Rehabilitation of Offenders Act 1974, which means that all convictions, cautions, reprimands and final warnings on your criminal record need to be disclosed. Only relevant convictions and other information will be taken in to account so disclosure need not necessarily be a bar to obtaining this position.

Applicants are required to give details of any convictions on their application form and are expected to disclose such information at the appointment interview.

All applicants will be subject to an enhanced Disclosure and Barred (DBS) check and will be asked whether they are barred under the Scheme as noted above.

PERSON SPECIFICATION

The person specification is a picture of skills, knowledge and experience required to carry out the job.

	Essential (E)	How assessed (S/ I/ T)
Knowledge, including educational qualifications:		
1. Must hold a recognised social work qualification and be registered with Social Work England. Candidate must have completed ASYE programme.	E	S
2. Knowledge of current and proposed Social Services legislation particularly that relating to Adults. An appreciation and understanding of current issues in social work practice, social sciences and theory.	E	SI
3. Knowledge of literacy and numeracy skills, to write reports to meet the needs of courts and other Agencies/ Departments. To maintain appropriate records including financial assessments and to assist people with their finances. To produce high quality assessments	E	T
4. Excellent knowledge of safeguarding, mental capacity and deprivation of liberty legislation and best practice.	E	I
Experience:		
5. To have experience of assessing the social care needs of elderly people and people with disability	E	SI
6. To have experience of working with multiple agencies to facilitate holistic and strength based assessments. To collaboratively support people in achieving their goals, outcomes and maximisation of their independence.	E	SI
7. To have the experience of utilising safeguarding legislation policy and practice to identify and process any safeguarding and quality of care issues. To ensure that clients' welfare is protected and that the quality and standard of support provided is optimised.	E	S
8. Demonstrate a detailed understanding of the application of the principles of Equality and Diversity in practice.	E	S/I
9. Experience of assessing mental capacity within the mental Capacity Act	E	I
Aptitudes, Skills & Competencies:		
10. To apply social work ethical principles and values to guide professional practice.	E	I
11. Excellent interpersonal and ability to undertake direct work with complex clients, including the hard to engage, to address their social care needs	E	IT
12. Ability to effectively manage case administration, maintain appropriate records including report writing and appreciate the implications of "open" files.	E	SI
13. Ability to cope with high demand and throughput. Ability to use and understand the supervisory process, work to timescales be self managing and proactive in caseload management.	E	SI

14. Ability to collate and analyse complex information, and produce high quality data and reports that are easily understood by others, with clearly evidenced recommendations.	E	T
15. Ability to undertake safeguarding adult's investigations and formulating person centred safeguarding plans	E	I
Special Conditions of Recruitment:		
Comply with and promote the Council's Equal opportunities policy		

Key: **E** Essential

S Shortlisting criteria

I Evaluated at interview

T Subject to test