

Role Profile

Part A - Grade & Structure Information

Job Family Code	10PCS	Role Title	Senior Occupational Therapist (Reablement)
Grade	PS10	Reports to (role title)	Senior Manager
JE Band	371-438	Directorate / School	Adults Wellbeing and Health Partnerships
Date Role Profile was created	Feb-26	Service / Department	Reablement
<u>Agile</u>	Community	<u>DBS Requirement</u>	Enhanced with Adults

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	<p>To provide a professional, therapy led, Occupational Therapy service to adults in Surrey, their families and carers in line with national legislation including but not exclusively the Care Act, Mental Capacity Act and Health and Safety Act.</p> <p>To actively promote wellbeing and independence by completing strength-based, holistic, complex occupational assessments, identifying person centred SMART goals and devising skills gain practice schedules for staff in reablement.</p> <p>At this level the post holder is more autonomous and will demonstrate expert and effective practice in complex situations and risk management, lead on triaging and assessments, equipment provision, minor adaptations and training, to meet identified needs using appropriate council resources and funding streams where applicable. Advice, and guidance to staff across the Reablement service, C2C, area teams and external partners.</p> <p>You will work proactively to shape the "Access to All" Reablement offer across the county, collaborating with colleagues across Health and Social Care to improve the persons journey and reduce the need for long-term support.</p>
Work Context	<p>This is a customer-facing role within the Reablement Service, part of the Adults, Wellbeing and Health Partnerships Directorate. The post holder will work alongside the Reablement Occupational Therapy leads, Senior managers, and Head of Service to embed and develop a therapy-led Reablement offer for Surrey, supporting the Health & Social Care Integration agenda.</p> <p>The Reablement service is CQC-regulated, and the post holder will be expected to work in line with regulatory standards, ensuring safe, effective, and person-centred care that meets compliance requirements.</p> <p>The position is community-based and requires flexible working across urban and rural areas in Surrey to meet service needs.</p> <p>The post holder will be expected to have a valid driving licence to drive in the UK and access to a vehicle. Reasonable adjustments will be made for occupational therapists that have a disability to enable them to fulfil the requirements of the job.</p> <p>Professional supervision and opportunities for reflective practice will be provided to support your development and maintain high standards of care. In addition, you will provide supervision, guidance, and support to other staff within the Reablement service to ensure consistent, high-quality practice.</p>
Line management responsibility if applicable	No direct line management responsibility, but will be expected to provide guidance, advice and formal supervision regarding casework to non-qualified colleagues or less experienced Occupational Therapists.

<p>Budget responsibility if applicable</p>	<p>To make recommendations for the provision of equipment and adaptations in line with the budget determined according to the assessment of needs. Advise less experienced or unqualified colleagues on budget and the cost of services, if required.</p>
<p>Representative Accountabilities Typical accountabilities in roles at this level in this job family</p>	<p>Risk Management</p> <ul style="list-style-type: none"> Identify opportunities and risks associated with the service and escalate / report to management. May undertake the role of expert practice lead, managing highly complex cases and leading consistency and standards of practice in a defined geographical area. Conduct assessments in complex or high risk circumstances ensuring appropriate actions are taken in response to identified safeguarding/wellbeing issues to increase the protection of vulnerable people. <p>Service Development</p> <ul style="list-style-type: none"> Contribute towards developing professional policy, standards and procedure and / or developing and implementing team plans and monitoring and reviewing of services to enhance quality of service. <p>Planning & Organising</p> <ul style="list-style-type: none"> Manage the planning and delivery of services and caseload or projects for own area involving some specialist knowledge or assessment. Contribute to service plans and plan staff resources to maintain operational delivery of services. <p>Finance/Resource Management</p> <ul style="list-style-type: none"> Assist with budget/resource/funding management in accordance with the organisation policies and procedures. <p>Work with others</p> <ul style="list-style-type: none"> Liaise, communicate and build relationships with other internal departments, partner organisations, agencies and/or contractors to share knowledge or best practice and ensure quality, integrated service delivery. Work in partnership with service users, their families/carers. <p>People Management</p> <ul style="list-style-type: none"> Manage an operational team or specialised function, and organise deployment of staff and work and/or appropriate support for service users. Monitor and support the performance management and development of team members, using a coaching approach, to ensure that individual contributions are maximised. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity. Health, Safety & Welfare: Responsible for ensuring health and safety policies, procedures and legislation are implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.</p>
<p>Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics</p>	<ul style="list-style-type: none"> Relevant professional qualification and relevant registration where required and experience, or considerable experience of working within the service area. High level working knowledge of relevant legislation and procedural frameworks and practice standards Able to plan and carry out specialist assessments and deliver and oversee programmes or packages of care and support. Ability to manage budgets in accordance with financial procedures. Proven written and oral communication and interpersonal skills with good negotiation and influencing skills, and the ability to maintain effective working relationships at all levels. Competent in a range of IT tools including MS Office and database management systems. High level problem solving skills with the capacity to devise and implement innovative solutions. Demonstrable experience in successful recruiting, managing, coaching and developing of staff. Understanding of the principles of confidentiality and information governance and how these apply to social care. Ability to communicate with compassion and authority in challenging situations and with resistant individuals, be able to effectively engage with people in complex situations both short-term and building relationships over time. Satisfactory DBS clearance might be required.

Details of the specific qualifications and/or experience if required for the role in line with the above description	<p>Recognised Occupational Therapy qualification, with significant (generally minimum of 3 years) post registration experience working in a social care or community multi agency environment in a qualified role.</p> <ul style="list-style-type: none"> • Significant experience (at least 1 year of supervising more than 1 supervisee) of providing effective reflective supervision to less experienced Occupational Therapists or non- professionally qualified staff. • Extensive knowledge of a range of medical conditions, the impact of long term disability on an individual, their carer and family. <ul style="list-style-type: none"> • Good understanding of mental health conditions, learning disabilities and Autism. • Experience on duty and/ or triaging. • Resilience in complex decision making in fast paced settings. • Experience of effective communication with health colleagues and being confident with clinical professional challenge. • Understanding of CQC regulations. • Willingness to provide internal Reablement training to ensure continuous service development. • Willingness to build professional relationships within a hybrid working environment.
Role Summary	<p>Roles at this level manage operational service delivery or are an expert practice lead supporting consistency and standards of practice, in a defined service or geographical area. They will often have key responsibilities in planning resources and procurement and commissioning of cost effective and innovative services. They will require a professional qualification or extensive practical experience. They work with a range of agencies and extended services in various settings, to provide advice and guidance to support the service user group. They will plan and ensure progress within established procedures and policy, and respond effectively to changing priorities and different situations. Forward planning could be for months ahead and the role will contribute to longer-term development. They will work largely autonomously with access to guidance from more experienced professionals.</p>
Reference Number	<p style="text-align: center;">BM-2026-104</p>