

Job Family:	Delivery – Front Line – Professional knowledge	Grade:	8
Job Title:	Learning Disability Occupational Therapist	Directorate:	People
Date:	30 November 2021	Version:	1:1

Role Profile - Details Specific to Job Family

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Role Profile - Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance.

Roles requiring a level of professional expertise to deliver a front line service.

Brief Description of job role and department

Team Functions

- The delivery of health inputs provided by trained clinicians specialist in the field of learning disabilities where needs cannot be met by mainstream services alone
- Promoting well being through activities such as health promotion and preventative lifestyle activity
- Facilitating access to mainstream services and supports such as; primary care; acute care; leisure opportunities; housing; etc
- Contributing to service developments and using knowledge about needs; effectiveness of current services and future demand to inform and contribute towards strategic commissioning
- Imparting skills by teaching and training others such as social care providers; voluntary sector staff; and other health professionals

Role

The specialist occupational therapy service aims are to promote health, prevent deterioration of skills and develop or maintain abilities. This is achieved through the application of a high level of understanding of the effect of disability on the individual and their environment. Within this context training and advice on lifestyle changes and adaptations to the client’s social and physical environment is provided.

Representative accountabilities

- Initiate specialist assessments that uniquely ascertain the impact of someone’s

learning disability on their occupational performance, enablement/rehabilitation programmes in collaboration with professionals and agencies to enable individuals with a LD to realise their potential to live independently, where possible

- Is a unique role requiring a candidate to be adaptable, flexible and creative problem solvers
- Deliver service activities and manage a caseload to ensure intended outcomes for the client and Health and social care that are delivered within agreed service standards
- Following assessment, demonstrate, order and ensure suitability of specialist equipment when required. To teach correct use of the equipment and the adaptations to clients, their families and carers
- Information from these OT assessments is used to evidence the need for and design of support packages.
- Promote access to mainstream OT considering appropriate reasonable adjustments before specialist services are to be considered
- Identify and implement improvements in own work area in order to deliver outcomes to clients

The role will be predominately working with people with profound and multiple learning disabilities and complex health needs which is prioritised above skills development work. This may include: – Meeting an individual’s sensory needs, such as completing sensory integration assessments and recommending “sensory diets” – Addressing the amount of meaningful occupation in someone’s life as an alternative means of looking at why their behaviour may be challenging to others.

Budgetary accountabilities

- There are no budgetary accountabilities undertaken by this role.

Specific accountabilities

Knowledge and Skills

- To manage a caseload of clients with complex needs, using evidence based/ client centred principles to assess, plan, implement and evaluate interventions
- To apply specialist knowledge to the assessment, plan and implementation of client centred individual interventions, using graded activity to achieve therapeutic objectives and to identify Occupational Therapy goals as part of the overall care Plan
- Keep up to date with changes in policy/legislation/contractual requirements in order to ensure service delivery is effective and complies with appropriate regulations

Accountability

- Responsible for supervision of cases jointly assigned to Team support worker
- Responsible for the supervision and assessment of student OT’s on placement
- Contribute to the induction of new staff appointed to the team

Person specification (knowledge, skills, experience and behaviours required in the role)

Education/ Knowledge/ Qualifications

- Hold a current and valid Registration in Occupational Therapy at Degree or Diploma level
- Hold post registration qualification at a Diploma level or above, relevant to the area of learning disabilities
- Be currently registered with the HCPC
- CPD evidence of ongoing update/training and development

Experience

- Demonstrable experience working with people with learning disabilities
- Experience in a Community setting
- Experience of working with clients who challenge service provision

Skills

- Knowledge and application of standardised OT assessments, and interventions relevant to client group
- Understanding of OT outcome measures
- Excellent interpersonal skills – including communication, observation, listening and empathy skills
- Ability to manage and supervise other staff
- Computer literacy
- Negotiation and problem solving skills
- Demonstrates good analytical and reflection skills
- Good presentation skills, both written and verbal
- Good organisational and prioritisation skills
- Clear and effective decision making
- Ability to work autonomously as well as effectively with team members and other agencies
- Ability to reflect and critically appraise own performance

Other

- Takes responsibility for own CPD
- High levels of initiative, innovation and self-motivation
- Flexible
- Car Driver/Owner and ability to travel

Mandatory accountabilities/requirements for all LBS staff e.g.

- Ensure all health and safety standards are adhered to for the relevant work area
- Apply diversity and equal opportunities policies in the workplace]
- Carry out duties in accordance with the Borough's Equalities and Diversity policy and all other Borough and departmental policies and procedures

Documentation

- To maintain, as required, record keeping within NMC Guidelines and provide clinical activity information as required. The post holder should also be cognisant of the communication of confidential information in line with the Data Protection Act and Caldicott Guidelines.
- To undertake performance reviews for junior staff on an annual basis ensuring feedback on performance is given at regular intervals throughout the year.

- To provide the Community Nurse Manager with details of hours worked, requests for annual leave, details of sickness/study/time off in lieu and monthly record of work related travel.