

Job Title: Occupational Therapist

Grade: Band E

Reports to: Registered Manager

Role Responsibilities: Line management with some budget responsibilities

The Role

ECL's vision is to be the supplier of choice for Adult Health and Social Care. The role supports vulnerable adults living in the community to achieve their desired outcomes, including maximising their health, wellbeing and independence, enhancing their quality of life and taking a greater part in their local community. This role therefore requires the ability to deliver a customer centric service.

As an OT you will be working with individuals, using specific activities to limit the effects of disability and promote independence in all aspects of daily life. Absolutely key to maintain independence, you will work with Essex Equipment Services to order home adaptations and equipment to maximise safety and maintain at home for the maximum time possible.

This role is key to the development of services utilising assistive technology and will be expected to lead in these areas for the short term care team

Job purpose

To support vulnerable adults living in the community to achieve their desired outcomes, including maximising their health, wellbeing, and independence, enhancing their quality of life and taking a greater part in their local community.

It is essential for this role to work in an enabling way, coaching, demonstrating, promoting and encouraging independence.

An expectation of the role is that you will work across all services and will be carried out in a combination of settings, including customer's homes, the local community and ECL's Regional Hub and Spoke buildings.

Key Accountabilities

- Work flexibly and collaboratively across structural boundaries as part of cross functional teams, and in support of key functional outputs, regardless of where you sit within the organisation.
- Think creatively, challenging the norms, and constructively challenging those around you (including those more senior) to ensure continuous improvement, commercial astuteness, and inspire the same in colleagues.
- Ensure understanding and the proper assessment and mitigation of risk, including Information Governance, Safeguarding, Health and Safety and Business Continuity.

- Responsible for recognising a disclosure of a concern from an individual that requires a safeguarding intervention to be made and to take appropriate action.

Duties and Responsibilities

- To work as part of an integrated health and social care team as a Registered Professional (RP) to oversee care in the community
- To carry out specialist assessment, treatment and management using specific activities to limit the effects of disability and promote independence in all aspects of daily life.
- To assess for and order home adaptations and equipment to maximise safety and maintain at home for the maximum time possible.
- To be responsible for the planning, monitoring, and evaluation of care
- To be responsible for the oversight and clinical supervision of the unregistered workforce.
- To pro-actively liaise with GPs and community professionals to help identify individuals suitable for service and monitor/adapt medication regimes for maximum health benefit.
- To champion reduced silo working and duplication of pathways and support streamlining functions currently undertaken across multiple teams – moving towards an integrated team and pathway, with probable physical hub/space and co-location of key professionals where possible.
- To support flexibility of professional boundaries and enabling others to undertake simple assessments to reduce the needs for multiple points of contact.
- To support the identification of resources required to enhance capacity/resource to deliver stronger, more resilient out of hospital care for the wider population.
- To support the Registered Manager in regular audit and reporting on clinical practice and KPIs.
- To document and agree future new practice models.
- To develop and document how to reduce multiple points of access in the system and how to offer self-management support for Long Term Conditions.
- To form effective relationships with other medical professionals and external providers to support the needs of the customer
- To promote and adhere to the work place values of Essex Cares (See Aspire values below)
- To ensure that customers have choice and control over the service/s they receive and the outcomes they wish to achieve.
- Developing and maintaining good communication with customers, families and carers as well as building relationships with health care providers. Where required providing support to families and carers to help achieve and maintain the customer's desired outcomes.

- To have a clear understanding of professional boundaries and safe working practices and to demonstrate these in the performance of the role.
- Review and monitor work practices to ensure the consistent delivery of high quality, professional standard of support/enablement.
- Assures continuation of therapeutic plan following discharge by designing and instructing patients, families, and caregivers in home exercise programs; recommending and/or providing assistive equipment; recommending outpatient or home health follow-up programs.
- To record and pro-actively feedback customer progress against their desired individual outcomes. This includes regularly maintaining and updating records and recording achievements in a clear, timely and appropriate manner in line with company policies.
- To alert management immediately to any incident or development that could have a significant impact on the customer or group of customers. This includes safeguarding the wellbeing and welfare of customers being supported.
- To work responsibly within ECL's policies, procedures and guidelines including Health and Safety and to always maintain confidentiality. This includes undertaking all mandatory training and attending staff meetings and events that are deemed relevant to the role and contribute to your continuing personal development as well as responding to the needs of the customers.
- To meet outcome-based performance targets determined by the business and to contribute to the identification and implementation of new and improved ways of delivering services to customers.
- To support other services and geographic regions, as and when required.

This job description is only an outline of the tasks, responsibilities and outcomes required of the role. The jobholder will carry out any other duties as may be reasonably required by his/her line manager.

Person Specification

Key Skills and Competence

- To be registered on the HCP Register (Health and Care Professionals)
- Evidence of continuing professional development
- Degree / relevant qualification
- Caring and compassionate with the ability to encourage and coach individuals in an enabling way.
- An autonomous practitioner with substantial experience
- The ability to work with GPs to review their frailty index to have early notification of people who may enter crisis in order to plan care for admission avoidance as and when necessary.
Good listening and communication skills, both written and verbal are essential, with experience in building positive working relationships with colleagues and customers.
- Previous experience and a demonstrable commitment to supporting vulnerable people
- Ability to work on own initiative and within professional boundaries.
- Can demonstrate a willingness to work flexibly within a changing work environment.
- Hold a full, valid driving license, with business insurance
- Keeping accurate customer records

Values and Behaviours

- Ability to demonstrate, understand and apply our Aspire values (see below) and be able to evidence these attitudes and behaviors as part of the application process.

ECL's Values

Caring – supporting others with care, compassion, and positive engagement

Excellence – working efficiently and innovatively to achieve excellence



Integrity – being open and having the courage to do what is right.

Teamwork – working together to achieve our common goals