

## Community Learning Disabilities Specialist Clinician IST – Occupational Therapist

<b>Location:</b>	Learning Disability Service, Wiltshire
<b>Business Unit:</b>	Learning Disabilities, Autism and Neurodivergence Services, BSW
<b>Responsible to:</b>	Specialist Learning Disabilities Health Team Manager and Clinical Lead
<b>Band:</b>	6
<b>Hours:</b>	37.5 (Monday to Friday, excluding bank holidays)
<b>Base:</b>	County Wide; Chippenham, Warminster, Salisbury, Marlborough

### Main Purpose of the Job

To provide a high quality, specialist community Occupational Therapy within the Intensive Support Service for adults with Learning Disabilities in Wiltshire as part of a county wide provision.

To work as an integral team member within a multi-disciplinary environment, providing specialist occupational therapy assessments and interventions for adults, who experience a range of complex mental health and behavioural difficulties. The intensive support service caseload is split across the teams' clinicians, and all individuals will have a crisis element to their care needs.

You will be able to manage a diverse caseload and work closely with the wider multi-disciplinary team, giving you the opportunity to work with behavioural/health facilitation and CHC nursing, psychiatrists, psychologists, speech and language therapists, physiotherapy and partnership working with social care.

To manage a caseload of complex cases using evidence based, patient centred principles to assess, plan, implement and evaluate interventions in order to encourage their independence in self-care, productivity and leisure.

You will undertake assessment of needs and risks and support the situation in the immediacy to reduce risk and enable a positive move forward in the management of care while preventing potential hospital admissions.

To support and contribute to the development of the learning disability service in accordance with HCRG's objectives and the Royal College of Occupational Therapy (RCOT) Professional Standards and Ethics.

To delegate and supervise the work of junior colleagues within the service and to support the service with the prioritisation, planning, development and delivery of a high-quality intensive support service.

### Main Responsibilities and Duties

1. To be professionally accountable for a designated caseload referred to the service for adults with learning disabilities who have profound and multiple disabilities and complex health needs which may include challenging behaviour/mental health illness.
2. To work as a key member of an integrated county wide multidisciplinary team.
3. Support and contribute to the development of the learning disability service in accordance with the objectives and principles of Valuing People Now 2009 and Transforming Care 2015.
4. To delegate and supervise the work of junior staff within the service.
5. To support the intensive support team clinical lead with the prioritisation, planning, development and delivery of a high quality occupational therapy service and deputise in their absence (e.g. attending meetings, responding to referrals, ensuring appropriate cover).

### **Patient Care**

- Undertake initial assessments as required for the intensive support service
- Undertake comprehensive person-centred evidence based Occupational Therapy assessment using analytical and clinical reasoning skills e.g. use of the Model of Human Occupation (MOHO)
- Apply core occupational therapy knowledge and skills. To include assessment of the individual's physical and social environment, motivation, patterns of occupations, roles and routines, motor and process skills and risk assessment,
- Apply specialist occupational therapy knowledge and skills. To include assessment of sensory integration, principles of postural management, complex manual handling, and principles of positive behaviour management.
- To deliver occupational therapy treatment that builds and develops the individual's skills to maximise their potential and quality of life.
- To undertake risk assessments as part of the assessment and treatment interventions
- To provide occupational therapy input within the following multi-disciplinary frameworks: Care Programme Approach (CPA) / Care and Treatment reviews (CTR) / Single Assessment Process (SAP)
- Acquire and apply in depth specialist knowledge of specific syndromes and conditions associated with a Learning Disability, Autism and mental health.
- Monitor, review and evaluate effectiveness of OT interventions, making adaptations as required.
- Design, develop and deliver training packages for service users, carers and other professionals in response to identified needs.
- Utilise a range of communication skills to encourage understanding of the implications of OT interventions for service users and other professionals.
- Have a working knowledge and understanding of the application of the Mental Capacity Act (MCA).

- Utilise a range of communication skills to assist capacity to consent to treatment and provide advice regarding best interests when a service user lacks capacity.
- Identify and manage obstacles to effective communication utilising reasonable adjustment resources.
- Establish robust communication networks with service users, carers and other health workers and care agencies.
- Maintain a knowledge and skills base and evidence the same through Continuing Professional Development portfolio and act in accordance with the Health and Care Professions Council (HCPC) and the Royal College of Occupational Therapists Code of Ethics and Professional Conduct.
- Regularly meet and maintain links with the Occupational Therapy team within the Learning Disabilities Team, Wiltshire.
- Provide and receive clinical supervision from the intensive support team and Occupational Therapy Clinical Lead.
- To make use of opportunities for peer support from the wider learning disability service's occupational therapy colleagues.
- Provide high quality leadership to ensure ongoing high standards.
- To be professionally accountable and work autonomously with a caseload to provide an intensive service utilising your OT skills for individuals referred to the intensive support team.
- To assess and manage risks related to care and action appropriately.
- To work within the guidelines established by local and national policies and procedures as advised by the Trust.
- To facilitate and support Adults with Learning Disabilities and Autism to access mainstream services and act as a Specialist Resource in line with the principles of Integrated Care Systems (ICS)

### **Budget Responsibilities**

No budget responsibility

### **Responsibilities for People or Training**

1. Support the intensive support team clinical lead with day-to-day clinical prioritisation and provision of the county wide service.
2. When required, be responsible for the management, including supervision, of junior staff within the intensive support team.
3. Deputise for the intensive support team clinical lead when requested.
4. Represent HCRG externally regarding the specialist learning disability services across BSW.
5. Assist with the recruitment and induction of team members directly in the intensive support team and the wider learning disability services across BSW.

### Other Factors

1. The post is community-based working in various locations, with external visits to clients/carers in their homes, day services, educational placements, places of work and leisure centres, etc.
2. The post holder needs to be aware that the ability to work alone is essential.
3. The post holder needs to be able to work in a flexible manner, both proactively and reactively to situations that arise on a daily basis.
4. The post holder will need to be able to concentrate on tasks on a daily basis assessing and managing risks in different settings.
5. The bases for the post are in 4 open plan offices situated across the county with some disruptions and distractions.
6. Distance driving is also a possibility.

*In addition to the duties and responsibilities listed above, the post-holder may be required to perform other duties assigned by the supervisor/manager from time to time across HCRG BSW patch.*

### Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

### Supplementary Information

This job description should be read alongside the Supplementary Information provided with the post advert for applicants and alongside the Employee Handbook for current staff members.

### Safeguarding Statement

All staff have a responsibility to safeguard and protect adults and children, which includes an understanding of relevant organisation and Local Safeguarding adults and children's Boards policies and their application to practice.

## Specialist Occupational Therapist (Band 6) – Person Specification

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Criteria	Essential	Desirable
Education, Qualifications and Training	<ul style="list-style-type: none"> <li>Degree/Diploma in Occupational Therapy</li> <li>Current registration with Health &amp; Care Professions Council (HCPC)</li> </ul>	<ul style="list-style-type: none"> <li>BAOT/COT membership</li> <li>Membership of relevant Special Interest group.</li> <li>Evidence of relevant post graduate training.</li> <li>Leadership and Management training.</li> <li>Teaching and assessing in Clinical Practice.</li> </ul>
Experience & Knowledge	<ul style="list-style-type: none"> <li>Post registration experience of working as an Occupational Therapist in mental health / with adults with a learning disability who have profound and complex needs/ or in a related area of expertise</li> <li>Evidence of facilitating complex problem solving in the community</li> <li>Developing oneself and others</li> <li>Supervisory experience</li> <li>Coordinate and delegate work and review people's performance</li> <li>Wide range of therapeutic skills appropriate to the post</li> <li>Evidence of continuous professional development</li> <li>Experience of working in a community setting</li> <li>Experience of multidisciplinary working and working in partnership with external agencies and organisations</li> <li>Experience of undertaking clinical risk assessment</li> <li>Teaching and mentoring experience.</li> <li>Ability to provide structured methods to evaluate care and practice including audit and other service improvement processes</li> </ul>	

<b>Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate ability to influence and manage change, including the demonstration of evidence based practice.</li> <li>• Have effective interpersonal and communication skills to ensure positive outcomes for clients and their carers.</li> <li>• Competence in a wide range of OT skills.</li> <li>• Demonstrate aptitude for service improvement and successful achievement of service objectives.</li> <li>• Good written skills.</li> <li>• IT literate.</li> <li>• Skills in preparing and presenting teaching sessions.</li> <li>• Ability to positively reflect on clinical experiences.</li> <li>• Ability to work autonomously.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of prescribing equipment to meet profound and complex needs.</li> </ul>
<b>Other Job-Related Requirements</b>	<ul style="list-style-type: none"> <li>• To possess a current, valid driving licence and to be a competent driver.</li> <li>• Be conversant with current professional issues in relation to Occupational Therapy and knowledge of changing trends within health and social care.</li> <li>• Good time management skills.</li> </ul>	