

Lancashire County Council

Job description for the post of: Senior Occupational Therapist

Directorate: Adult Social Care

Location:

Lancashire

Establishment or team:

Enablement Adult Disability Team

Post number:

Grade:

Scale 9

Line manager:

County Disability Officer

Car user:

Yes

Staff responsibility: 0

Number of staff directly supervised: 0

Which business plan covers this post? Adult and Community Services Directorate

Our vision for adult social care

"Living Better Lives in Lancashire, our vision for Adult Social Care which is underpinned by a strength-based practice model for the delivery of care and support. This vision aims to transform the adult social care offer in Lancashire, supporting residents to live as independently as possible. "

We will provide services to those in need by:

Increasing the number of people receiving the quality of care and support they need to remain independent for longer.

Supporting adults who are in receipt of adult social care and who have a learning disability, autism, or mental health to improve skills for independent living.

Build on strengths and capabilities to increase independence by learning new skills and decrease the need for services.

Improving the health and well-being of citizens and strive to ensure customers receive a high standard of service.

The purpose of this job:

To provide a professional service to assess, design, implement and evaluate time bound focused enablement plans to develop independent living skills to adults in receipt of social care.

The post holder will be required to:

- Provide a professional Occupational Therapy/enablement service, including statutory social care responsibilities.
- Contribute to service delivery that is person centred and outcome focussed with an emphasis on encouraging independence.
- Work collaboratively with other professionals and agencies to address complex needs and achieve best outcomes for individuals and their carers.
- Work collaboratively with the adult social care teams to enable adults to develop independent living and maintain skills.

Core tasks

1. To deliver a professional Occupational Therapy/enablement service and carry a case load as part of the LCC Enablement Team.
2. To contribute to the delivery of a complete personalised social care service as outlined in National legislation and guidance and in line with county policies and procedures. To undertake or contribute to the provision of high-quality assessments and support plans for individuals, in consultation with the person and their carers.
3. To design and develop plans that will teach individuals new skills to maximise independence, reduce need and lead to improved independence.
4. To work collaboratively with other professionals, people we support and carers to maximise a person's independence and working to improve the quality of life for the person and carers.
5. To communicate effectively with the people we support, carers, other agencies and professionals to support the delivery of a co-ordinated response to meet the persons and carers needs.
6. To effectively prioritise and manage allocated caseload. To keep effective records in relation to the work undertaken using Social Care electronic records
7. To take part in and undertake mentoring as required and to demonstrate reflective practice to further develop clinical knowledge and practice.
8. Operate at a higher level of independence and decision making and demonstrate ability to problem solve to bring about effective solutions for people we support and be able to work to targets and performance indicators and evaluate practice.
9. Take responsibility for and lead specific projects and pieces of work as required. To contribute to effective team working and to service development and to work with adult social care senior managers to identify improvements that could be introduced to enhance the efficiency and effectiveness of the Adult Disability Service.
10. To undertake continuous professional development, attendance at both formal and informal training as identified. To be involved in the development of social care, equipment and adaptations service to provide learning opportunities as required.
11. To provide professional advice and support to staff across adult social care and key stakeholders including planning and delivery of training
12. Undertake work and act in a consultative role in relation to specialist equipment, adaptations, and training.
13. To promote and advise on the use of assistive technology to improve independence.
14. Represent adult social care with partner agencies as and when required.
15. Investigate complaints.

The post holder is expected to carry out their duties and responsibilities in accordance with the County Council's Policies and Procedures and the Directorate's Statement of Principles and Standards of Conduct.

Prepared by:	Nicola Clear Head of Disability Service	Date:	April 2024
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Equal opportunities

We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.

Health and safety

All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must co-operate with us to apply our general statement of health and safety policy.

Safeguarding Commitment

We are committed to protecting and promoting the welfare of children, young people and vulnerable adults.

Customer Focus

We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

Skills Pledge

We are committed to developing the skills of our workforce. All employees will be supported to work towards level 2 qualifications in literacy and /or numeracy if they do not have one already.

Lancashire County Council

Person specification form		
Job title: Occupational Therapist	Grade: Grade 9	
Directorate: Adult and Community Services	Post number:	
Establishment or team:	Learning Disability and Autism Services (Disability Service)	
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), test (T), or other (give details)
Qualifications		
Degree or Diploma in Occupational Therapy/Reablement	E	AF/I
Current HCPC registration	E	AF/I
Experience	E	AF/I
Accepting referrals.	E	AF/I
Gathering information.	E	AF/I
Assessing the needs of individuals and their families	E	AF/I
Work in a Social Services Directorate or other Statutory or Voluntary Agency.	E	AF/I
Work with a range of client groups.	D	AF/I
Managing a caseload	E	AF/I
Determining priorities	E	AF/I
Working as a member of a team	E	AF/I
To have experience of working in a physical /community enviroment assessing for equipment and /or adaptations .	E	AF/I
	E	AF/I
To have experience of moving and handling techniques and equipment, assessing individuals around the use of assitive technology to enhance indepedence	E	
To have experience of designing plans to develop independence and new skills.	E	
To have experience of co-ordinating/liasing with multiple agencies/ organisations in the delivery of service.	E	
Knowledge, skills and abilities		
Experience in assessing and analysing need, risk and planning development and support with individuals.	E	AF/I
Experience in working effectively with other agencies and professionals, families and individuals with social needs.	E	AF/I
To have knowledge and working understanding of relevant legislation (including social care and housing legislation) and its application and ability to work within legal framework and accountability.	E	AF/I
IT literate, experience in using manual and computer systems for record keeping.	E	AF/I
Negotiating and networking with a range of professionals. Nunerate and able to contribute to efficiencies, work to targets and performance indicators.	E	AF/I
Organisational skills, able to prioritise and manage a generic caseload and work independently under pressure.	E	AF/I

An understanding and acceptance of the principles underlying equal opportunities and diversification and a commitment to achieving these.	E	AF/I
Effective written and oral communication skills appropriate to the situation.	E	AF/I
A commitment to improving practice standards and personal competencies through continuous professional development, and use of supervision and appraisal to improve personal performance.	E	AF/I
To have the ability to value diversity and work across cultures.	E	AF/I
To have the ability to influence others based on technical and professional expertise .	E	
To have knowledge of a wide range of equipment and adaptations provided in the community	E	
To have competent knowledge of specialist moving and handling equipment and use of assistive technology and independence aids.	E	
To have competent knowledge of assessment and support planning	E	
To be skilled at co-ordinating/liasing with multiple agencies/organisations in the delivery of service.	E	
Knowledge and experience of enabling individuals to develop new skills and maintain these through assessment, planning and implementation.	E	
Other (including special requirements)		
1. Commitment to equality and diversity	E	I
2. Commitment to health and safety	E	I
3. The County Council operates a general no smoking policy.		
4. This is an essential car user post and the post holder is expected to be able to drive and have a car at their disposal and travel across Lancashire. However, in certain circumstances consideration may be given to applicants who as a consequence of disability are unable to drive.	E	I
Prepared by: Nicola Clear	Date: April 2024	
Note: We will always consider your references before confirming a job offer in writing.		

LANCASHIRE COUNTY COUNCIL

PRE-EMPLOYMENT RISK IDENTIFICATION FORM (R.I.F.)

(NB Completion of this form does not fulfill the requirement to undertake a general risk assessment under the management Health and Safety at Work Regulations 1999)

A Pre-employment Risk Identification Form must be completed by the Headteacher/Head of Service/Line Manager. If any assistance is required in completing this form, please contact the Health and Safety Team.

CONFIDENTIAL

Team/Establishment	Adult Disability Team
Post/Job title	Occupational Therapist

Description of main activities the employee will be required to undertake (or attach job description)

Form completed by: (print name) Janet Allcock

A. The job to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)

Managers should note that if any of the following 10 activities are involved, there is an automatic requirement for a pre-employment assessment by Occupational Health and, possibly, for subsequent Health Surveillance.

		YES	NO
1	Work at heights (<i>e.g. over 2m from tall step/extension ladders; scaffold towers, roofwork etc.</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2	Work in excessively noisy environments above statutory control limits (<i>Highly unlikely to include examples associated with any office environments. Examples might include use of woodworking machinery, road drilling, masonry cutting etc.</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3	Work in unusual environmental conditions (<i>e.g. where access or egress or free flow of air may be restricted or where there may be a build up of gases, vapours or fumes or the use of breathing apparatus is required</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4	Use of hand operated tools and equipment known to be associated with hand arm vibration syndrome (<i>e.g. percussive metalworking tool; rotary handheld tool [not floor polishers]; grinders; percussive hammers and drills etc.</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5	Driving a heavy goods vehicle, coach, bus or minibus belonging to Lancashire County Council, transporting others in their own vehicle, or regularly transporting more than three other people as part of normal duties.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6	Some contact with hazardous substances (<i>e.g. chemicals with an orange warning label indicating: very toxic; toxic; harmful; corrosive; sensitising by inhalation/skin contact; carcinogenic; mutagenic; toxic for reproduction; professional bio/pesticides; organophosphates; gluteraldehyde; latex gloves</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7	Prolonged or frequent exposure to machine generated wood dust, or other heavy or excessive concentrations of mineral dust.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8	Work with lead or lead-based products (<i>e.g. some paints</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>

9	Food handling/preparation (of raw or uncooked food only).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10	Occupational fieldwork or work in extreme conditions (<i>e.g. involving excessive heat or cold or frequent walking for long distances over rough terrain in all weather conditions, forestry/countryside work</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>

B. The job to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)

This section is for the information of applicants and does not facilitate a referral to Occupational Health.

		YES	NO
11	Face to face contact with the public/service users (<i>e.g. at sensitive front line posts re abuse, aggression, assault</i>).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
12	Working in isolation/lone working.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

13	Work with electrical wiring (<i>e.g. colour blindness</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14	Work where there may be an increased risk of needlestick injuries or blood borne infections HIV; Hepatitis B; Hepatitis C: (<i>e.g. site supervisors; site work, grounds or buildings maintenance, gardeners; some carers</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
15	Work that may bring the employee into contact with rats, rat contaminated ground or other animals or livestock (<i>e.g. risk of weils disease, other animal borne diseases, zoonoses</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
16	Manual handling (<i>other than routine office/administrative lifting and carrying e.g. assisting / moving service users with mobility problems, portering type activities</i>).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
17	Working with vulnerable service users (<i>e.g. children with disabilities; the elderly; children/adults with learning difficulties; alcohol/drug abusers</i>).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
18	Work involving repetitive movements or forced posture (<i>e.g. twisting, screwing, movements of the hands wrists, arms and/or shoulders awkward body and limb posture or excessive force, bending, kneeling</i>).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
19	Work as a regular display screen user (<i>where more than 1/3 of a person's time is spent using DSE continuously over any 1 month period</i>).	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Any other occupational hazards/comments that you consider to be relevant to the post which is not included above:

Head of Service/Line Manager/ Headteacher (<i>please print</i>)		Nicola Clear	
Signature:	Nicola Clear		
Telephone Number:		Date:	April 2024

Directorate Core Values

Adult & Community Services Directorate	Children & Young People Directorate
<p>We believe in putting people first – promoting independence, opportunity, protection and inclusion.</p> <p>Our core values are:</p> <ul style="list-style-type: none"> • Everyone is unique and should be treated with respect. • Working in partnership is more effective than working alone. • People, who use our services, and their carers, should be fully involved in decisions about their lives. • Everyone has a right to free access to information. • Our services should respond to the diversity of our local communities. • Our workforce is our most important resource. Investing in our staff, involving them in decisions and developing flexible ways of working achieve better results for the people who use our services. 	<p>We believe we can make a positive difference to the lives of children and young people.</p> <p>Our core values are:</p> <ul style="list-style-type: none"> • the role of parents, carers and everyone who has parenting responsibilities; • what children, young people and their families want to tell us; • the power of people working together to achieve common aims; • good public service; • the richness of our diverse communities and cultural heritage; • the essential contribution which education and learning make in improving the lives of children and young people; and • The creative contribution made by children and young people to their communities.
Environment Directorate	Office of the Chief Executive Directorate
<p>Our core values are to:</p> <ul style="list-style-type: none"> • develop and maintain safe and effective transport systems; • support and protect Lancashire’s people and businesses; • improve the quality of Lancashire’s environment and quality of life for the people of Lancashire; • help regenerate Lancashire’s urban and rural areas; and • Plan a better, more sustainable future for Lancashire. 	<p>Our core values are:</p> <ul style="list-style-type: none"> • governance; • corporate working; • partnership working; • community leadership; • communication; and • Service delivery.
Resources Directorate	
<p>Our core values are to:</p> <ul style="list-style-type: none"> • satisfy the council’s customers within the legal and financial restrictions placed on us; • support and develop our staff; • increase the extent to which we aim for, measure and improve service performance and standards; • help build strategic capacity for the county council; • maintain good governance; • support partnership working; • maintain consistency across the whole of the county council; • understand and share the objectives of the council and its directorates, whilst acting always in the interests of the council as a whole; and • Promote efficiency and value for money. 	<p>To help achieve these objectives, we will continue to develop a working environment where:</p> <ul style="list-style-type: none"> • ideas flourish and participation is the norm; • communication, feedback and praise go in all directions; • everyone contributes with the aim of achieving agreed goals, not doing only what they are told to do; • processes are a framework, not a straitjacket; and • Managers are treated with respect and treat everyone with respect.