**Job Description**

**Occupational Therapist – Enfield Mental Health Rehabilitation**

**Job Title:** Occupational Therapist

**Reports to:** Service Manager (Clinical Supervision Externally)

**Direct Reports:** None

**Indirect Reports:** None

**Location:** Enfield

**Salary:** Competitive

**JOB PURPOSE:**

The aim of the service is to provide a range of mental health rehabilitation services for people that have been discharged from inpatient mental health care and/or specialist mental health secure care. This cohort of service have enduring mental health needs and may have ongoing issues with comorbid substance misuse and non-compliance.

The provision will include high and medium supported housing, which considers the presenting needs of each individual. This will range from 24-hour residential cover for people with high support needs to supported environment with staffing presence during daytime hours, which may include a level concierge service at night. There are 21 beds across the tiered service model.

The service objective is to work collaboratively with a range of professionals to provide a rehabilitation environment that supports the service user with safely transitioning through the different levels of care. The service is responsive to the changing needs of the users, enabling them to move towards recovery, while assisting them to manage their health needs and achieve future independence.

The service will provide a tiered range of community provision to manage the different level of treatment needs, which will ensure;

* Relapse and re-admissions are kept to a minimum.
* Independence, recovery and social inclusion are promoted in the most appropriate way for each individual.
* Improved quality of life through the improvement of social and emotional functioning and material and physical well-being are achieved for all service users.

**AUTHORITIES:**

* Signing documents in conformity with the Organisational Policy

**ACCOUNTABILITIES:**

* To provide an Occupational Therapy Service across all group services in Enfield
* Provision of psychological input into the delivery of the service
* To take a leadership role in the implementation of a Psychologically Informed Environment (PIE) within the service
* Achievement of KPI targets, outcomes and personal objectives
* To plan and implement a range of therapeutic individual and group work, carry out functional assessments and contribute to multi-disciplinary team care planning and risk assessments.

**KEY AREAS OF RESPONSIBILITIES:**

* Accountable for own professional practice in the delivery of highly specialist therapeutic care to clients with complex mental health conditions which may include challenging behaviours.
* To be compassionate in meeting the needs of clients, their carers and families.
* To promote always a positive image of people with mental ill health and complex needs.
* To promote always a positive image of the service and the group.
* Provide leadership in multi-disciplinary training and development, particularly in relation to the implementation of PIE.

**Clinical Responsibilities, Patient Contact**

* To work with adult patients with severe and enduring mental illness and to identify Occupational therapy goals as part of the overall care plan, Implementing, analysing and interpreting specialist Occupational Therapy tools to support successful move on to independent living.
* To manage and prioritise a varied and complex caseload.
* To plan and implement patient centred individual or group interventions, using graded activity to achieve therapeutic goals.
* To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
* To apply a good level of understanding forensic mental health and provide training and advice on lifestyle changes and adaptations to the patient’s social and physical environment.
* To be actively involved in the move on process of the patient.
* To contribute to clinical discussion as part of the MDT.
* To be actively involved in the MDT care planning process.

**Supervisory/Professional Responsibility**

* Develop new interventions that enhance patients’ skills development and social inclusion as well as provide support and leadership to Support staff.
* Provision of workshops, PIE training and support with implementation plans of PIE
* Hold responsibility and accountability for their own actions, ensuring appropriate support and supervision is sought when required.
* Keep abreast of current developments in this field through reading, attendance at appropriate training courses.

**Service Evaluation and Research**

* Take an active role in clinical audits as required
* Support service evaluation and research
* Develop proposals for research and service evaluation
* Engage multiple stakeholders in project work including Service Users and/or carers
* Develop and implement outcome monitoring with service manager and Head of Services

# Confidentiality

* Patient and/or staff information is confidential. It is a condition of employment that you will not use or disclose any confidential information obtained unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard confidential data will be regarded as a disciplinary offence and will be dealt with in accordance with the groups Disciplinary Policy.

**Data Quality**

* The post holder should ensure any data/information prepared for either internal or external analysis is ‘fit for purpose’ i.e. that it is accurate, valid, reliable, timely, relevant and complete.

**Safeguarding Adults**

* All members of staff have a responsibility to ensure that vulnerable adults are safe from abuse or harm. Employees must follow the Social Interest Groups Safeguarding procedures and guidance. All instances of concern should be reported using the latest relevant process. It is an employee’s responsibility to comply with all current legislation, breaches of which may lead to an employee being subject to disciplinary action.

**Safeguarding Children**

* All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with the Local Safeguarding Board Child Protection Policy and Procedures.

**Professional / Managerial Codes of Practice**

* The post holder is expected to abide by the relevant codes of practice of their registering body.

**Policies and Procedures**

* The post holder is required to abide by all policies and procedures of the Social Interest Group

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

**Person Specification**

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|  | **Essential**  | **Desirable**  |
| **Qualifications** | * A degree in Occupational Therapy
* Evidence of continuing professional development
 | * At least 18 months post graduate experience
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| **Experience** | * Continued professional development.
* Research and service development
* Quality and service improvement and evaluation.
 | * Experience of joint working with statutory, voluntary and private sector agencies
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| **Knowledge** | * Evidence- based practice and training relevant to the role
* Best practice within own specialist role
* Risk assessment and risk management
* Knowledge of legislation in relation to the client group and mental health.
* Audit and research methodology
* Social Inclusion agenda
* Psychologically Informed Environments
* Demonstrate a knowledge of Clinical Governance
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| **Skills** | * Communicate highly complex and highly sensitive information effectively, to a wide range of people
* Apply the OT process with designated client group.
* Plan and co-ordinate treatment programmes.
* To work single handed with individual/groups within a community setting.
* To work as part of a team and understand team dynamics.
* Effectively time manage.
* Facilitate group work
* Effectively use Microsoft computer packages and other programs
* Manage own workload and determine priorities.
* Effectively communicate in all forms.
* Awareness of national and local issues and how they affect delivery of the OT Service.
* Show the ability to reflect and critically appraise own performance.
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| **Personal Attributes** | * Able to work in accordance with Penrose Values and Behaviours.
* Able to engage with vulnerable people and work effectively in highly distressing and challenging circumstances.
* Respects and has awareness of the advantages of joint working with other experienced professionals in a multidisciplinary setting
* Able to work flexibly and co-operatively as part of a team
* Able to use own initiative and make decisions independently
* Committed to continual quality and service improvement
* Self-aware and committed to professional and personal development. Able to accept and respond positively to feedback from supervision
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| **Other Requirements** | * Ability to travel independently in accordance with the group policies and service need.
* This post is subject to a Criminal Records Bureau Disclosure to identify any relevant criminal background.
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