

Job Description
Active Care Group

Job Title	Lead Occupational Therapist	Service	Blackheath Brain Injury Rehabilitation Centre
Line Manager	Head of Therapies	Department	Therapies
Date		Date of review	

Job Purpose

To lead the delivery of specialised, dynamic, evidence-based, patient-centred intervention, to support our patients to regain as many of their functional abilities as possible, enabling them to continue to live meaningful and happy lives.

To lead in ensuring the ongoing planned and unplanned supervision and support of junior Speech and Language Therapy staff and students, and with day-to-day management of the Occupational Therapy service and continuous professional development requirements of the team members.

Key Responsibilities

- Provide leadership to the Occupational Therapy team and play a key role in developing and driving strategy.
- Communicate responsibly, professionally and in an exemplary manner, reflecting your position as a senior member of the multidisciplinary team.
- Supervise junior members of staff such as Band 5 and Band 6 therapists, assistants, and students.
- Be innovative in your approach to supervision, developing your leadership style.
- Complete comprehensive occupation-based and occupation-focused assessment of patients.
- Play a key role in planning safe and timeous discharges.
- Prescribe and provide equipment for our patients during their rehabilitation journey.
- Carry out robust risk-assessments and develop and update- subsequent care plans.
- Complete community assessments and interventions with patients, including home access and home visits to guide the discharge pathway.
- Assist the MDT in diagnosis, problem formulation and planning of rehabilitation programmes.
- Develop, carry out, and generalise safe, innovative, evidence-based treatments, underpinned by the principles of neuroplasticity and motor re-learning.
- Communicate your approaches effectively with the MDT to ensure interdisciplinary buy-in and implementation of ideas.
- Demonstrate and develop your skills as a reflective practitioner.
- Function as a Key Worker to ensure active coordination and management of the therapeutic programme to achieve the agreed rehabilitation goals.
- Participate in regular, robust Occupational Therapy team meetings, to ensure that your service is organised, efficient and effective.
- Provide intervention as part of an MDT approach and play a key role in driving MDT service developments.
- Support and educate families and carers about acquired brain injury and the role of Occupational Therapy.
- Attend and participate in all relevant meetings, e.g., patient reviews and discharge meetings.
- Ensure all practice complies with Royal College of Occupational Therapists (RCOT) and Health and Care Professions Council (HCPC) professional standards.
- Maintain records and clinical notes in line with company policy and RCOT guidelines.

- Provide all relevant reports as required, accurately and in a timely fashion, e.g., case review and discharge reports.
- Ensure effective and timely communication at all levels (with patients, families, the MDT, and external agencies).
- Develop and deliver in-service education and training to the MDT.
- Take responsibility for own professional and personal development in line with HCPC and RCOT guidelines, including participating in Performance and Development Reviews, attending all relevant training and clinical supervision.
- Comply with all company policies and procedures, including Health & Safety and Fire Safety, etc.
- Plan and prioritise a complex clinical caseload.
- Embed the principles of Equality, Diversity, and Inclusivity into your practice.

Safeguarding

Active Care Group is committed to protecting and safeguarding vulnerable individuals at risk (whether young people or adults) and expects all colleagues to share this commitment. All colleagues are required to keep up to date with their safeguarding training and to undertake additional training appropriate to their role.

Knowledge, Skills & Qualifications

- HCPC registration
- RCOT registration
- Analytical and judgement skills that will be applied in the interpretation of complex assessment data, thus allowing them to make appropriate diagnostic and prognostic decisions
- Capacity to summarise and interpret highly complex and sensitive data and write concise, accurate and readily understood reports that communicate the findings of the neuropsychological assessment to the patient and their family, the MDT and external stakeholders
- Functional assessment of adults following an acquired brain injury
- Developing and maintaining rapport with people who may have emotional, behavioural and cognitive impairments
- Motivating patients over long periods
- Ability to Interact with and understand families who are under acute or chronic stress
- Excellent IT skills
- Excellent, professional literacy skills

Experience

You will be an experienced Occupational Therapist with an extensive background of working in a Neuro setting and/or with neurologically impaired patients

Communication

- Skills in communicating sensitive and sometimes distressing information to patients and families
- Assertiveness and an ability to present a healthy argument in the best interests of your patients
- The ability to reflect on information and to consider others' viewpoints and approaches

- Excellent interpersonal skills to build and develop rapport with patients, their loved ones, and your colleagues
- Ability to adapt your communication style, and to be flexible when supervising and supporting others
- Openness to constructive feedback from all members of the multidisciplinary team

Working Environment

Blackheath Brain Injury Rehabilitation Centre is undergoing a significant refurbishment to make it a bright and vibrant environment for patients and colleagues.

Our team is made up of consultants, doctors, nurses, assistants, therapists, support staff, a catering team, an administrative team, a maintenance team, and a housekeeping team. We have established local and regional connections with other sites, services, and neuronavigators.

Our Vision

Our vision is a world where people with the most complex needs are surrounded by the collaborative, holistic and expert care they require and the kindness they deserve, to live a brighter future and their best lives.

Equality, Diversity & Inclusion

Everyone at Active Care Group is committed to continuing to make diversity, equality and inclusion a part of everything we do. This is a place where every great idea can be heard, everybody belongs and we are all asked to champion Equality, Diversity & Inclusion in everything we do.

Data Protection

Responsibility for the confidentiality, security and accuracy of all records, data and information, whether that is colleague data or that of the people we look after. All colleagues should read the Data Protection policy and ensure they understand the importance of processing data that they are permitted to process in accordance with the policy.