

Role Profile

Part A - Grade & Structure Information

Job Family Code	10SW	Role Title	Reablement Mental Health Occupational Therapist
Grade	PS10SC	Reports to (role title)	Reablement Therapy Lead
		Directorate/ School	Health, Wellbeing & Adult Social Care
JE Band	371-438	Service / Department	Service Delivery
		Date Role Profile was created	01/07/2021

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 with colleagues to deliver a therapy led Mental Health Specialist Reablement service as part of the countywide Reablement offer.</p> <p>To provide professional expertise in mental health conditions, lead on assessments, skills gain programmes and deliver training advice and guidance to staff across the service.</p> <p>To promote wellbeing and independence by completing strength based holistic assessments in line with the recovery model using a proactive approach to service development. Utilising models of practice, outcome measures and evidence based practice to influence interventions</p> <p>Working with colleagues across Health and Social care to improve the clients journey and help to shape the access to all offer of Reablement across the county aiming to reduce the need for long term support.</p>
Work Context	<p>This is a customer facing role that sites within the Service Delivery Team, which is part of the Health, Wellbeing and Adult Social Care Directorate.</p> <p>The post holder will work alongside the Reablement Team and Mental Health Teams within Surrey County Council and with health and integrated partners, to embed a new therapy led Specialist Mental Health Reablement offer for Surrey, supporting the Health & Social Care Integration agenda. This is a countywide post based within the community and the post holder will be required to work flexibly with health and social care partners.</p> <p>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.</p> <p>Professional supervision will be provided.</p>
Line management responsibility if applicable	Line Management of Specialist Mental Health Reablement Workers. The post holder will require supervision skills and experience in order to be able to provide guidance, advice and to also support Newly Qualified Occupational therapists and students. Expectation to train and support staff and local partners including local providers.
Budget responsibility 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 provisions within mental health.

<p>Representative Accountabilities</p> <p>Typical accountabilities in roles at this level in this job family</p>	<p>Casework Management</p> <ul style="list-style-type: none"> • Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance. • Demonstrate confident and effective judgement about risk and accountability in decision-making and be able to sustain engagement with fluctuating circumstances and capacities, including where there is hostility and risk. <p>Assessment and Review</p> <ul style="list-style-type: none"> • Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. • Use professional judgement, employing a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. <p>Safeguarding</p> <ul style="list-style-type: none"> • Take the lead in managing positive interventions that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect. • Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures. <p>Staff Development</p> <ul style="list-style-type: none"> • Play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff. • Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff. • Where required, take the role of practice educator (or train as a practice educator) for students and the role of ASYE assessor and supervisor for newly qualified social workers in the team. • As part of the supervision and appraisal process provide support with personal and professional development. • Share and present professional knowledge and expertise to colleagues within the team and with other partners. <p>Data Quality</p> <ul style="list-style-type: none"> • Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. • Take responsibility for working within the Directorate's data protection policies. <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 and welfare: Responsible for ensuring health & 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>
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Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	<ul style="list-style-type: none"> • Relevant professional qualification and registration where required. • In depth and up to date applied knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of social care services. • Understanding of the principles of confidentiality and information governance and how these apply to social care. • Understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to effectively engage with people in complex situations both short-term and building professional relationships over time. • Ability to engage in difficult conversations in challenging situations and with people who may be resistant. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to make skilled professional judgement for interventions including in crises and in response to challenge. • Ability to understand and take account of differentials in power, and use authority appropriately • Ability to develop partnership relationships in order to work effectively in a multi-agency and multi-disciplinary environment, demonstrating mutual professional regard and a collaborative approach to person centred working. • Ability to chair a range of meetings and offer expert support at case meetings. • Competent in the use of basic IT skills • Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources. • Experience of providing professional reflective supervision.
Details of the specific qualifications and/or experience if required for the role in line with the above description	<ol style="list-style-type: none"> 1. HCPC Registered Occupational therapist. 2. Significant Experience in delivering Intermediate Care Services / Mental Health Services (can include reablement, rapid response, discharge to assess models of intermediate care). 3. Already attained or willingness to attain training/educating qualification (e.g. PTTLS, APPLE Accreditation, practice placement educator). 4. Experience of delivering Occupational therapy within a Mental Health setting. 5. Enhanced DBS clearance required. 6. Ability to travel effectively across a geographical patch. 7. Willingness to work in an agile and flexible way, making best use of technology and attending meetings outside usual working hours when necessary.
Role Summary	<p>Roles at this level provide a professional social work, occupational therapy and other support to individuals, children their families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. Using professional judgement employ a range of interventions promoting choice, control and independence. They demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including more senior levels.</p>
Reference Number	<p style="text-align: center;">BM-2022-124</p>