



**MONMOUTHSHIRE COUNTY COUNCIL**

**SOCIAL CARE AND HEALTH SERVICES**

**INTEGRATED SERVICES OCCUPATIONAL THERAPIST - ABERGAVENNY**

Are you looking for an exciting, challenging, but above all, rewarding role?

We want to appoint a special person who has the ability to inspire others and a desire to make things happen. We are looking for a new member of our team based at Mardy Park; our developing community hub supporting the people of Abergavenny and surrounding areas.

Please follow the link below to our facebook page for more information...

[www.facebook.com/mardyparkresourcecentre](http://www.facebook.com/mardyparkresourcecentre)

Our purpose is to help people live their own lives, and we aim to do this by having the right people in the right place at the right time.

Are you the exceptional occupational therapist we are looking for? – one who is flexible and resilient and who demonstrates a passion for developing and delivering high quality services. Working with people to find individual solutions to the problems they face and in achieving personal health and wellbeing outcomes.

**Please Note that we are not able to accept CV's**

**Application forms can be completed online or down loaded via:**

<http://www.monmouthshire.gov.uk/home/education/jobs-and-employment/how-to-apply-for-council-jobs/>

Completed paper application forms should be returned to the following address:-

Employee Services, Monmouthshire County Council, PO BOX 106,  
CALDICOT, NP26 9AN

Appointment to this post is exempt from Rehabilitation of Offenders Act and is subject to an Enhanced Disclosure Check.

Monmouthshire County Council is an equal opportunities employer and welcomes applications from all sections of the community. All posts are open to job-share unless stated otherwise.

Monmouthshire County Council operates a Smoke Free Workplace policy.

The closing date for applications is Wednesday 8<sup>th</sup> April 2015 with shortlisted candidates being invited for interview on Friday 17<sup>th</sup> April 2015. We would encourage any potential applications to pay us a visit or contact us directly to learn more about this exciting opportunity to arrange to do so please contact Sarah Vaughan on 01873 859352.



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**JOB DESCRIPTION**

<b>POST TITLE:</b>	Integrated Services Occupational Therapist
<b>POST ID:</b>	SAS028
<b>GRADE:</b>	SCP 37 30,851 rising to 41 34,549 pro rata (NHS Equivalent band 6)
<b>HOURS:</b>	Part time - 3 days (22 hours) per week (NHS equivalent 22.5 hours)
<b>BASED AT:</b>	Abergavenny Integrated Services Team – Mardy Park Resource Centre
<b>REPORTING TO:</b>	Advanced Practitioner, Occupational Therapy
<b>ACCOUNTABLE TO:</b>	Integrated Services Team Manager
<b>REPORTING TO THE POST HOLDER:</b>	OT Practitioners, Therapy Support Workers

**JOB SUMMARY**

The post requires working as part of an integrated social care and health team, finding individual solutions to meet the needs of people in the community and those being discharged from hospital.

The post holder will be required to work across traditional Health and Social Care boundaries in order to support people to articulate and work towards the achievement of personal outcomes.

The post holder will have the opportunity to employ the full range of Occupational Therapy skills in promoting Health and Wellbeing for service users who have multiple, often complex needs.

**KEY TASKS**

**Professional**

- To practice occupational therapy safely.
- To provide occupational therapy intervention, which helps people articulate and achieve personal outcomes in relation to their health and wellbeing
- To actively engage carers/families where appropriate, in the intervention process motivating and supporting them to take part in the achievement of personal outcomes



- To maintain records and documentation in line with locally agreed integrated service procedures, Monmouthshire County Council and Health Board policies, occupational therapy service guidelines and COT standards.
- To attend and participate in integrated team meetings.
- To adhere to the COT code of professional conduct and ethics.
- To assess for and manage risks, particularly risks to a person's independence.
- To actively develop and maintain close working relationships with colleagues across disciplines and agencies. This will include colleagues from the same and other professions in both Health and Social Care.
- To demonstrate an understanding and working knowledge of relevant legislation, policy and practice guidelines.
- To demonstrate a broad range of knowledge and skills relevant to the application of occupational therapy for people, whose health and wellbeing impacts upon their ability to carry out their everyday activities.
- To take personal responsibility for own workload.
- To draw on evidence to justify own practice.
- To be proficient in reasoning and in determining intervention strategies in complex situations and for people with complex needs.
- To lead and be proactive in developing professional networks as a shared governance activity.

### **Management/Admin**

- To take a lead in finding individual solutions for people contacting the Integrated Service
- To participate in the induction of new staff within the department.
- To appraise staff within the team, and identify their development needs as appropriate to area of practice.
- To delegate tasks appropriately and monitor the achievement toward the achievement of personal outcomes.
- To work within Monmouthshire County Council and Health Board policies and procedures.
- To understand the influence of health and social policy on the health and wellbeing of the local population.
- To ensure performance data is maintained in accordance with County Council procedures.
- To handle and exchange complex and or contentious information with care and sensitivity, maintaining confidentiality at all times.
- To develop, monitor and audit standards of practice in the context of an integrated approach in order to maintain best practice standards.
- To adapt own working practice to reflect changes in service demand and be able to explain and justify the action taken.
- To demonstrate effective caseload and time management.
- To work independently on service related projects within the area, to report and make recommendations.
- To perform duties in a manner which will ensure the health and safety of all persons who may be affected by their acts or omissions at work and to co-operate with the County Council to ensure that statutory and departmental safety regulations are adhered to.



## **Professional Development**

- To maintain an up to date knowledge of specialist interventions appropriate to the people supported
- To participate in education and training sessions with the integrated team, other teams within the locality and outside organisations.
- To have a knowledge and understanding of clinical governance and be able to apply the principles in practice.
- To be actively involved in the development and implementation of new service models
- To be proactive in the development of standards and outcome measurement in order to evidence best practice.
- To assimilate new knowledge and integrate it into occupational therapy practice.
- To be proactive in the development of integrated networks that support positive working practices.
- To liaise with other therapists, and staff of other professional groups to actively support innovations and improvements in practice.
- To be able to balance professional issues such as confidentiality and duty of care in an integrated setting in order to support people to achieve personal outcomes
- To engage in regular supervision with an identified supervisor.
- To access training to support the development of integrated skills and knowledge.
- To identify and attend specialist in-service and external training, seminars, lectures and courses as identified in discussion with supervisor.
- To participate in annual appraisal
- To acknowledge limitations in own practice and seek help to develop professional competencies/practice.
- To take responsibility for Continuous Professional Development (CPD), maintaining a professional portfolio in accordance with guidelines from the College of Occupational Therapy as required for professional registration.

## **Fieldwork Educator**

- To supervise occupational therapy students and to educate students from other disciplines in the role of the occupational therapist.
- To facilitate the student's learning activities to achieve desired student competence.
- To modify own educational strategies to support the learner, using a variety of teaching and learning techniques.
- To facilitate the students' clinical reasoning and reflective practice.
- To model good practice and professional standards in the workplace to students.
- To develop learning objectives for fieldwork in collaboration with fieldwork co-ordinator, students and college.

## **Supervisor**

- To undertake supervision of junior and unqualified staff.
- To arrange for training and development needs of staff to be met.



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**PERSON SPECIFICATION**

**JOB TITLE:** Integrated Service Occupational Therapist.

**TEAM/AREA:** Integrated Service Occupational Therapist - Abergavenny/Mardy Park

<b>REQUIREMENTS</b>	<b>WEIGHTING High/Medium/Low</b>	<b>HOW TESTED</b>
<b>1. EDUCATION / QUALIFICATIONS</b>		
1.1 A professional Occupational Therapy qualification - (Diploma or Degree)	High	Application Form <b>Qualifications will be asked for at interview</b>
1.2 State registered with HPC	High	Application Form <b>Qualifications will be asked for at interview</b>
1.3 Up to date CPD portfolio	High	Application Form Interview
<b>2. KNOWLEDGE</b>		Application Form Interview
2.1 Knowledge and application of integrated assessment and intervention	High	Application Form Interview
2.2 Knowledge and application of outcome measures	High	Application Form Interview
2.3 Knowledge of key national drivers affecting health and social care in Wales.	High	Application Form Interview
2.4 Knowledge of and application of principles of clinical governance.	High	Application Form Interview
2.5 Application of health and safety and risk management strategies	High	Application Form Interview
2.6 Knowledge of Local Authority's role in provision of services and support	High	Application Form Interview
<b>3. EXPERIENCE</b>		
3.1 Relevant post qualification experience as an Occupational Therapist in a range of settings including community and reablement.	High	Application Form Interview
3.2 Experience of building effective working relationships with a range of people.	High	Application Form Interview
3.3 Experience of multi-disciplinary and multi agency working	High	Application Form Interview
3.4 Experience of working autonomously and setting and managing own priorities.	High	Application Form and Interview
3.5 Experience of working under pressure and managing competing	High	Application Form and Interview



demands.		
3.6 Experience of supervising staff.	Medium	Application Form Interview
3.7 Experience of practice placement education of undergraduate OT's	Medium	Application Form Interview
<b>4. APTITUDES/SKILLS</b>		
4.1 Effective written and oral communication skills.	High	Application Form Interview
4.2 IT skills.	High	Application Form Interview
4.3 Leadership skills.	High	Application Form Interview
4.4 Ability to coordinate integrated assessments and interventions involving a range of others	High	Application Form Interview
4.5 Ability to find individual solutions for presenting issues		
4.6 Ability to support people to articulate and work towards achievement of personal outcomes	High	Application Form Interview
4.7 Ability to work to deadlines and deliver outcomes.	High	Application Form Interview
4.8 Ability to reflect on and evaluate own working practice	High	Application Form Interview
4.9 Ability to organise and respond effectively to complex information.	High	Application Form Interview
<b>5. PERSONAL ATTRIBUTES</b>		
5.1 Strong commitment to work in partnership with people	High	Interview
5.2 Understand and respect the principles of confidentiality	High	Interview
5.3 The flexibility to meet the demands of the job	High	Interview
5.4 A strong commitment to promoting continued professional development	High	Interview
<b>6. CIRCUMSTANCES</b>		
6.1 Have current and full driving licence and business use insurance	High	Application Form
<b>7. EQUAL OPPORTUNITIES</b>		
7.1 Must possess a strong commitment to all aspects of equal opportunity in employment and service delivery.	High	Interview