



Social Care Occupational Therapist – Grade 12

Job purpose

At Kirklees we are person centred and advocate a strength-based approach, working with individuals to empower them to take control of their lives and improve their health, resilience, wellbeing, and independence through participation in activities and tasks that are meaningful for the individual, and which offer the least restrictive option.

Our Occupational Therapy (OT) team offers specific person-centred interventions, to empower the most vulnerable adults, their families, and carers to identify the most appropriate environmental, rehabilitative or Assistive Technology solutions, or other services to meet their needs. We support flexible and creative approaches to practice.

We value the work that you do. You can expect a strong focus on your own professional development to enhance your skills and practice, through close contact with our Principal Occupational Therapist. Our aim is to develop confident, competent practitioners, who feel supported personally and professionally and thereby can enable better outcomes for people we work with.

This role is based within [Adults and Health](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

As a member of the OT team, you will work closely with clients and their carers to analyse physiological, psychological, environmental, and social needs and develop strength based and outcome orientated solutions.

You will be responsible for the day to day management of your assigned cases to help individuals develop and sustain their capacities for independent living and in complex situations which may, without input, place individuals at risk.

You will work with clients and carers to co-produce a support plan of their assessed needs, identifying goals which promote their wellbeing, dignity, and independence.

As a professionally qualified Occupational Therapist you will have responsibility for managing your individual caseload, ensuring effective use of time and resources.

You will receive regular supervision and peer support.

You will make full use of the Council's IT systems and work within administrative and financial procedures including the maintenance of up to date records.

As your skills and experience develop you will be expected to work with greater autonomy and with more complex cases although support will be readily available where needed. You will also be expected to pass on your expertise via mentoring and support to colleagues and students.

You will work collaboratively with colleagues from housing, rehabilitation, assistive technology, and health teams to promote opportunities to enhance the client's independence.

- Exercises professional judgement and uses appropriate methods and interventions, values, and knowledge base to work with adults and their carers to achieve the best possible outcomes, reducing barriers to inclusion in society.
- Maintains compliance with relevant legislation, government guidance and statutory duties to facilitate the delivery of effective services.
- Works in a way that considers issues relating to age, sexuality, health, race, religion, culture, and life experience.
- Works effectively as part of a team and effectively with a range of agencies and professionals.
- Interventions are planned and reviewed in line with legal and procedural requirements based on occupational, environmental, and social care needs.
- Adopts an embracing risk, sensible approach.
- Provides verbal and written reports that are concise and informative.
- Works flexibly and embraces new ways of working.
- Maintains accurate and up to date case records.
- Makes effective use of supervision and contributes to the personal appraisal processes. Identifies and takes up development opportunities for CPD.
- Works within the Professional Standards required to meet HCPC registration.
- Works within confidentiality and information sharing protocols.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
HCPC registered and hold a recognised qualification in Occupational Therapy.	Essential
Keeps up to date with changes in practice, legislation and guidance and is committed to continuous professional development and working within professional standards.	Essential
Able to use a range of therapeutic methods to promote positive change, independence, and wellbeing, in accordance with assessed need to meet outcomes.	Essential

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Work or placement experience of working with vulnerable adults and their carers.	Essential
Working knowledge of relevant social care and health legislation and ability to apply legislation to practice.	Essential
Understanding of developments in adult social care.	Desirable
Able to undertake high quality occupational, environmental, and social care assessments and provide clear analysis within set timescales.	Essential
Able to transfer knowledge and skills into new situations.	Essential
IT skills to support accurate and timely case recording.	Essential
Provides practice education support for OT students whilst on placement in the organisation	Essential
Able to work autonomously and manage a caseload without direct supervision.	Essential
Able to handle complex and challenging situations and to identify and manage risk.	Essential
Undertakes a strength-based approach when working with vulnerable people and their carers.	Essential
Accepts an enhanced DBS and barred list check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Travel is an essential part of this job and therefore it would be extremely difficult for you to do your job effectively if you did not use a car for all or most of the time. It is essential that you hold a full and valid driving licence, and it is expected that you will either use a council vehicle or your own car.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Social Care - Adults	Grading ID	63890 and 63900
Job ID	80100812	Last Updated	July 2023
Job Focus	Yes	Career Progression	Yes

Contractual Variants

DBS Category	Adult	DBS Type	Enhanced + Barred
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR	M Lunn		