



JOB DESCRIPTION

Job Title	Senior Practitioner Occupational Therapist
Portfolio	Social Services for Adults
Reports to	Team Manager
Location	Holywell Hospital
Job Reference/ID Number	

Job Purpose

This is an experienced practitioner role reporting to the Team Manager with specific responsibility as senior occupational therapist :

The post holder holds a caseload of more complex cases; provides advice, coaching and mentoring to other occupational therapists in relation to their case's.

The post holder provides formal professional supervision, casework supervision to other occupational therapists in the team. May also supervise students, trainees, less experienced professional team members, support staff or volunteer's.

The post holder may lead in a specialist area and contribute to the development of specialist services and related policies.

The post holder will need to demonstrate an ability to screen, assess and action complex cases and support others in dealing with cases. This will involve working under pressure managing complex relationships and risks to service users as part of a multi-disciplinary team.

Principal Accountabilities

1. Provide formal casework supervision, support and guidance to less experienced occupational therapy and other staff, including students and support staff acting as a professional resource for staff and management to provide professional advice on complex individual cases.
2. Hold their own complex caseload undertaking the complete occupational therapy process, including assessments, activity analysis and task break down. planning of appropriate intervention. Implementation and evaluation of intervention. Responsible for equipment used by others, ordering of equipment and authorises payment.
3. Undertake assessment of service user needs and provision of disability equipment, large and small and larger home adaptations includes consideration of environmental constraints, carers needs and costs.
4. Where necessary undertake rehousing assessments.
5. Undertake continued professional development, reflecting on learning and influencing practice of self and others; adhering to professional codes of conduct and code of ethics, ensuring membership to essential professional bodies (HCPC and BAOT) and pursuing special interest group membership where

appropriate to field of practice , for example Specialist Housing group, Manual Handling group.

6. Engage effectively with other professionals using professional assertiveness and negotiation to justify decisions and uphold professional occupational therapy practice, values and ethics.

7. Complete all records as required including paper and electronic.

8. Be generous in sharing knowledge, skills and advice with all new staff to OT service including career grade OTs, Rotational Basic Grade OT, Disability Officers, and OT assistants etc.

9. Support the Team Manager in the effective management of Team workload, including taking a lead role in screening and allocation of OT referrals, and deputising for the manager during short term absence.

Supervision/Management of People

Employment Checks/Specific Requirement i.e. DBS

Special Working Conditions

Person Specification

The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.

Academic/ Professional Qualification

Essential /
Desirable

How this will be
assessed?

Occupational Therapy degree or diploma (equivalent) plus significant occupational therapy practice experience and knowledge.

Essential

Application/Interview

Knowledge and Experience

The post holder will have 2 or more specialist disciplines, requiring in depth knowledge of theory and practice of occupational therapy assessment, in depth knowledge of relevant legislation acquired through professional qualification in occupational therapy and post qualification in a relevant field. e.g. Moving and Handling

Essential

Application/Interview

Senior Practitioner OTs have their professional qualification and 5 year's experience as a clinician and experience which is specific to their area of work.	Essential	Application/Interview
Flintshire Senior Practitioners advance training includes/ may include: Post graduate qualifications in management and specialist areas: Masters in Moving and Handling	Desirable	Application/Interview
Advanced People Handling Risk Assessment qualification Accredited Practice Placement Learning Educator	Desirable	Application/Interview
Team Manager Development Programme Post Graduate Qualification in Quality Management in Health and Social Care	Desirable	Application/Interview
<p>The Senior Practitioner has an extensive knowledge of the protocols and processes of internal and external agencies with which we work to expatiate a seamless service for the service user. Please see previous lists of policies and legislation that applies. This working knowledge is required to support and facilitate the practice of junior colleagues in each area of work. They are required to identify when cases can safely be moved whilst waiting for adaptations and are ready for closure.</p> <p>A detailed breadth knowledge of other disciplines and their roles is essential when assessing a situation and providing advice and information. This include nurses, health OTs and colleagues in specialist roles, physio, psychiatric colleagues, Social Workers, surveyors, specialist equipment providers, architects, technical advisors, specialist hospitals such as Walton Neurological hospital, Gobowen and the national military hospitals from which we receive referrals.</p> <p>The Senior Practitioners' recommendations impact on how other professionals proceed. They are required to have a knowledge of pharmacology, psychosocial intervention, policy context, medical model and symptoms of physical and mental illness as well as knowledge about management styles, performance indicators and developing team plans, staff development, learning styles, policies and procedures relevant across all disciplines, financial awareness and all aspects of team management.</p> <p>Senior Practitioners have an advanced level of interpersonal skills as detailed previously.</p> <p>They have an advanced level of analytical skills and ability to interpret complex information to assist in problem solving and case management.</p> <p>As previously described, they have a high level of relevant experience of working with the client group and carers.</p>	Desirable	Application/Interview

Skills		
NVQ in Counselling Skills	Desirable	Application/Interview
Corporate training in Coaching and Mentoring, Risk Assessments and Accident and Incident Reporting	Desirable	Application/Interview
In house training and experience in previous role of Family Behavioural Therapy NVQ and ILM qualifications in Management Degree in Early Childhood Studies	Desirable	Application/Interview
It is essential that the post holder has experience of supervising staff on a day-to-day basis and desirable that they hold or are working towards a professional management qualification	Essential	Application/Interview
Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation.	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively.	Essential	Application/Interview
Working Together/Partnership: Building and maintaining positive relationships in order to deliver better services for our customers and employees.	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly.	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance.	Essential	Application/Interview