**Manchester Local Care Organisation**

**Role Profile**

**Occupational Therapist, Reablement Service**

**Grade 7**

**Reports to: Occupational Therapy Team Manager**

**Job Family: People Care and Support Direct**

**Manchester Local Care Organisation**

Manchester Local Care Organisation (MLCO) has been established by the partners (Manchester City Council, Manchester University NHS Foundation Trust, Greater Manchester Mental Health Service NHS Trust and Manchester Primary Care Partnership) to integrate, plan and manage community health and social care across the City.  By working better together, we are bringing community health and social care services together in our 12 neighbourhoods to form integrated Neighbourhoods Teams (INTs). Our INTs will drive our collaborative approach, developing partnerships and building on existing community assets to facilitate improved delivery specific to each neighbourhood. We will be able to provide improved care closer to home and to support the people of Manchester to live healthier, more independent and fulfilling lives and be part of a thriving and supportive community. Your role is deployed into MLCO by your employer: Manchester City Council.

**Key Role Descriptors:**

The role holder will work to provide direct support for individuals and families in accordance with statutory responsibilities and local and national policies and procedures, effectively identifying cases and/or managing a caseload in order to secure positive outcomes for Manchester residents.

The role holder will work with City Council colleagues, partner agencies and stakeholders to effectively manage and plan for present and future risk situations of service users.

The role holder will ensure that through effective advice, planning and support and the utilisation of ‘joined up’ approaches, individuals are able to access services appropriate for their identified needs.

The role holder will assess and plan person-centred approaches to meet the individual needs of service users to promote their independence.

The role holder will support the supervision and development of, students and apprentices and actively contribute to the development of other staff.

**Key Role Accountabilities:**

Develop and manage a relationship to support people and their families in line with statutory obligations through complex decision making to allow people to access improved future opportunities.

In conjunction with partner agencies and stakeholders, effectively assess and plan service users’ individual needs to ensure positive outcomes for Manchester residents.

Develop positive and effective solutions in all aspects of service delivery and engagement, focusing on the quality of outcomes for people.

Collaborate with internal and external colleagues and stakeholders to actively contribute to the development and delivery of the service within Manchester City Council and partner organisations.

Engage with stakeholders in the private and public sectors and across local communities to encourage a collaborative and transparent approach that promotes peoples needs across a range of existing and new initiatives.

Efficiently maintain accurate and appropriate records in accordance with statutory targets and City Council, local and national policy and procedures to evidence achievement of service targets and improvements in delivery.

Roles at this level may be required to manage a range of assigned resources, which may be human, financial or other, to ensure continuous improvement in service delivery. Staff management duties may be either through direct line management of a team (including appraisals, performance management and other duties) or through matrix management of a virtual team of officers.

Personal commitment to continuous self-development and service improvement.

Through personal example, open commitment and clear action, ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications

**Where the role holder is disabled, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the role. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.**

 **Role portfolio:**

An exciting opportunity has arisen within adult social care to deliver and develop the Occupational Therapy role within the Reablement service. The role holder will work with individuals to assess their strengths and needs, providing reablement-focused interventions and helping individuals achieve their goals through tailored strategies.

Using a strength-based approach, we work with people in their own homes, on a short-term basis, to maximise independence with a variety of daily living tasks including maintaining personal hygiene, preparing food, accessing community resources and managing day to day risks. The support provided ranges from motivation and confidence building to more practical assistance.

Reablement is part of the wider Manchester Community Response (MCR) service which also includes Discharge to Assess, Crisis Response and Intermediate Care.

The role holder will:

* Undertake functional, holistic assessments
* Contribute to goal setting and support planning
* Plan, implement and evaluate short term interventions
* Assess, recommend and review equipment and adaptations
* Promote and facilitate good moving and handling practice including risk assessments and training for individuals, carers and reablement support workers.
* Support the development of reablement staff
* Consider solutions to reduce the dependency of citizens and the need for longer term packages of care.
* Knowledge of providing reablement intervention to individuals with different needs including those with learning difficulties, autism and mental health conditions.

**Key Behaviours, Skills and Technical Requirements**

**Our Manchester Behaviours**

* · We are proud and passionate about Manchester
* · We take time to listen and understand
* · We ‘own it’ and we’re not afraid to try new things
* · We work together and trust each other
* · We show that we value our differences and treat people fairly

**General Skills**

* **Communication Skills:** Ability to effectively transfer key and complex information to all levels of staff, adapting the style of communication as necessary and ensuring that this information is understood.
* **Planning and Organising Skills:** Demonstrate excellent judgement skills under competing priorities and pressure.
* **Analytical Skills:** Ability to absorb, understand and quickly assimilate complex information and concepts and compare information from a number of different sources.
* **Problem Solving and Decision Making Skills:** Strong decision making skills with the ability to resolve complex issues in a pressurised environment
* **Creative Skills:** Ability to find creative solutions where there are no existing parameters or procedural framework.
* **IT Skills:** Skills to use ICT systems to obtain and analyse data and present it effectively through a variety of ICT channels.

**Technical Requirements (Role Specific)**

* Hold Degree/Diploma in Occupational Therapy
* Registered with the Health Care Professionals Council (HCPC)
* Willingness to consent to and apply for an enhanced Disclosure and Barring Service
* Current driving licence and access to a vehicle
* Knowledge of Occupational Therapy Models of Practice
* Application of assessment and interventions relevant to people with a range of medical conditions
* Knowledge of equipment and major adaptations
* Have an understanding of relevant Social Care legislation