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Job Description

Job title	Senior Occupational Therapist	Job family	Healthcare
Reporting to	TSM/ DoCS/ Lead OT	Job code	
Location		Evaluation Date	

Job Purpose

To work with patients using evidence based and patient centric principals to assess, plan, implement and evaluate occupation focused interventions, which provide patients with the confidence and skills to increase occupational functioning.

To provide clinical leadership to the Occupational Therapy (OT) service, working in collaboration with Occupational Therapy Lead to ensure Occupational Therapy services are proactive and supportive of Priory objectives.

To lead therapeutic group work interventions and deliver a highly specialised and advanced standard of OT assessment, treatment and management for patients of complex needs.

Core Responsibilities

- Supports the lead OT in co-ordinating the implementation of individual treatment plans for occupational therapy services ensuring treatments, activities and interventions are delivered through effective application and communication.
- Receives and responds promptly to referrals undertaking patient assessments to identify and prioritise patient needs before planning and delivering the appropriate and relevant interventions either on an individual or group basis. Maintains accurate and timely records detailing each patient's rehabilitation / progress.
- Leads in a specific area with some responsibility for service and team performance; creative problem solver; supervises staff/students; consistently undertakes self-development.
- Ensures the effective and efficient management of junior staff.
- Maintains and develops close working relationships with professional and clinical colleagues within the multi-disciplinary team, ensuring clinical practice is within national and local policies and procedures (including, but not limited to, health and safety, risk management, complaints, data protection, professional regulation where appropriate (Health and Care Professions Council), codes and standards of professional practice (Royal College of Occupational Therapists), equality and diversity policies, service user involvement).
- Contributes to business growth by actively promoting priory therapy services in line with the local units' business plan.
- Maintains effective communication links with patients, relatives, carers, and purchasers throughout the patient's journey.
- Ensures the services and support provide offers good value for money and supports the overall aim of the site.
- To be a source of knowledge and expertise regarding Occupational Therapy Services, relatives and colleagues of all disciplines.
- To support lead OT as an expert resource on Occupational Therapy, providing specialist support and advice to the Occupational Therapy team, students, members of the multi-disciplinary team and professionals working in external agencies.
- To support the lead OT in the allocation and prioritisation of workload for all OT staff in the team, to ensure that resources are matched efficiently and effectively to client needs. To delegate responsibilities to the staff in keeping with their grade and competency.

Specialist/Site Specific Responsibilities

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Knowledge / Education / Skills

- Diploma in Occupational Therapy. Degree, Honours Degree or Masters Degree in Occupational Therapy and accreditation by the HCPC
- A member of the Royal College of Occupational Therapist (RCOT)
- Think critically and reflect when making professional judgements, including those in more complex and unpredictable contexts, guided as necessary by peers and more experienced colleagues.
- Actively listen and seek the views of others to facilitate shared ownership of decision making.

Experience

The role holder will require prior exposure to working within an Occupational Therapy setting as a qualified member of staff.

Communication

This role will be focused upon developing and maintaining productive and stable relationships with patients through effective communication, coaching and highly developed interpersonal skills. Share information effectively and concisely in a range of situations.

Responsibility

Staff

Support less experienced colleagues as required within a defined scope of practice. Actively engage in ongoing learning, including orientation, induction, mandatory training and relevant educational/development opportunities, and support others to do so.

Budgets & equipment

Contribute to the effective management of a budget in conjunction with others.

Informatics

Shared responsibility for the confidentiality, security and accuracy of patient records, data and information.

Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures, and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

Working Environment

The problems faced by patients may present difficult and challenging situations, which may heighten the physical, sensory and emotional demands of the role.

Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none">• Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families• Actively seeks to develop the potential of every service user and staff member

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Being Supportive	<ul style="list-style-type: none">• Celebrates success and supports colleagues through difficult times• Demonstrates loyalty to colleagues, manager and team
Acting with Integrity	<ul style="list-style-type: none">• Is honest and respectful in all interactions with colleagues and customers• Demonstrates emotional control• Ensures accurate recording of any transactions and interactions on all company documentation• Challenges poor performance and behaviours
Being Positive	<ul style="list-style-type: none">• Promotes the company in a positive way at all times• Strives for positive outcomes, especially when times are challenging
Striving for Excellence	<ul style="list-style-type: none">• Always puts service quality first• Shares and encourages innovation• Keeps on top of new developments in the sector