

## Job Description

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<b>Job Title</b>	Specialist Practitioner – Occupational Therapist
<b>Salary Band</b>	6
<b>Service Area</b>	North and East Cornwall
<b>Department</b>	Dementia Older Adults Mental Health Team

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### Job Overview

As part of the Multi Disciplinary Team you will provide person-centred, skilled and effective specialist assessment, intervention, monitoring and review for designated individuals who are eligible for the Learning Disability Service. You will be responsible for the maintenance of high levels of evidence-based learning disability practice, contributing to and facilitating Care Processes and Pathways. You will manage and supervise the work of others, and act as a mentor and preceptor.

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### Organisational Chart



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## Duties and Responsibilities

### *Communication and Working Relationships*

- Have a key role in working with a wide range of health professionals and other partners and agencies to reduce health inequalities and promote access to mainstream health services
- Share information effectively and concisely for a range of situations and contexts to ensure safety and continuity of care
- Develop and maintain effective working arrangements with other professionals and organisations to support and facilitate them to make reasonable adjustments for people with a learning disability

### *Management and Personal Development*

- Work within a clinical governance framework providing appropriate clinical supervision and reflective practice
- Disseminate and embed local, regional and national drivers and public health policy into own practice and those of others within the team
- Promote and influence the dignity, rights, wishes and beliefs of people with learning disabilities, their families and carers, involving them in shared decision-making and obtaining their informed consent
- Draw on a range of sources in making judgements Freedom to act, but is guided by precedent, professional Codes and clearly defined national and local policies, procedures and protocols
- Manage a defined case load, team and/or resources to provide a quality service that is person-centred, safe and effective
- Identify and support the achievement of learning needs of individuals/ teams in response to service need and personal development planning
- Evaluate the effectiveness of educational interventions
- Consolidate own assessment skills and support others in making assessment judgements and formulations
- Provide mentorship to students and others as directed
- Use established models of supervision and mentorship
- Contribute to creation of an effective learning environment, ensuring learning opportunities for students and preceptees
- Act as a positive role model
- Recognise early signs of poor performance and take appropriate measures to address concerns
- Demonstrate clinical leadership, behaviours and skills, and be able to persuade and influence others effectively
- Give and receive feedback in an open, honest and constructive manner
- Apply equality and diversity legislation to underpin practice
- Organise and implement change, as a member of the multi-disciplinary team, and support others to improve and enhance practice
- Display creativity and innovation in exploring and implementing possible solutions to problems and evaluate their effectiveness

### *Clinical Activities*

- Co-ordinate and deliver highly skilled, evidence-informed care to adults over 18 with learning disabilities, referred to the service, in their own homes and in care settings.
- Provide highly specialist assessments and interventions for individuals who have complex healthcare needs, monitoring their health outcomes through effective review of their Care Plan
- Work as partners with individuals and their families, providing advice and support, anticipating health needs, promoting self-care and enabling people to be as independent and involved as possible;
- To provide specialist assessment and intervention where there are complex needs associated with occupational performance and occupational deprivation
- To contribute to the development of innovative Occupational Therapy practice, monitoring outcomes that enable people to make choices and set their own goals to improve the quality of their life
- Development of relevant support for staff and families, providing training and consultancy to improve the provision of engagement in meaningful activity
- Exercise specialist knowledge and skills to provide and enhance clinical care in a range of settings
- Use Care Processes and Pathways as the foundation for planning and co-ordinating assessments and interventions, ensuring positive achievement of health outcomes
- Deliver safe, effective and person-centred care to people with learning disabilities using evidence-informed practice
- To care co-ordinate for identified individuals on the caseload.
- Utilise critical thinking to explore and analyse evidence, cases and situations in clinical practice
- Be accountable for own work and support of others, in raising any concerns regarding the care given to individuals and potential risks, through appropriate channels such as supervision, Team meetings, use of Whistleblowing Policy etc.
- Use research-related, evidenced-based approaches to assess how evidence is being used to inform the quality of care of individuals by self and others
- Show advanced profession-related skills when working with specific needs, such as health improvement, Positive Behaviour Support, sensory integration, dysphagia or epilepsy management
- Demonstrate knowledge of legislation, policies, procedures, protocols, professional regulation, Standards and Codes of Conduct
- Where necessary display a high level of knowledge about the Mental Health Act, Mental Capacity Act, Human Rights Act and other relevant national standards and guidance
- Assess situations and identify the cause of a complex problem

### *Strategic Development, Planning and Organising*

- Work effectively across professional and agency boundaries, actively involving and respecting others' contribution
- Begin to develop skills in recognised workload assessment tools and skill mix
- Act as a change agent
- Provide leadership for quality improvement and service development to enhance people's well-being and experiences of health care
- Encourage staff to contribute ideas and solutions for quality improvement and innovation
- Negotiate and influence locally in terms of professional practice and in relation to health care
- Observe and record data using appropriate methods, tools and technology for complex audits or clinical trials or projects
- Contribute to, or participate in, research-related activity

- Identify and disseminate information relevant to learning disability practice from research/forums/special interest groups/networks relevant to area of practice
- Contribute to the development of local guidelines and policy and, where appropriate, at regional and national level
- Identify and utilise skills and knowledge of staff to support or undertake research-related activity such as audit, evaluation and wider research for the benefit of the organisation
- Share research activity findings through local bulletins, team meeting forums and professional journals
- Developing and delivering training to support capable specialist teams and mainstream services and families and carers

#### *Administrative*

- To prepare clear, concise, up to date clinical records and reports, using Rio, that may be required for tribunals, courts or as part of complex case management
- A To attend multi-disciplinary meetings and supervision and caseload monitoring with the Clinical Supervisor.
- To embrace clinical governance by working within standards of evidence-based practice.
- To maintain the highest standards of clinical record keeping and report writing in accordance with professional codes of practice and Trust policies and procedures.
- To maintain contemporaneous records using the Trust electronic database (Rio).

#### *IT Systems and Processes*

- Competent in IT and have the relevant skills necessary to carry out the activities of the job post.
- Support the gathering, analysing and reporting of data and information in regard to service evaluation and development.

## **Additional Information**

### *Code of Conduct*

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

### *Confidentiality and Data Protection Act*

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

### *Safeguarding Children and Vulnerable Adults*

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

### *Personal Development*

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

### *Risk Management and Health and Safety*

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

### *Infection Prevention and Control*

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

### *Location/Mobility*

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

### *Equal Opportunities*

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

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*Review of the Job Description*

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

*Rehabilitation of Offenders Act*

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

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**The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.**

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## Person Specification

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<b>Department</b>	Dementia Older Adults Mental Health Team

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Current professional registration –HCPC	✓	
Professional qualification –OT	✓	
Relevant specialist clinical skills and experience	✓	
Specialised knowledge and understanding of the impact of a learning disability on occupational performance	✓	
Evidence of further study at post-graduate level or equivalent experience	✓	
Experience of working with people with learning disabilities using specialist assessments and therapeutic interventions		✓
<i>Skills and Aptitude</i>		
Highly skilled in use of standardised assessments (e.g. Model of Human Occupation, Sensory Processing and Assessment of Motor and Process Skills) and professionally recognised non-standardised assessments	✓	
Able to use reflective practice and clinical supervision to provide high quality and specialist assessments and interventions	✓	
Contributed to audit and research	✓	
Advanced report writing skills	✓	
Evidence of training, teaching and supporting other staff in an MDT or multi agency setting	✓	
Developing leadership and management skills		✓
<i>Knowledge and abilities</i>		
Understanding of the impact of occupational deprivation on physical and psychological health	✓	

Information Technology skills in order to provide specialist training	✓	
Able to manage change in a positive manner for self, and support others to do so	✓	
<i>Personal Qualities</i>		
Ability to work alone and part of a team	✓	
Enhanced communication and excellent interpersonal skills	✓	
Proactive learner and motivated towards service development and self-directed learning	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CARE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
Hold a valid UK driving licence	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		