



# Advanced Practitioner – Occupational Therapy

## Adults and Health

### Job Reference No. SCC05186/FG

Inside this pack:

- [What You Will Be Good At](#)
- [What You Will Deliver](#)
- [What We Will Offer You in Return](#)

If you are interested in finding out more before applying, please get in touch with Helen Readdy ([helen.readdy@somerset.gov.uk](mailto:helen.readdy@somerset.gov.uk))

If you have any questions about the benefits we offer, or our recruitment process, please contact our Recruitment Team on [recruitment@somerset.gov.uk](mailto:recruitment@somerset.gov.uk).

We will notify you by email if you have been selected for interview or have been unsuccessful on this occasion. Please check that the automated email has not gone in your junk mail folder before contacting us.

When completing your application/CV please provide your full employment history and ensure that any gaps in employment are explained. Please start with your current or most recent employment.

## What You Will Be Good At

All of the knowledge, skills and experience specified below are essential criteria for the post holder

### Work Experience Knowledge & Skills

#### Essential

- Understanding of, and ability to share with others, content of national and local policies and procedures and legislation, (including, but not limited to, complaints, confidentiality, consent, data protection, equality, diversity and inclusion, ethics, health and safety, risk management and safeguarding, housing, disabled facility grants, care act, moving and handling operations), the Health and Care Professions Council's professional regulatory requirements and the Royal College of Occupational Therapists' Professional standards for occupational therapy practice, conduct and ethics (2021 )
- High level assessment skills to include seating and posture, Major adaptations, optimal handed care, and risk management.
- Experienced and up to date Practice Educator
- Comprehensive, factual and theoretical knowledge of:
  - 1) The importance of enabling people to do the things they want, need or are expected to do, to support them being well in life, within their own context and cultural backgrounds
  - 2) The importance of looking after own health and wellbeing as part of providing safe and effective services
  - 3) Health conditions, presentations and the wider determinants of health that impact on a person's ability to do the things they want, need or are expected to do (e.g. education and skills, food, good work, housing, money and resources, friends, family and communities, transport)
  - 4) Principles of rehabilitation, including the unique contribution of occupational therapy, and interprofessional knowledge and skills.
- Ability to speak fluent English as stated in Part 7 of the Immigration Act (2016)

### Qualifications

#### Essential

- Qualified and HCPC registered Occupational Therapist
- Completion of 'training the trainer' moving and handling course.

### Personal Attributes

#### Essential

- Work autonomously and as part of a team, understanding and appropriately developing the scope of professional practice to create new ways of working for the benefit of those who access services, their families, and their carers.

- Role-model advanced communication skills, including active listening, negotiation, managing sensitive news and justifying own viewpoint.
- Utilise formal systems for obtaining feedback from people who access services, their families, and their carers.
- Contribute to strategies and practices that challenge stigma and discrimination and that promote inclusivity and participation for people who access occupational therapy services, their families, and their carers, in line with their choices, and support others to do so.
- Exercise professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations, and support others to do so.
- Embed the evaluation of impact into practice, across all settings and at an operational level.
- Role-model ways to engage in, apply and record relevant continuing professional development activities across the four Pillars of Practice, to identify the impact and benefit of own learning for self and others, including people who access services, their families, and their carers.
- Role-model ways to teach and learn about the value of occupations for health and wellbeing.
- Identify and respond appropriately to the learning needs of self and the wider team across the four Pillars of Practice, through proactive participation in regular professional supervision/ mentoring and reflective practice.
- Advocate for, and facilitate the creation of, a culture in which everyone is encouraged to reflect and learn (including from mistakes), to receive and give constructive feedback and to learn from and with each other.
- Act as a role model to inspire, supervise, mentor and educate others (including learners and apprentices) seeking to instill and develop confidence.
- Create opportunities for self and others to work across practice and education settings (e.g. student recruitment, practice-based learning, curriculum development/teaching, assessment)., including practice education
- Encourage learning by challenging complacency, actions and ways of thinking that may not be in the best interests of the public and/or those who access services, their families, and their carers.
- Access to / use of a vehicle is an essential requirement

All disabled applicants meeting the essential criteria will be interviewed.



# What You Will Deliver

## Key tasks and responsibilities:

Be responsible for an allocated workload where a high level of professional competence is required including assessment of complex needs, risks, support planning, care and support and review

Effectively collaborate and develop partnerships with others within and across organisational and agency boundaries, including neighbourhoods, health, local community groups and charities, to promote health and wellbeing using occupation.

Support the team and others, to ensure practice is within national and local policies and procedures (including, but not limited to, complaints, confidentiality, consent, data protection, equality, diversity and inclusion, ethics, health and safety, risk management and safeguarding), the Health and Care Professions Council's professional regulatory requirements and the Royal College of Occupational Therapists' Professional standards for occupational therapy practice, conduct and ethics (2021)

Allocates cases and supports others with case management to ensure timely, high quality occupational focussed. Interventions.

This role is across:-

- Neighbourhoods
- Somerset Independent Living Centre (SILC)

Key results area	Accountability
<b>Technical Administration/skills</b>	Work within national and local policies and procedures (including, but not limited to, complaints, confidentiality, consent, data protection, equality, diversity and inclusion, ethics, health and safety, risk management and safeguarding), the Health and Care Professions Council's professional regulatory requirements and the Royal College of Occupational Therapists' Professional standards for occupational therapy practice, conduct and ethics (2021), and support others to do so.
<b>Collection and manipulation of data</b>	Collates and feeds back on performance against set objectives with team and others to support

	continual improvement against organisational targets.
<b>Recording Information</b>	Role models clear and accurate recording which meets the requirement of the council and regulatory bodies (HCPC, RCOT) and supports the team to do so through training, audits, and supervision
<b>Providing Advice (or information and/or guidance)</b>	Provides high quality regular supervision and appraisals, to qualified workers within the team to ensure practice is safe, legal and high quality, and meets HCPC requirements
<b>Contribute to service planning</b>	<ul style="list-style-type: none"> <li>• Formulate and lead on the achievement of specific objectives aligned to local, regional, and national strategic direction, to facilitate a high-performance team focused on the needs of the people and populations who access services, their families, and their carers</li> <li>• Respond constructively to queries and complaints, and support others to do so.</li> <li>• Support the service manager by providing innovative and visionary team leadership to promote the profession, founded on person-centred, compassionate, and values-based leadership principles, influencing a cultural shift where needed.</li> </ul>
<b>Use of professional skills and techniques/Lead professional</b>	<ul style="list-style-type: none"> <li>• Completes, and to assist others to complete the occupational therapy process using advanced decision-making skills within complex contexts where protocols and pathways may not exist to ensure high quality practice and the development of skills with the team.</li> <li>• Assumes professional accountability and responsibility for a broad aspect of service delivery including allocation and prioritisation of cases.</li> <li>• Contribute to and co-create interprofessional networks to promote the exchange of</li> </ul>

	knowledge, skills, resources and peer review processes.
<b>Work with stakeholders</b>	Develops close relationships with neighbourhoods, health colleagues, and local community groups, to promote health and wellbeing through occupation.
<b>Manage a team/individual</b>	As directed by the service manager, formulate and lead on the achievement of specific objectives aligned to local, regional, and national strategic direction, to facilitate a high-performance team focused on the needs of the people and populations who access services, their families, and their carers.
<b>Budget monitoring</b>	Acts as authoriser for a delegated value of items ordered through the community equipment service to ensure value for money and client satisfaction.
<b>Assessment/Inspection of work of others</b>	Proactively participates in audits and assurance activities to ensure high quality, safe and legal practice.

#### Further information specific to this job

- Supervises 3 – 6 qualified Occupational Therapists
- Contributes to the management of the CES budget through authorisation structure.
- The successful candidate has a responsibility for promoting and safeguarding the welfare of the vulnerable people they are responsible for or come into contact with.
- Somerset Council is subject to Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English will be an essential requirement for customer-facing roles.
- This job requires a criminal background check (DBS) via the disclosure procedure.

## What We Will Offer You in Return

<b>Salary and grade:</b>	Grade 9, between £40,476 to £44,711 per annum Appointments are normally made at the bottom of the salary scale.
<b>Contract type:</b>	Permanent
<b>Location:</b>	Taunton & West
<b>Hours of work:</b>	37 hours per week. These will be in agreement with the line manager.
<b>Annual leave:</b>	For this grade: <b>30 days.</b>  This is inclusive of two statutory days. In addition, there are 8 bank holiday days.  Please note, the amount stated will be pro-rata for part-time and fixed term contract posts.  The annual leave year starts on 1 <sup>st</sup> April.
<b>Probationary period:</b>	The appointment will be subject to a probationary period of 6 months. Internal applicants who have already completed their probationary period would not normally be expected to complete this again.
<b>Notice period:</b>	Following completion of the probationary period, this post will be subject to a notice period of three calendar months on either side.





**Somerset**  
Council