

# Role Profile

## Part A - Grade & Structure Information

<b>Job Family Code</b>	11SW	<b>Role Title</b>	Reablement Therapy Lead
<b>Grade</b>	PS11SC	<b>Reports to (role title)</b>	Reablement Therapy manager
		<b>Directorate/ School</b>	Adults Wellbeing and Health Partnership
<b>JE Band</b>	439-518	<b>Service / Department</b>	Integrated Reablement service
		<b>Date Role Profile was created</b>	Updated: 02.01.25

## 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.

<b>Role Purpose</b> including key outputs	To work with the Reablement Therapies Manager and Senior Managers to implement the management of a therapy led Reablement service. Provide professional expertise, training, advice and guidance to staff across the Reablement Service and with its key partners across local health and social care systems. To focus on embedding and teaching colleagues a strength based approach within Reablement including holistic skills gain programmes with the aim of reducing the long term need for care by drawing on the clients key strengths and support networks. Work with partners across Surrey to shape the Health and Social Care offer within the county. Focusing on service improvements that promote independence and reduce the need for long term support.
<b>Work Context</b>	This is a clinical role which is part of the Adults, Wellbeing & Health Partnerships Directorate. The post holder will work alongside the OT Leads, Assistant Reablement managers, Reablement Therapies Manager and Service Managers to continue to embed a therapy led Reablement offer for Surrey supporting the agenda for Health & Social Care collaboration. The position will be based within the community and the post holder will be required to work flexibly with health and social care partners. Surrey has both urban and rural areas and staff will be expected to have a valid driving licence to drive in the UK and access to a vehicle
<b>Line management responsibility</b> if applicable	Will have line management responsibility for staff working across service, including the Mental Health and Learning disability and Autism pathways, both in qualified OT posts and other reablement service staff. Will require supervision skills and experience in order to be able to provide guidance, advice and formal supervision to Occupational therapists, Reablement colleagues, Newly Qualified Occupational Therapists and students. Expectation to train and support staff and local partners including local providers.
<b>Budget responsibility</b> if applicable	Delegated budget responsibility to make recommendations for the provision of equipment, aids and adaptations in line with the budget. Make recommendations for the provision of long term services according to the assessment of needs. Successful and effective delivery of reablement services will also indirectly impact on the ASC spend on long term care provision.

<p><b>Representative Accountabilities</b> Typical accountabilities in roles at this level in this job family</p>	<p><b>Casework Management</b></p> <ul style="list-style-type: none"> <li>• Provide leadership and professional support to colleagues and other professionals in situations of high complexity.</li> <li>• Apply extensive knowledge of practice, theory and legislation to enhance practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence.</li> <li>• Make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence-informed practice.</li> </ul> <p><b>Assessment and Review</b></p> <ul style="list-style-type: none"> <li>• Support and encourage professional decision-making in others, to enable assessment procedures to be used discerningly in response to the presenting needs.</li> <li>• Maintain and provide expertise in specialist assessment and intervention and support others to develop these skills.</li> <li>• Model the effective assessment and management of risk in complex situations, across a range of situations, including positive risk taking situations.</li> </ul> <p><b>Safeguarding</b></p> <ul style="list-style-type: none"> <li>• Provide professional leadership on safeguarding issues in collaboration with other senior members of the team.</li> <li>• Provide support to resolve concerns about practice.</li> </ul> <p><b>People Management</b></p> <ul style="list-style-type: none"> <li>• Manage a defined team or area providing clear organisation, direction and development.</li> <li>• Provide professional support, advice and/or supervision.</li> <li>• Monitor and support the performance management and development of team members using a coaching approach, to support individual development and ensure that individual contributions are maximised.</li> <li>• Manage complaints where required, and verify assessments and authorise when appropriate.</li> </ul> <p><b>Work with others</b></p> <ul style="list-style-type: none"> <li>• Promote positive working relationships in and across teams and with partners in statutory, voluntary and third sector organisations, using strategies for collaboration and arbitration.</li> <li>• Contribute to and provide professional leadership of organisational change and development and address performance management issues that arise.</li> <li>• Ensure that all staff in the team are adhering to the requirements of data quality legislation.</li> </ul> <p><b>Finance/Resource Management</b></p> <ul style="list-style-type: none"> <li>• When required, monitor, analyse and manage delegated budgets, funding and resources in accordance with council policies and procedures, or have indirect influence on wider service budget.</li> </ul> <p><b>Duties For All</b></p> <p>Values: To uphold the values and behaviours of the organisation.          Equality &amp; Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.          Health, safety and welfare: Responsible for ensuring health &amp; safety policies, procedures and legislation are fully 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><b>Education, Knowledge, Skills &amp; Abilities, Experience and Personal Characteristics</b></p>	<ul style="list-style-type: none"> <li>• Relevant professional qualification and registration where required.</li> <li>• Extensive, sophisticated and up to date working knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of Health and Social Care services.</li> <li>• Ability to promote positive working relationships in and across teams, using strategies for collaboration and arbitration.</li> <li>• Ability to contribute to and provide professional leadership of organisational change and development and address performance management issues that arise.</li> <li>• Ability to communicate effectively in highly charged, complex or challenging situations to a wide range of audiences for different purposes and at different levels, including public speaking.</li> <li>• Ability to model and promote a culture of clear communication, supporting the development of effective communication skills in others.</li> <li>• Ability to influence organisational development pro-actively using feedback from your area of responsibility</li> <li>• Ability to gather information to inform judgement for interventions in more complex situations and in response to challenge.</li> <li>• Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way.</li> <li>• Ability to use knowledge to make complex judgements in uncertain and ambiguous situations, supporting others to do the same.</li> <li>• Excellent partnership working skills with an ability to communicate and collaborate effectively with partners in statutory, voluntary and third sector organisations.</li> <li>• Competent in the use of basic IT skills.</li> <li>• Demonstrable experience in successful recruiting, performance managing, coaching and developing staff.</li> <li>• Good problem solving and analytical skills with the capacity to devise and implement innovative solutions.</li> </ul>
<p><b>Details of the specific qualifications and/or experience if required for the role in line with the above description</b></p>	<ol style="list-style-type: none"> <li>1. HCPC Registered Occupational Therapist</li> <li>2. Significant Experience in delivering Intermediate Care Services (can include reablement, rapid response, discharge to assess models of intermediate care)</li> <li>3. Already attained or willingness to attain training/educating qualification (e.g. PTTLs, APPLE Accreditation, practice placement educator)</li> <li>4. Enhanced DBS clearance required</li> <li>5. Ability to travel effectively across the whole county - including remote locations</li> <li>6. Willingness to work in an agile and flexible way, making best use of technology and attending meetings outside usual working hours when necessary.</li> </ol>

<b>Role Summary</b>	<p>Roles at this level assist with leading, motivating and managing a team ensuring the service provided is consistent, effective and delivers positive outcomes for individuals, their carers and families.</p> <p>They contribute to and support the development of practice, procedures and policy and specifically the professional development of the team.</p> <p>They are accountable for the provision of effective professional practice within the team, the provision of effective, reflective professional supervision, as well as line management and appraisal.</p> <p>These roles provide expert guidance in situations of complexity, where there is conflict or resistance and enable others in the team to manage complex and challenging situations. They deputise for the team manager when required (where appropriate).</p>
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