

Regional Occupational Therapist

Job description and person specification

Your role

As a Regional Occupational Therapist, you'll lead and support a team of therapists across your region to deliver exceptional therapy services.

You'll oversee several complex cases, providing specialist assessments, clinical diagnoses and interventions to help people overcome the challenges they face with completing everyday tasks or activities.

You'll work alongside your Regional Director of Operations to develop therapy services across the region, focusing on clinical governance, quality assurance and team development.

The services you provide will play a huge part in making *every day better* for adults living with a range of complex needs arising from brain injuries, dementia, mental health conditions, neuro-disabilities and physical disabilities.

The people we support are individuals – and we embrace that – so every day will be different. That said, there are three key areas you'll be responsible for.

Clinical responsibilities

You'll provide high-quality occupational therapy services by:

- being professionally and legally accountable for a clinical caseload of complex cases, without direct supervision
- carrying out skilled assessments, which may be comprehensive due to the complexity of the needs of the people we support
- applying clinical reasoning skills to assessment findings to determine the optimum basis for care plans
- working with people, their loved ones and other professionals to develop and deliver person-centred care plans for occupational therapy interventions
- providing occupational therapy interventions, managing your time effectively to ensure that everyone receives effective and safe care and treatment
- focusing interventions on self-care, leisure and productivity to promote independence and meaningful occupation
- ensuring that people receive the right therapy interventions and treatments, that are provided to a high professional standard in accordance with the Professional Standards, Code of Ethics and Professional Conduct of the College of Occupational Therapy (COT) and Health and Care Professions Council (HCPC)
- working closely with professionals from a range of agencies including GP's, Consultants, NHS colleagues, Primary Care Trusts and social services, to ensure that people's ongoing care is timely and effective
- demonstrating that your practice is underpinned by evidence-based practice and based on a mix of therapeutic tools and intervention strategies
- assessing people's understanding of therapy interventions, gaining informed consent to treatment and working within a

legal framework for those who lack the capacity to give informed consent

- appropriately managing therapy-related complaints through thorough investigation and liaison with the senior management team
- supporting the Activities Team and promoting daily activity plans and meaningful occupation
- using a range of techniques to communicate with people who may have barriers to understanding, including verbal, non-verbal and written communication
- maintaining accurate records for people who receive occupational therapy, in line with RCOT and HCPC standards of practice
- monitoring, evaluating and recording people's progress, and updating and adapting care plans as required
- using equipment, such as appliances and aids, safely as part of therapy interventions, and ensuring that colleagues and families are adequately trained
- carrying out all duties in a safe manner that aligns with the relevant health and safety guidelines and regulations, including infection prevention and control
- highlighting potential or actual deficiencies, issues and problems to the Home Manager, and making suggestions for resolving them to optimise therapy services delivery within allocated resources.

Working as part of a team

You'll work as part of a multi-disciplinary team by:

- providing induction, advice, support, training and supervision for Junior and Senior Therapists and Therapy Assistants across your region
- leading and clinically supervising a team of Junior and Senior Therapists and Therapy Assistants across your region
- being responsible for supervising, delegating and coordinating the workload of Junior and Senior Therapists and Therapy Assistants across your region
- attending team meetings to provide advice and support for other colleagues and Therapists
- working alongside the senior management team to deliver service development initiatives and projects
- identifying therapy demand across the region and working with the senior management team to appropriately recruit to match need
- working with other Regional Therapists and Therapy Leads to create and implement strategies to grow and develop therapy provision across the company
- maintaining effective communication systems and practices across the region and wider company
- providing correspondence and reports as required by colleagues internal and external to the home
- maintaining good relations with colleagues, external professionals, residents and statutory bodies.

Personal development

You'll ensure your practice meets required standards by:

- maintaining your own competency to practice through CPD activities and keeping a portfolio of your personal and professional development
- maintaining and developing your knowledge of evidence- based practice in the rehabilitation area, including developing specialist knowledge of particular conditions, assessments and treatments
- undertaking appropriate learning and development to ensure statutory compliance and professional registration
- initiating, planning and undertaking audit projects and reviews of clinical research and evidence, and assisting in clinical research as required
- maintaining an awareness of your own wellbeing by recognising its importance, taking proactive steps to support and improve it, and effectively managing stress and anxiety to ensure safe, compassionate, and consistent care delivery
- participating in Exemplar Health Care's performance development review process
- promoting the good reputation of the home by, for example, writing blogs for the company's website and social media channels, taking part in case studies and working with the Marketing Team to produce videos about therapy services.

Please note, you'll be expected to work across Exemplar Health Care homes in your region, as needs dictate.

This job description may be reviewed. You also might need to carry out other appropriate duties as reasonably required.

Your qualifications and training

You must have a BSc or MSc in occupational therapy, be HCPC registered and have five years post-graduate experience to work as a Regional Occupational Therapist with Exemplar Health Care.

Induction

Our welcome induction covers everything from mandatory and statutory training to the things you need to know about the home/region you'll be part of.

You'll have training in key areas such as moving and handling, safeguarding, person-centred care, and infection prevention and control. Our Behaviour Support Team will also provide Exemplar Positive Behaviour Support training.

After that, you'll do a role-specific induction with the support of an Exemplar Health Care Therapist.

Ongoing learning

You'll have regular clinical supervisions and performance development reviews with your manager.

Together, we'll celebrate your achievements, address any issues, and look at your progress and career aspirations.

You'll be given plenty of opportunities to learn more and advance your career, if you wish.

We ask that you:

- attend and complete your induction
- take part in all planned training we offer, both eLearning and face-to-face
- continue to learn on the job, especially during your first few months with us
- go to your supervisions and performance development reviews when your manager invites you
- commit to learning and keep your skills and knowledge up to date.

Who you are

Naturally, you'll need the correct qualifications to work as an Occupational Therapist at Exemplar Health Care. But we're looking for people with more than just the right training.

You'll show us that you:

- lead by example and live our values of fun, integrity, responsiveness, success and teamwork on a daily basis
- are a good role model, who can motivate, coach, teach and/or support colleagues according to your role and experience
- have strong leadership skills, able to supervise clinical teams
- treat all the people we support, colleagues and visitors with dignity and respect
- have a thorough understanding of occupational therapy best practice, including clinical assessment and reasoning skills
- think on your feet and remain focused and calm in difficult situations
- understand the Mental Capacity Act and the Deprivation of Liberty Safeguards in detail, and work within the Codes of Practice
- have excellent written and verbal communication skills
- have good IT knowledge and digital skills.

Our values – and yours

The values we hold tell you what it's like to work at Exemplar Health Care. It's important every team member makes them part of everything they do.

To be a successful Regional Occupational Therapist, you'll need to show us you share our values:



Each of these values is crucial.

Yet no matter your role, we expect you to make life fun for our people and your colleagues.

To understand more about what fun means to us and how we make it happen, take a look at what we're up to on our [Facebook page](#).

Who we are

At Exemplar Health Care, we provide nursing care for adults living with a range of complex needs arising from dementia, neuro-disabilities (including brain injuries and Huntington's disease), mental health conditions and physical disabilities.

We also have a number of registered services to support people with a learning disability.

Exemplar Health Care has more than 50 care homes across the UK, where the people we support, their needs and their stories are all different.

Yet in all of our homes, one thing remains the same: our Occupational Therapists empower people to maximise their independence and live life to the fullest.



Our mission

To make *every day better* for the people we support, and our colleagues.



Our vision

That adults living with complex needs can access outstanding care and support, in a community-based home that's close to their family and friends and focused on their personal goals and outcomes.

Person specification

– Regional Occupational Therapist

	Essential	Desirable	How assessed
Qualifications			
BSc or MSc in Occupational Therapy	Y		Application, certificates
HCPC registered	Y		Application, certificates
English and Maths GCSE grade C or above	Y		Application, certificates
Valid UK driving license and access to a fully insured vehicle to drive between care homes for work purposes	Y		Application
Experience			
Continuous professional development	Y		Application, interview
Experience working in a variety of clinical settings as an Occupational Therapist	Y		Application, interview
A minimum of five years post-graduate experience, ideally in the field of neurology or mental health	Y		Application, interview

	Essential	Desirable	How assessed
Experience of managing complex neurological or mental health cases	Y		Application, interview
Experience of supervising and leading a team	Y		Application, interview
Experience of developing therapy services	Y		Application, interview
Understanding of regulatory requirements for quality and safety	Y		Application, interview
Skills			
Works under own initiative	Y		Application, interview
Excellent communication skills to deal with communication barriers and challenging situations	Y		Application, interview
Time management skills	Y		Application, interview
Values, attitudes and behaviours			
Demonstrates the Exemplar Health Care values	Y		Application, interview
Flexible and adaptable	Y		Application, interview
Can-do attitude	Y		Application, interview
Willing to learn and develop	Y		Application, interview

	Essential	Desirable	How assessed
Strong service user focus	Y		Application, interview
Calm and conscientious	Y		Application, interview
Self-motivating	Y		Application, interview
Dynamic	Y		Application, interview

If your application is successful, you'll be required to follow our data protection, health and safety, and safeguarding policies. Full training will be provided.

Health and safety

As an employee of Exemplar Health Care, you have a duty under the Health and Safety at Work etc Act 1974 to:

- take reasonable care of your own health and safety and that of all other persons who may be affected by your acts or omissions at work
- co-operate with your employer to ensure compliance with health and safety legislation, policies and procedures
- observe and follow all health and safety rules, regulations and codes of practice
- recognise the rights of the people we support to take risks to promote their own recovery
- not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety or welfare, in pursuance of any of the relevant statutory provisions
- report all accidents, dangerous occurrences, incidents and hazards in line with company policy
- respect confidentiality relating to information gained through employment with the organisation and ensure information is not disclosed to any unauthorised person/agency.

Safeguarding

Exemplar Health Care is committed to safeguarding all children and vulnerable adults, and expects all colleagues and volunteers to share this commitment.

As an Exemplar Health Care employee, you have a duty to protect our residents and colleagues from any form of abuse or neglect.

When delivering care and support, colleagues are required to comply with the requirements of legislation relating to care in the UK, including the Care Act 2014, the Mental Capacity Act 2005 and the Deprivation of Liberty Safeguards (DoLS).

You'll learn more about safeguarding in your induction, but it might be helpful to do some research before you start working with us.

To comply with Exemplar Health Care's safeguarding children policy and abuse and safeguarding policy, all colleagues (paid or unpaid) have a duty to safeguard and promote the welfare of children, young people and vulnerable adults.

This requires you to:

- familiarise yourself, and comply with, local child protection procedures and protocols for promoting and safeguarding the welfare of children and young people
- familiarise yourself, and comply with, local multi-agency safeguarding vulnerable adults plans and procedures
- familiarise yourself, and comply with, protocols and systems for information sharing

- know how to report safeguarding concerns
- participate in required training and supervision
- comply with required professional boundaries and codes of conduct.

You'll learn more about safeguarding during your induction and will be shown all relevant policies and procedures.

Data protection

At all times, you must respect the confidentiality of information in line with the requirements of the UK Data Protection Act 2018 and the General Data Protection Regulation (GDPR) 2018.

This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

You'll learn more about data protection, as relevant to your role, during your induction.