

Job Description

1. Job Details

Job Title: Specialist Occupational Therapist – Perinatal Mental Health Community

Reports to: Service Manager

Professionally Accountable to: OT Lead for Specialist Services

Band: 6

Main Location: Scarsdale Hospital/ Radbourne Unit

Date: December 2021

2. Job Summary

As a member of the Perinatal Mental Health Team, the post holder will be expected to adopt the policies and philosophy of the service and provide occupational assessment and treatment using a range of appropriate interventions based on the recovery philosophy and the Model of Human Occupation. These will foster a learning culture and promote social inclusion, enabling independence, and enhancing the autonomy of the service user. The post holder will be proactive in initiating and sustaining a respectful, consistent and reliable therapeutic relationship with service users that enhances their ability to build social networks and work in partnership with other agencies.

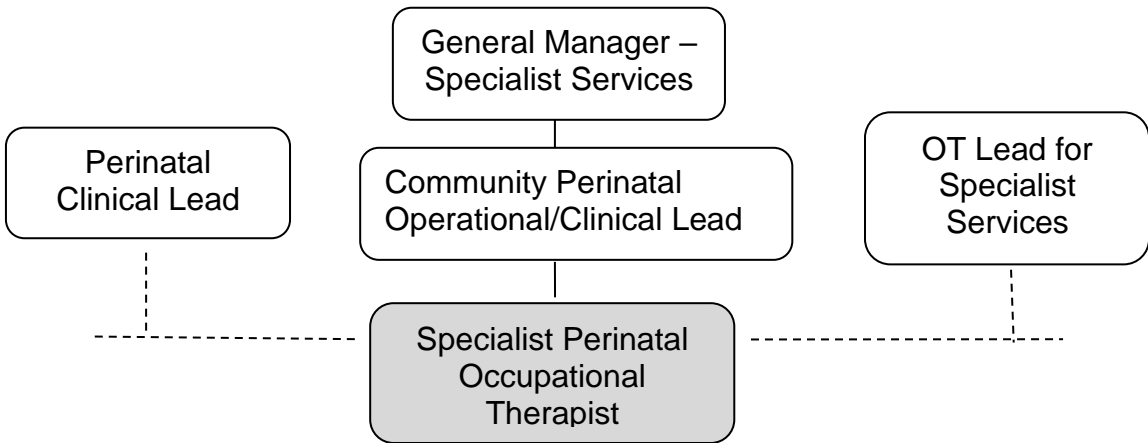
As a registered practitioner you are personally accountable for your professional practice and have a legal/professional responsibility to service users, colleagues, employers, and self, according to the Professional standards for Occupational Therapy Practice. The Band 6 Occupational Therapist will support the Team Leader in providing strong clinical leadership, ensuring that wherever possible evidence-based practice is delivered to improve the quality of practice and to create responsive services. The post holder will support the Team Leader in their development of operational and clinical service mechanisms. This may include assuming the full range of responsibilities and accountabilities of the Team Leader in their absence. The post holder will present a professional image of occupational therapy to promote a positive image for the trust to service users, carers, and the community as a whole.

3. Dimensions (Financial responsibility)

Facilitate compliance of staff with national, Trust and local policies and guidance in order to maintain a safe environment and good working practices.

The post holder will regularly support the budget holder to ensure all resources are managed effectively e.g., financial, staff, equipment, stock control etc. and in co-ordinating the OT clinical requirements within the budget allocation for the clinical area.

4. Organisation Chart



5. Knowledge, Skills and Experience

- Knowledge and understanding of conditions and treatment models pertaining to perinatal mental health.
- Detailed knowledge of legislation relevant to Mental Health.
- Working knowledge of the principles of the Care Plan Approach.
- Extensive knowledge of the principles of risk assessment and risk management.
- Specialist knowledge and application of OT assessments and interventions and outcome measures, relevant to client group.
- Knowledge and application of theoretical models of practice including the Model of Human Occupation.
- Evidence of service user and carer involvement activity.
- Understanding of OT Professional Code of Conduct and OT core skills, and their application in practice.

- **Experience**
- Experience of working in teams and building effective working relationships.
- Experience of working autonomously and setting own priorities.

- **Skills**
- Excellent communication skills – both verbal and written.
- Planning and decision-making skills.
- Computer literacy.
- Experience of group work skills.
- Ability to work as part of a team.
- Commitment to client centred Recovery practice.
- Ability to apply Evidence Based Practice.
- Understanding team dynamics.

- Supervisory / appraisal skills.
- Ability to reflect and critically appraise own performance.
- Ability to analyse and resolve professional and ethical issues.
- Ability to respond efficiently to complex information within tight deadlines.
- Ability to demonstrate effective leadership skills.

6. Key result areas (main duties/responsibilities)

Clinical:

- The post holder will provide a professional role model for the delivery of high quality occupational therapy, to recipients of the perinatal mental health service and will work as a member of the multi-disciplinary team.
- Assess, plan and develop specialist occupational therapy interventions within the perinatal mental health service, providing a broad range of complex group and individual treatments.
- Have a high clinical profile that includes the provision of individual treatment, as well as having a global overview of interventions and clinical activities within the team.
- Act as a resource for the service, advising staff regarding occupational therapy approaches in the treatment of women with mental health problems, relating to childbearing focussing primarily on the assessment of functional needs.
- Maintain and develop knowledge of advances in occupational therapy practice or theory and act as the catalyst for innovation.
- Ensure evidence-based practice and research awareness is used as the foundation for the assessment, planning, implementation and evaluation of occupational therapy.
- Demonstrate expert and specialist knowledge in the perinatal mental health setting, ensuring this is disseminated in a constructive and effective way in the context of the recovery philosophy and social inclusion.

- To be independently responsible for holding own caseload in the community, guided by broad occupational policies.
- Actively manage own workload, effectively and efficiently prioritising competing demands.
- Implement clear referral systems and care pathways for perinatal mental health, and also for the occupational therapy service, prioritising clients according to occupational need.
- Carry out initial assessments for the perinatal mental health service, contributing the occupational perspective. Communicating the outcome of these to the multidisciplinary team and implementing the necessary action, ensuring quality is maintained.
- Conduct rigorous occupational and environmental analyses ensuring that appropriate evidence based clinical risk assessments are undertaken, and that findings are reported to the team and the referring agency.
- Assess the needs of service users in complex situations using professional knowledge, judgements and skills to account for decisions made.
- Ensure all service users have an up-to-date occupational therapy plan that has been negotiated with the service user to meet their individual occupational needs.
- Facilitate service user responsibility and choices for occupational participation, and the ability to determine their own lifestyle within the context of health promotion.
- Provide individual and/or group interventions in the most appropriate environment e.g., Mother and Baby Unit, maternity unit, community, and home, and coordinate the inpatient referrals to the occupational therapy department.
- Ensure that occupational needs of service users are regularly reviewed and report any changes in occupational functioning that may indicate either positive or negative effects of treatment.
- Implement an effective communication system for the co-ordination of care and ensure Trust professional guidelines for record-keeping are maintained.
- Requirement to communicate complex and sensitive information, necessitating an advanced level of empathy and knowledge of common barriers to communication, e.g., language difficulties, cultural differences and acute or long term mental health problems.
- Collaborate with all providers of care throughout the health community who are involved in planning, delivering, and evaluating care, working flexibly in accordance with the needs of service-users and the service as a whole.

- Use innovative approaches and outcome measures to ensure that treatment is evaluated and reviewed according to service user needs and/or perspectives.
- Ensure that assessment and treatment is delivered in a person-centred manner ensuring the gender, sexual orientation, ethnic, cultural and spiritual needs of service users are adhered to.
- Promote service user and carer involvement, ensuring that autonomy and choice are embedded into the philosophy of the perinatal mental health service.
- Support the Care Programme Approach within the specialist service area including taking on the role of care coordinator and enabling service users/carers/significant others to become involved in decision making processes for the implementation and evaluation of treatment.

Communication:

- Ensure a multi-professional/agency approach to care is promoted and maintained, valuing the interface of professional roles and responsibilities.
- Use effective interpersonal skills that relate to service users, carers, external agencies, and team members on an equal and respectful basis.
- Develop and maintain links with other Occupational Therapists in the Trust and participate in the development of the Occupational Therapy structure, attending appropriate staff meetings.

Documentation:

- Maintain appropriate, up-to-date, written and electronic records and activity data in accordance with Professional and Trust standards.
- Provide departmental and corporate administration through collection and completion of statistics.
- Provide specialist OT / other reports as required.

Leadership, supervision and appraisal:

- To review, reflect and change own practice through effective use of professional and operational supervision and appraisal.
- To provide effective supervision, appraisal and support to designated staff.
- To apply clinical and operational leadership skills through the management of dedicated projects, including quality improvement and service innovation.

- To actively demonstrate the use of evidence-based interventions with service users and share this knowledge across the Trust.

Training staff and students:

- To undertake the planning and implementation of the induction, training and education of students and other staff.
- To be responsible for the supervision of OT students on practice placement within the CMHT and be part of the wider HEE work on development of student placements.
- Liaise with AHP practice learning team.
- To be a clinical resource and offer expert guidance and supervision to other OTs in a particular area of practice.
- Provide consultation, supervision and education regarding Occupational Therapy and perinatal mental health, to other services and staff e.g. health visitors, midwives.

Professional ethics and development:

- To comply with the RCOT Code of Ethics and Professional Conduct, HCPC standards and national and local procedures and guidelines and facilitate compliance of staff.
- To respect the individuality and diversity of clients and actively contribute to the provision of a service sensitive to those needs.
- To demonstrate the ability to reflect on complex ethical issues and to provide guidance to junior staff.
- Demonstrate an ability to apply complex skills and knowledge commensurate with maintaining a specialist level of professional practice.
- Demonstrate ongoing personal development through participation in internal and external development opportunities, recording learning outcomes through maintaining and developing a professional portfolio for CPD.

Service Development and delivery:

- To participate in evaluation and audit of practice, clinical pathways and protocols within service area and corporate OT as required.
- To actively participate in the delivery and review processes of the OT Strategy and Business Plan and local service delivery.

- To work collaboratively as a member of the multidisciplinary / inter-agency team to support the planning and achievement of local service objectives, including partnership agencies.
- To participate in development of local OT service provision in collaboration with senior staff.
- To participate and lead in the embedding of the care pathways across the perinatal services.
- To utilise specific standardised occupational therapy assessments and interventions and to share this knowledge with other Trust OTs.
- To actively develop service user and carer involvement in all areas of Occupational Therapy service delivery.

Clinical Governance and Quality Standards:

- To actively contribute to the Trust's, Directorates and Team's Clinical Governance activities and be involved in achieving the quality agenda.
- To apply an understanding of the application of national guidance and legislation relating to health and social care in Mental Health service provision.
- To exercise good time management, punctuality and consistent, reliable attendance.
- To participate in the selection, recruitment and retention and line management of allocated staff, in collaboration with relevant staff.
- To facilitate compliance of staff with national, Trust and local policies and guidance in order to maintain a safe environment and good working practices.

Research and practice development

- To contribute to and support research activity within the local / Trust-wide OT service.
- Demonstrate the ability to evaluate current research, apply it to practice and disseminate findings at a local level.
- To broaden research and development skills through participation in local audit and research projects.

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information Governance related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control, and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values:

People first – We put our patients and colleagues at the centre of everything we do

Respect – We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment

Honesty – We are open and transparent in all we do

Do your best – We work closely with our partners to achieve the best possible outcomes for people.

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation in order to keep children and vulnerable adults safe.

Health & Safety

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

7. Communications and Working Relationships

INTERNAL

Local Multidisciplinary team
Service manager and clinical lead
Clinical Lead OT
OT Professional lead
OT Special interest group
Occupational Therapists within the Trust
Trust Networks
Health Visitors
Safeguarding

EXTERNAL

VCSE organisations
Service user and carers groups
Social care
Partnership trusts
Other external agencies and specialist sections as required

8. Most Challenging Part of your Job

Working autonomously, with practice guided by clinical and operational policies. Carrying own community caseload and work with Service Users in own homes and community environments. Working without direct supervision, making decisions, prioritising own

caseload and working flexibly across the day and across a wide geographical area.
Working with service users who have a severe mental illness and adopting appropriate support strategies to cope with challenging and demanding behaviours.

9. Job Description Agreement

Job Holder's Signature..... Date.....

Senior Officer/Head of Department

Signature..... Date.....

Title:.....

**Job Description Additional Information
Appendix A**

Physical Effort

A degree of physical fitness to undertake frequent physical effort to complete demands of role. The post holder requires a degree of physical fitness to undertake light physical effort – i.e., combination of sitting, standing and walking.

Occasional but regular requirements for a greater level of physical activity for short periods i.e., moving heavier pieces of equipment e.g., organising furniture, carrying boxes of toys.

There is a requirement to lift and carry babies on a regular basis, taking into consideration sensitivity, dexterity and safety aspects.

Mental Effort

The post holder is required to concentrate to a high degree whilst providing therapeutic treatment sessions with clients who have acute mental illness and therefore require a high level of support and encouragement to engage in therapy. Staff frequently need to adapt their plans and approach when working with clients due to their unpredictable needs and mental states.

Emotional Effort

There is frequent contact with emotionally distressed clients such as those experiencing sexual abuse, trauma, family breakdown, child protection cases, domestic violence, which is wearing emotionally, and skilled intervention to avoid burnout is needed.

Working Conditions

There is occasional exposure to unavoidable hazards such as clients who may be verbally or physically abusive or hostile to staff because of their mental illness.

There is occasional exposure to babies' bodily fluids and potential exposure to fleas, lice, client's poor personal hygiene/smell, body fluids, and poor domestic hygiene and living conditions.

Job Appendix Agreed

Job Holders Signature ----- Date-----

Senior Officer/

Head of Department Signature ----- Date-----

PERSON SPECIFICATION

**Job title: Specialist Occupational Therapist –
Community Perinatal Mental Health**

Grade: 6

Directorate: Specialist Services

Base: County wide

Hours: 22.5

Area	Essential	Desirable
Attainment/ Qualifications	<ul style="list-style-type: none"> • Registered Occupational Therapist • Degree/ Diploma in Occupational Therapy • Training relevant to specialist area 	<ul style="list-style-type: none"> • Educator accreditation • Membership of OT professional body and / or special interest group • Safeguarding Children training • Combination of some experience and short courses within perinatal mental health, equivalent to post registration diploma level
Skills	<ul style="list-style-type: none"> • Commitment to client centred Recovery practice • Skills in applying evidence-based practice • Skills in understanding team dynamics • Ability to build effective working relationships • Ability to work autonomously and set own priorities • Supervisory / appraisal skills • Ability to reflect and critically appraise own performance • Ability to analyse and resolve professional and ethical issues • Ability to respond efficiently to complex information within tight deadlines • Effective leadership skills • Comprehensive range of high-level verbal and written communication skills • Planning and decision-making 	

	<p>skills</p> <ul style="list-style-type: none"> • Computer literate • Training and facilitation skills • Group work skills • Ability to work flexibly and under pressure • Commitment to student and staff supervision • Commitment to lifelong learning 	
<p>Knowledge/ Experience</p>	<ul style="list-style-type: none"> • 3 years post registration experience as an OT • 2 years post registration experience working with adult Mental Health service users • Interest in perinatal mental health • Experience of working with people who have severe and enduring needs • Extensive clinical experience including individual and group work • Experience of supervising junior staff and students • Experience of audit, research and clinical governance procedures and their application in practice • Ability to manage complex and sensitive information using well-developed motivational and negotiating skills, representing the OT service in a variety of different situations • Understanding of Mental Health conditions and treatment models • Detailed knowledge of legislation relevant to Mental Health and Specialist practice where appropriate • Working knowledge of the principles of CPA (Care Programme Approach) where appropriate • Extensive knowledge of the principles of risk assessment and risk management • Specialist knowledge and application of OT assessments and interventions and outcome measures, relevant to client group • Knowledge and application of theoretical models of practice including 	<ul style="list-style-type: none"> • Knowledge of perinatal mental health

	<p>the Model of Human Occupation</p> <ul style="list-style-type: none"> • Evidence of service user and carer involvement activity • Understanding of OT Professional Code of Conduct and OT core skills, and their application in practice 	
<p>Values</p>	<ul style="list-style-type: none"> • <i>Respect</i> • <i>Honesty</i> • <i>People First</i> • <i>Do your best</i> 	