

Person Specification

JOB TITLE:	Occupational Therapist	POST NO:	010221, 010222 & 010223
GRADE:	Grade 9	DEPARTMENT:	Occupational Therapy
HOURS	37		
DIVISION:	Adult Social Care	DIRECTOR:	Terry Rich
DATE:	19.8..2012	COMPLETED BY:	Jane Scott

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
KNOWLEDGE	<ul style="list-style-type: none"> • Detailed knowledge of housing, Moving and Handling, community Care and other relevant legislation • Knowledge of minor and major housing adaptations • Knowledge of moving and handling skills • Knowledge of rehabilitation skills appropriate to medical conditions encountered in community settings • Knowledge of a wide range of specialist disability equipment • Awareness of recent developments in health and social care • Willingness to undertake and maintain own continuing professional development and attend relevant training and development activities ensuring continued eligibility for registration to practice • Skills relating to assessment and goal setting, monitoring and reviewing of programmes and services to individuals and carers independently • Positive approach of close multi-disciplinary team working • Knowledge of the eligibility criteria, relevant procedures and policies relating to Occupational Therapy in a social care setting • Knowledge of long term conditions and their functional effects to the client (A & I) 	<ul style="list-style-type: none"> • Knowledge of psychosocial and environmental needs

<p>SKILLS & ABILITIES</p>	<ul style="list-style-type: none"> • To adhere to the Code of Ethics and Professional Conduct for Occupational Therapists (College of Occupational Therapists 2010 and HCPC 2008) • The ability to provide advice to service users, relatives, carers and other professionals in order to promote understanding of the aims of OT treatment and to ensure a consistent approach to patient care • To perform occupational analysis and risk evaluation leading to the formulation of intervention options which reduce the consequences of disability and deteriorating conditions • Ability to identify and select, with the client and their carers, the most appropriate intervention options about rehabilitation, housing and equipment needs, which balance the interaction of risk, safety, client choice, independence, eligibility for services and cost effectiveness using sound clinical judgement and evidence based practise • Negotiation and problem solving skills • Demonstrate understanding of acceptance and commitment to the principles underlying Equal Opportunities • Ability to communicate effectively, both written and verbal, with service users, families and carers and other professionals • Ability to demonstrate initiative, flexibility and adaptability to meet the service needs • Ability to identify and manage risks to oneself, service users, carers and the organisation • To liaise and feed back to senior staff if patients needs become more complex • Ability to maintain effective and accurate records in accordance with departmental policies and procedures • Ability to frequently exert moderate physical effort for long periods of time e.g. carrying and fitting equipment, moving and handling clients • Ability to frequently concentrate for a 	<ul style="list-style-type: none"> • Good presentation and teaching skills • Ability to work with clients and their representatives who may be abusive and aggressive • Promote Occupational Therapy positively to colleagues and the wider general public
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	<p>prolonged period of time where work pattern can be unpredictable</p> <ul style="list-style-type: none"> • Ability to deal with highly stressful situations at work • Willingness and ability to occasionally work in highly unpleasant housing situations • Ability to organise, prioritise and co-ordinate own caseload to meet competing demands • Ability to establish and maintain relationships with internal and external agencies in order to maintain and pursue patient pathway • Ability to develop partnership working with colleagues and peers • Ability to use computer base work processing software, use e-mails and access the internet (A & I) 	
EXPERIENCE	<ul style="list-style-type: none"> • Previous Occupational Therapy experience in the physical field • Experience of a variety of occupational therapy interventions • Previous experience of close multi-disciplinary team working. <p>(A & I)</p>	<ul style="list-style-type: none"> • Experience of working in the community setting including rehabilitation, minor and major adaptations and equipment provision • Practical experience of specialist equipment • Practical experience of major housing adaptations • Practical experience of moving and handling skills
QUALIFICATIONS	<ul style="list-style-type: none"> • Degree or diploma in Occupational Therapy • State registration held with Health Care Professions Council • A drivers licence and the willingness and ability to travel between different locations (A & I) 	
EQUALITY	<ul style="list-style-type: none"> • Candidates must demonstrate understanding of, acceptance and commitment to the principals underlying equal opportunities (A & I) 	
CUSTOMER CARE	<ul style="list-style-type: none"> • Knowledge and understanding of effective customer care (A & I) 	

*[At the end of each criteria the following codes are used to indicate how the criteria will be assessed:
(AI) Application / Interview, (P) Presentation, (W) Written Test.]*