

JOB DESCRIPTION

Job Title	Advanced Practitioner – Optimal Handed Care Lead		
Directorate	ASC Commissioning		
Reporting to	Service Manager – Assistive Technology -Commissioning Community Localities & Older Adults Services.		
Grade	Grade 9		
Evaluation ref:	RP236	Job ref:	Family
Role purpose			
<p>The Advanced Practitioner – Optimal Handed Care Lead is a pivotal role within the organisation, designed to enhance the quality of care provided to individuals through specialised occupational therapy practices. This role requires a qualified and HCPC registered Occupational Therapist with a comprehensive understanding of national and local policies, procedures, and legislation, including complex moving and handling but not limited to: - complaints, confidentiality, consent, data protection, equality, diversity and inclusion, ethics, health and safety, risk management, and safeguarding.</p> <p>The practitioner will be responsible for high-level assessments, including seating and posture, optimising care packages, providing optimal-handed care training, and complex risk management. Additionally, the role involves training others in moving and handling operations and acting as a practice educator.</p> <p>The Advanced Practitioner will collaborate with various departments and agencies to promote health and wellbeing using occupation, support the team to ensure practice compliance with professional standards, and allocate cases to ensure timely, high-quality interventions.</p> <p>This role spans across Neighbourhoods and the Somerset Independent Living Centre (SILC), emphasising the importance of enabling individuals to achieve their optimal level of independence. This post will work alongside the Therapy Management team in promoting further Optimal Handed Care and developing safe and robust discharge pathways from the Acute and Community Hospitals (Community Hospitals is capitalised later in the document) to home.</p> <p>This is a key role in the evolving health and social care pathways, including the reablement pathway, to improve patient flow. It is a highly specialised clinical lead role advising on complex discharge planning whilst developing stronger links with community providers, including development of joint training packages, and risk management strategies.</p> <p>The Advanced Practitioner lead role as part of the next phase of the Optimal handed Care initiative, is to facilitate a larger scale pilot with community partners to develop a robust pathway. The role will continue to build on existing work, aiming to focus on demonstrating the sustainability and benefit outcomes. There will be an expectation to present these results at Director and Strategic Manager level, and regional and national level as well. The OHC lead will seek to explore this aspect</p>			

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of care planning to produce an evidence base through further data collection and patient/carer feedback. This will include the evidencing of balancing measures including risk evaluation, and consideration of influential legalisation and policy, to further develop training and documentation in this area. This role will also include, working closely with the current care provider manual handling leads and the SFT governance team to ensure balancing measures and standard operational procedures are considered and implemented.

Responsibilities

The Advanced Practitioner – Optimal Handed Care Lead is responsible for a wide range of duties that ensure high-quality care and compliance with professional standards.

These responsibilities include:

1. Professional Competence and Assessment:

- Conduct high-level assessments, including seating and posture, impacts on major adaptations, Optimal Handed Care, and advanced risk management planning.
- Manage an allocated workload requiring professional competence in assessing complex needs, risks, support planning, care, and review.

2. Collaboration and Partnerships:

- Collaborate effectively with various departments, agencies, neighbourhoods, health, local community groups, and charities to promote health and wellbeing using occupation.
- Develop close relationships with stakeholders to promote health and wellbeing through occupation.
- Stakeholder Engagement: You will lead discussions with key stakeholders to ensure the SHC pathway is safe and sustainable.
- Community Links: You will develop strong links with community providers, including joint training packages and risk management strategies.

3. Compliance and Standards:

- Ensure practice compliance with national professional and local policies, procedures, and legislation, including the National Back exchange recommendations, data protection, equality, diversity and inclusion, ethics, health and safety, risk management, and safeguarding.
- Support others to adhere to the Health and Care Professions Council's professional regulatory requirements and the Royal College of Occupational Therapists' Professional standards for Occupational Therapy practices, conduct, and ethics.
- Clinical Advice: Providing highly specialised Occupational Therapy (OT) clinical advice within the Council and Somerset Foundation Trust and externally, engaging less experienced staff in training opportunities and empowering them in positive risk management.

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4. Training and Education:

- Provide high-quality regular supervision and appraisals to qualified workers within the team to ensure safe, legal, and high-quality practice.
- Act as a role model to inspire, supervise, mentor, and educate others, including learners and apprentices.
- Complete 'training the trainer' moving and handling course and act as a practice educator.

5. Data Management and Performance:

- Collect and manipulate data, collate, and feedback on performance against set objectives to support continual improvement.
- Record information clearly and accurately to meet the requirements of the council and regulatory bodies.
- Formulate and lead on the achievement of specific objectives aligned to local, regional, and national strategic direction, to facilitate a high-performance team focused on the needs of the people and populations who access services, their families, and their carers

6. Service Planning and Leadership:

- Formulate and lead on the achievement of specific objectives aligned to local, regional, and national strategic direction to facilitate a high-performance team.
- Provide innovative and visionary team leadership to promote the profession, founded on person-centred, compassionate, and values-based leadership principles.
- Project Leadership: to lead and develop Optimal Handed Care (OHC) practices within the discharge pathways, working alongside the NHS Therapy Management team to promote the OHC agenda and ensure a safe and robust discharge pathway from the Acute and Community Hospitals to home.

7. Professional Skills and Techniques:

- Complete the occupational therapy process using advanced decision-making skills within complex contexts to ensure high-quality practice.
- Assume professional accountability and responsibility for a broad aspect of service delivery, including allocation and prioritisation of cases.
- Team Management: To lead a small project team in reviewing high intensity packages of care (in enhanced peer forum), collecting data, and producing reports for senior managers.

8. Budget Monitoring and Audits:

- Act as authoriser for a delegated value of items ordered through the community equipment service to ensure value for money and client satisfaction.
- Participate proactively in audits and assurance activities to ensure high-quality, safe, and legal practice.

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9. Communication and Feedback:

- Role-model advanced communication skills, including active listening, negotiation, managing sensitive news, and justifying own viewpoint.
- Utilise formal systems for obtaining feedback from people who access services, their families, and their Carers.

10. Inclusivity and Participation:

- Contribute to strategies and practices that challenge stigma and discrimination and promote inclusivity and participation for people who access occupational therapy services.
- Pathway Development: working alongside colleagues across the integrated Care system within Somerset to produce a shared vision for the OHC pathway, considering positive patient/client experience and outcomes.

11. Risk Management and Evaluation:

- Exercise professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations.
- Embed the evaluation of impact into practice across all settings and at an operational level.
- Education and Development: Responsible for the management, education, and development of the therapy staff/teams, as well as Domiciliary Care Providers and staff within the Residential settings and any other staff across the ICS.
- Exercise professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations, and support others to do so.

12. Continuing Professional Development:

- Engage in, apply, and record relevant continuing professional development activities across the four Pillars of Practice as an expert in this field of practice.
- Teach and learn about the value of occupations for health and wellbeing.
- Provide high quality regular supervision and appraisals, to qualified workers within the project team to ensure practice is safe, legal, and high quality, and meets HCPC requirements.
- Embed the evaluation of impact into practice, across all settings and at an operational level.
- Role-model ways to engage in, apply and record relevant continuing professional development activities across the four Pillars of Practice, to identify the impact and benefit of own learning for self and others, including people who access services, their families, and their Carers.

13. Advocacy and Culture:

- Advocate for and facilitate the creation of a culture that encourages reflection, learning, constructive feedback, and mutual learning.

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<ul style="list-style-type: none"> ○ Act as a role model to inspire, supervise, mentor, and educate others (including learners and apprentices) seeking to instil and develop confidence. ○ Create opportunities for self and others to work across practice and education settings (e.g. student recruitment, practice-based learning, curriculum development/teaching, assessment)., including practice education ○ Encourage learning by challenging complacency, actions and ways of thinking that may not be in the best interests of the public and/or those who access services, their families, and their Carers. 		
	Essential	Desirable
Knowledge		
A comprehensive understanding of national and local policies, procedures, and legislation, including complaints, confidentiality, consent, data protection, equality, diversity and inclusion, ethics, health and safety, risk management, and safeguarding.	x	
In-depth knowledge of the Health and Care Professions Council's professional regulatory requirements and the Royal College of Occupational Therapists' Professional standards for occupational therapy practice, conduct, and ethics.	x	
Optimal Handed Care Ethos: An Understanding of the OHC ethos and person centredness to lead such an important project.	x	
High-level assessment, Risk management and in particular moving & handling skills, including seating and posture, complex major adaptations, optimal handed care provision, and complex risk management.	x	
Knowledge of the principles of rehabilitation, including the unique contribution of occupational therapy and interprofessional knowledge and skills.	x	
Understanding of health conditions, presentations, and the wider determinants of health that impact a person's ability to do the things they want, need, or are expected to do.	x	
Knowledge of the importance of enabling people to do the things they want, need, or are expected to do to support their wellbeing within their own context and cultural backgrounds.		x
Experience		
Experience in conducting high-level assessments, including seating and posture, major adaptations, optimal handed care, and risk management.	x	

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Influencing Skills: Experience influencing staff outside your direct line management structure, including across organisations and third-party providers.	x	
Experience in managing an allocated workload requiring professional competence in assessing complex needs, risks, support planning, care, and review (E)		x
Research Methodologies: Experience of Engaging staff within the scope of research and understanding of research methodologies.		x
Occupational Therapy Expertise: Highly skilled Occupational Therapist with experience in managing large complex projects	x	
Experience in collaborating effectively with various departments, agencies, neighbourhoods, health, local community groups, and charities to promote health and wellbeing using occupation.	x	
Experience in providing high-quality regular supervision and appraisals to qualified workers within the team to ensure safe, legal, and high-quality practice.	x	
Practice Teaching and Leadership: Experience in teaching skills with people as part of project management and have proven leadership skills.	x	
Experience in collecting and manipulating data, collating and feeding back on performance against set objectives to support continual improvement.	x	
Project Management: Experience in leading large projects from start to completion and proven strong decision-making skills under pressure.	x	
Experience in acting as a role model to inspire, supervise, mentor, and educate others, including learners and apprentices.		x
Qualifications / Registrations / Certifications		
Qualified and HCPC registered Occupational Therapist.	x	
Completion of 'training the trainer' moving and handling course.	x	
Up-to-date Practice Educator certification.	x	
Certification in advanced decision-making skills within complex contexts to ensure high-quality practice.	x	
Certification in professional accountability and responsibility for a broad aspect of service delivery, including allocation and prioritisation of cases.	x	
Certification in interprofessional networks to promote the exchange of knowledge, skills, resources, and peer review processes.		x

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Skills		
Advanced communication skills, including active listening, negotiation, managing sensitive news, and justifying own viewpoint.	x	
Ability to utilise formal systems for obtaining feedback from people who access services, their families, and their Carers.	x	
Ability to exercise professional judgement to manage risk, including positive risk-taking, especially in complex and unpredictable situations.	x	
Ability to embed the evaluation of impact into practice across all settings and at an operational level.	x	
Presentation Skills: Experience presenting work to key senior stakeholders and at conferences.		x
Ability to engage in, apply, and record relevant continuing professional development activities across the four Pillars of Practice.	x	
Ability to advocate for and facilitate the creation of a culture that encourages reflection, learning, constructive feedback, and mutual learning.		x
Use of professional skills to assist others to complete the occupational therapy process using advanced decision-making skills within complex contexts where protocols and pathways may not exist to ensure high quality practice and the development of skills with the team.	x	
Data Collection and Sustainability: Understanding the importance of robust data collection and considering sustainability of Optimal Handed Care at all times.	x	
Working Conditions		
<p>This role involves working within a dynamic and supportive local authority environment. Candidates should be prepared for the following conditions:</p> <ul style="list-style-type: none"> • Work Hours: Standard working hours are 37, with occasional requirements for evening or weekend work to meet project deadlines or attend community events. • Location: The primary work location is County Hall, with opportunities for remote work as per organisational policies. • Travel: Some travel within the local area may be required for meetings, site visits, and community engagement activities. • Work Environment: The role involves working both independently and as part of a team, with access to modern office facilities and resources. • Health and Safety: Adherence to all health and safety regulations is mandatory, ensuring a safe working environment for all employees. 		
Dimensions of the role		

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- Regularly supervise/mentor 3 – 6 qualified Occupational Therapists
- Contribute to the management of the CES budget through authorisation structure.

Working Arrangements

Somerset Council's dynamic Working Strategy will be applied to this position.

Corporate Responsibilities

Ensure compliance with all relevant legislation, organisational policy, and professional codes of conduct to uphold standards of best practise.

Deliver the aims of the council's equality, diversity and inclusion policies; health, safety and wellbeing of self and others; and Organisational values in everything you do, ensuring team members are also aware of their responsibilities and maintaining their understanding that Equality and Diversity practice covers both interaction with staff, service users and communities and includes challenging discrimination and promoting equality of opportunity for all.

Date: