

## **Job Capsule Supplementary Information: Lead Practitioner Occupational Therapy**

**This supplementary information for Lead Practitioner is for guidance and must be used in conjunction with the Job Capsule for Job Family Social Care Job Zone .....4..... Level .....2.....**

**It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.**

### **Role Purpose:**

- The post holder will support the service develop the strategic direction of the service within the context of occupational therapy.
- The post holder will facilitate the professional development of occupational therapists
- To contribute to the design of operating principles to support customers with occupational therapy needs and ensure that OT interventions are responsive, clearly process mapped, reportable and provide best practice support.
- To develop and promote the OT role and function within ASC and its multidisciplinary teams, the organisation and link to wider networks (see Relationships below)
- To review and widen the scope of OT into emerging service areas To review Camden's Medium Term Financial strategy and determine where OT can contribute to organisational savings
- To be responsible for oversight of relevant national agendas and their local application. DFGs/ Equipment/
- Review of inter-borough relationships and integrating best practice learning within OT practice.
- To raise OT specialism particularly around needs related to complex Physical disabilities model
- To work collaboratively with the OT staff to support adherence to CPD. Provide assistance in collating individual information and HCPC compliance.
- The post holder will facilitate appropriate training and assistance for those who are not professionally qualified occupational therapists to support customers with low level occupational therapy needs
- Developing specific guidance on OT intervention in ASC in context of Care Act.
- Improving consistency and best practice in the way assessment of ASC customers are carried out.
- Developing evidence based resources for OTs to access
- Engender and OT professional presence within ASC and wider networks

### **Some example outcomes or objectives that this role will deliver:**

- To assimilate the outcomes and learning from cost savings projects into OT practice
- To implement national agendas such as changes to DFG legislation and equipment provision within a local context
- Contribute to improve reablement provision and goals orientated planning
- Take forward agendas such as improving integrated working with health, involvement in appropriate care management interventions, providing a specialist consultative role in moving and handling / high cost care / extra care/reablement cases etc

- With service managers, measure, report and act upon capability data that relate to occupational therapy. These should facilitate an understanding of the flow of the work, value and failure work, and budget and financial monitoring to drive continuous improvement. These should include:
  - Individual outcome measures
  - End to end times from referral to receipt of care package
  - Time from referral to assessment
  - Volume of work allocated and volume of work de-allocated
  - Measures of cost relative to outcomes
  - Staff morale survey
  - Customer satisfaction
- Work with Team and Service Managers to create an enabling and learning environment in which employees can do their best work within the context of occupational therapy needs.
- Work with other managers to ensure that occupational therapy does not function in isolation from other parts of the service.
- Continue to develop a “whole service’ integrated approach with the other staff within the organisation to establish excellent working relationships with other agencies and partners

#### **People Management Responsibilities:**

- This post reports to a locality service manager or service manager for access and response.
- The Lead Practitioner will provide clinical supervision for occupational therapists but may also have some direct OT reports. Operational management is the responsibility of the relevant Team Manager.

#### **Relationships;**

There is an extensive range of regular contacts that the post holder will need to influence and negotiate with, and which includes:

- Members / senior managers
- Health colleagues
- Customers, carers and other members of the public
- Community/Interest groups
- All appropriate statutory and independent agencies
- Other Council departments

#### **Work Environment:**

- The post holder will be part of a locality based team or the Access and Response function.
- The job is primarily office based but requires flexibility around working hours and being able to provide support out of office hours to deal with complex and high risk problems or issues. The post holder may be required to work evening and weekends from time to time.

#### **Technical Knowledge and Experience:**

- A relevant Occupational Therapy professional qualification

- HCPC registered
- Highly experienced in Occupational interventions in a number of professional areas.
- Excellent knowledge and evidence of OT professional agendas and their application
- Demonstrable experience of collecting and using evidence to make decisions based on what matters to customers
- An understanding of people management and team building principles (including managing the team and evidence of applications)
- Understanding Commissioning and development of services agenda
- A comprehensive understanding of relevant health and social care legislation and policies and procedures and ability to apply it in practice
- Knowledge of adult social care resources required to deliver effective care and support to customers and their carers
- Excellent knowledge and practical application of risk assessment and Safeguarding Adults statutory frameworks and current agendas.

### **Camden Way Five Ways of Working**

*In order to continue delivering for the people of Camden in the face of ever increasing financial pressure, we need to transform the way we do things. We call this the Camden Way. The Camden Way is a key part of our transformation strategy often referred to as the transformation triangle which links the Camden Plan, the Camden Way and the Financial Strategy together.*

The Camden Way illustrates the approach that should underpin everything we do through five ways of working:

#### **•Deliver for the people of Camden**

Acts as a customer champion by challenging others to think and act in a way that links things up for our customers

Establishes and embeds a way of working where improving the customers experience is everyone's goal.

Is confident and capable of offering advice and support to address members concerns / requests

#### **•Work as one team**

Identifies and takes advantage of opportunities to deliver services collaboratively on an ongoing basis

Encourages mutual trust and giving feedback to each other even when the message is difficult

Enthusiastically shares information, learning and best practice with colleagues

#### **•Take pride in getting it right**

Makes sure that solutions are designed to be right first time

focus on data quality and ensure information is accessible to others and shared safely

Uses measures of success to demonstrate achieving set outcomes

#### **•Find better ways**

proactively makes changes to improve performance with a focus on best practice and most efficient use of resources

looks for new and innovative ways of working whilst evaluating activities to determine in what way value is being added

#### **•Take personal responsibility**

Able to take tough decisions and calmly tackle and confront challenging issues head on

Considers the informal, political dimensions of situations and aligns direction of the team with corporate strategies

For further information on the Camden Way please visit:

<http://www.togetherwearecamden.com/pages/discover-jobs-and-careers-in-camden/working-for-camden/>

**Structure Chart**

