

Role Profile

Part A - Grade & Structure Information

Job Family Code	9PCS	Role Title	Reablement Mental Health Occupational Therapist
Grade	PS9	Reports to (role title)	Specialist Reablement Therapy Lead
		Directorate / School	Health, Wellbeing & Adult Social Care
JE Band	314-370	Service / Department	Service Delivery
		Date Role Profile was created	20/05/2026

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 work collaboratively with individuals with mental health needs and others accessing Reablement Services, alongside colleagues across health and social care within a therapy-led Reablement service. The role will also include covering work for the Learning Disabilities and Autism (LD&A) OT where required.</p> <p>The role aims to promote wellbeing, independence, and recovery by completing strength-based, holistic assessments and providing mental health professional knowledge, advice, and guidance. This includes developing SMART goals and structured skills-gain programmes, assessing for and recommending appropriate equipment, and completing moving and handling risk assessments and reviews.</p> <p>The post holder will utilise recognised models of practice, outcome measures, and evidence-based interventions to inform decision-making, enhance the person's journey through Reablement, and maximise independence. The role supports learning, regaining skills, and confidence, while reducing reliance on long-term support wherever possible.</p> <p>In addition, the role will provide training, guidance, and support to Reablement staff, helping develop their knowledge and skills in mental health, strength-based practice, goal-setting, and safe, person-centred approaches to intervention.</p>
Work Context	<p>This is a customer-facing role within the Service Delivery Team, which sits within the Adults, Wellbeing and Health Partnerships directorate.</p> <p>The post is countywide and community-based, requiring the post holder to work flexibly across Surrey in partnership with health and social care colleagues. The role operates within Reablement services, working collaboratively with wider adult social care teams, health professionals, and other relevant agencies to embed and deliver a therapy-led Mental Health Reablement offer across Surrey. This work supports the Health and Social Care Integration agenda and promotes joined-up, person-centred practice. Surrey includes a mix of urban and rural communities. As such, the post holder will be required to hold a valid UK driving licence and have access to a vehicle in order to travel across the county.</p> <p>Appropriate professional supervision and support will be provided in line with organisational and professional standards.</p>
Line management responsibility if applicable	<p>The post holder will have no direct line management responsibility for qualified staff. However, they will provide supervisory line management for Reablement Practitioner and Senior Reablement Practitioner roles, ensuring appropriate support, guidance, and performance oversight in line with service standards.</p> <p>The role offers opportunities to develop supervisory and leadership skills and to take on a coordinating and advisory role with non-qualified staff, Newly Qualified Occupational Therapists, students, and Reablement colleagues. This includes providing professional guidance, supporting learning and development, training, and contributing to effective team working within the Reablement service.</p>
Budget responsibility if applicable	<p>The post holder will have no direct budget management responsibility. However, they will make informed recommendations regarding the provision of equipment and resources in line with agreed budgets, based on assessed need and professional judgement.</p> <p>The role includes advising and supporting less experienced or non-qualified colleagues on budget awareness, cost-effective decision-making, and the financial implications of equipment provision and services, ensuring resources are used appropriately and responsibly.</p>
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<p>Risk Management</p> <ul style="list-style-type: none"> Identify opportunities and risks associated with the service and escalate / report to management. Investigate concerns, complaints and safeguarding issues to promote satisfactory and positive outcomes and protect vulnerable members of society. <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"> • Undertake care planning and manage complex cases and / or take a lead on development and project work, assisting in development and improvement of services and practice in own area. • 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 on operational issues 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"> • Line manage and/or supervise, guide, advise and mentor less experienced or non-professionally qualified staff on casework and provision of care services, making sure that staff act in accordance with procedures and good practice. Assist in the development of staff and in the timely provision of services. <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>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, procedural frameworks and practice standards in a specialised area of practice. • Able to assess, plan and review appropriate support. • Numerate and able to advise on effective use of budgets and resources. • Competent in a range of IT tools including MS Office and database management systems. • 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. • High level problem solving skills with the capacity to devise and implement innovative solutions. • Able to lead team working, and use supervision to improve personal performance and practice of junior 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.
<p>Details of the specific qualifications and/or experience if required for the role in line with the above description</p>	<ol style="list-style-type: none"> 1. HCPC Registered Occupational therapist. 2. Experience working with people who have mental health needs. This can include pre-registration experience. 3. Already attained or willingness to attain training/educating qualification (e.g. PTTLS, practice placement educator). 4. Enhanced DBS clearance required. 5. Ability to travel effectively across a large geographical patch. 6. Willingness to work in an agile and flexible way, making best use of technology and attending meetings outside usual working hours when necessary.
<p>Role Summary</p>	<p>Roles at this level may manage a small team delivering specific front line services and/or will be an experienced professional assessing and managing a complex caseload supporting consistency and standards of practice, in a defined service or geographical area. They will require a professional qualification and experience or extensive practical experience. They usually 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 although the role will contribute to longer-term development. They will work largely autonomously with access to guidance from more experienced professionals.</p>