**Manchester Local Care Organisation**

**Role Profile**

**Occupational Therapist (Reablement), Reablement Service**

**Level 2, Grade 8**

**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 partner (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 lead the effective development of partnership approaches in order to safeguard individuals through the effective management of safeguarding risk and the recording and sharing of information.

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 support the leadership of the team and service through the provision of advice, mentoring and supervision to colleagues, contributing to the ongoing development of staff, students, apprentice's and trainees.

**Key Role Accountabilities:**

Effectively manage and be accountable for a caseload of high level and often complex cases through advice, guidance and supervision to improve outcomes for individuals and associated parties while ensuring adherence to statutory duties.

Undertake a key role in cooperation with partners and stakeholders to ensure safeguarding processes and procedures are in place to protect individuals. Identify, challenge and develop solutions to any possible safeguarding risks for vulnerable residents of the city.

Work in conjunction with and provide consultation to partner agencies to deliver effective planning to ensure positive outcomes for vulnerable residents of Manchester. This will include representing the City Council at a range of meetings, proceedings and reviews as required.

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

Actively engage in team and service development including the promotion of innovative and new ideas and techniques to improve service performance and outcomes.

Efficiently prepare and produce high quality documentation and reports and contribute to effective data recording in accordance with statutory accountabilities and timescales to improve outcomes and the safeguarding of individuals.

Proactively establish, develop and maintain relationships with partner agencies and stakeholders to provide individuals with the opportunity to access suitable services which will assist them in achieving their agreed goals.

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

**Role portfolio:**

The role includes but is not limited to the following responsibilities:

The role holder will work with individuals to assess their strengths and needs, providing reablement-focused interventions supporting them to achieve their goals through tailored strategies.

Using a strength-based approach, we work with people in their own homes and communities, 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:**

* Support with the clinical day-to-day supervision and mentoring of level 1 Occupational Therapists, Occupational Therapy students & apprentices within the Reablement team.
* Provide expert support and guidance, support with quality assurance and evaluate the day-to-day practice of level 1 occupational therapists and other reablement team members.
* Support, advise and provide guidance to Reablement support workers and other MCC staff.
* Promote, develop and demonstrate high quality occupational therapy practice within reablement.
* Effectively manage a large and varied caseload including complex and challenging cases.
* Assess for and recommend minor and some major adaptations.
* Plan, co-ordinate and deliver training, sharing your expert knowledge and experience with the reablement team, supporting the development of the reablement staff.
* Have an excellent awareness of safeguarding in line with Manchester policy, including making referrals and participation in safeguarding investigations.
* Work as part of the wider multi-disciplinary MCR team supporting individuals on the Reablement pathway.
* Undertake functional, holistic, strengths based occupational therapy assessments and implement creative and tailored reablement plans enabling customers to meet their goals and reduce or remove the need for ongoing support or long-term care.
* Contribute to goal setting and support planning.
* Plan, implement and evaluate short term interventions
* Promote and facilitate good moving and handling practice including risk assessments, handling plans and training for individuals, families and reablement support workers.
* Have knowledge of providing reablement intervention to individuals with different needs including those with learning difficulties, autism and mental health conditions.
* Experience of managing junior staff desirable

**Key Competencies 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 in Occupational Therapy, and at least 2 year's experience working as an Occupational Therapist
* 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
* Excellent knowledge of Occupational Therapy Models of Practice
* Highly developed application of assessment and interventions relevant to people with a range of medical conditions
* Good understanding of relevant Social Care legislation
* Well-established understanding of equipment and moving and handling assessments and interventions.
* A willingness to work towards achieving accredited Manual Handing Train the Trainer