

Lead Occupational Therapist - Scotland

1. JOB DETAILS

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| Job Title: | Lead Occupational Therapist - Scotland |
| Department: | Operations |
| Location: | Edinburgh Hub |
| Band: | 7 |
| Status: | Full Time |
| Hours: | 37.5 hours per week |
| Accountable to: | Deputy Head of Operations |
| Clinical Responsible to: | Head of Occupational Therapy |

General Overview of Role

- To work effectively as part of the multi-disciplinary team, providing high quality, efficient and effective care to veterans across Scotland
- To promote the empowerment and meaningful inclusion of veterans in relation to their own recovery and wellbeing.
- To ensure the activities of the OT team remain aligned to the strategic objectives of the Scottish Governments Veteran's Mental Health Action Plan and the associated performance requirements as laid out by the Head of Operations Scotland
- To oversee and supervise the delivery of the Occupational Therapy Service across Scotland, offering clinical supervision to Occupational Therapy staff within the Scotland team as required.
- To contribute to the development of the occupational therapy service within a framework of recovery and resilience and assist the Head of Occupational Therapy for overarching performance monitoring and reporting.
- To demonstrate an interest in research and willingness to add to the clinical evidence-base for veterans with mental health difficulties by identifying research/service-development project.
- Contribute to the long-term strategic organisational plans to identify and contribute to service planning and programme development.
- Work at an advanced level of practice within the IDT, utilising in-dept knowledge, clinical skills and experience at an advanced level in the management and treatment of veteran's occupational therapy conditions.

- Work collaboratively with the inter-disciplinary team to meet the needs of veterans and carers, support the delivery of policy and procedures, and provide occupational therapy leadership as required.

Main Duties and Key Responsibilities

Clinical Responsibilities

- Work collaboratively as part of Scotland's management team, ensuring veteran needs, and the needs of the Scotland services are always prioritised.
- Take the lead in standard setting for occupational therapy practice within Scotland
- Demonstrate safe, clinical decision-making and expert care for veterans within the IDT with a strong understanding of occupational case formulation, sensory-informed approaches, risk assessment and management.
- To work as occupational therapy clinician within the Scotland Hub
- To provide high quality, evidence-based and evidence led treatments for veterans with complex mental health problems, in 1;1 and group contexts, online and/or face-to-face.
- To promote evidence-based practice throughout our service to other professionals and motivate others to advance practice and improve quality of care.
- To contribute to the development and growth of the occupational therapy service at Combat Stress.
- To contribute to the whole system treatment planning process, developing, implementing and evaluating treatment and encouraging and supporting service users to define their treatment needs.
- To assist the Head of Occupational Therapy in the development of treatment programmes within the occupational therapy service
- To contribute to the development of comprehensive care packages and to the process of effective discharge planning, working collaboratively within IDT process' and Other voluntary and statutory professionals involved in the Veterans' care.
- To promote the health, wellbeing and functioning of Veterans and maintain a safe, caring and therapeutic environment.
- To promote and maintain excellent standards of care within the clinical governance framework.
- To supervise junior staff, encouraging and supporting them in their development.
- To support other IDT staff to provide interventions that are recovery focused and promote social inclusion.

Management responsibilities

- To ensure the approach, activities and caseload management of the OT team within Scotland are aligned with national strategy, performance requirements and commissioning expectations as laid out by the Head of Operations Scotland
- To offer clinical supervision to Occupational Therapy staff within Scotland's Hub based and community teams; with a strong focus on occupational case formulation and setting achievable goals.

- To provide input into the management of Scotland OT staff, including recruitment, appraisals, CPD and performance management.
- To ensure the delivery of best practice in clinical practice, caseload management, education, research, and audit to achieve corporate objectives.
- To promote and contribute to the development of the service within a culture of change.
- To contribute to clinical governance and incidents/complaints as appropriate and as required nationally.

Audit and Research

- To support the Head of Occupational Therapy and Lead Research Occupational Therapist in the development of innovation in service delivery and provide a culture of implementing evidence-based practice among the team and Occupational Therapy staff.
- To demonstrate an interest in research and passion for adding to the clinical evidence-base for veterans with mental health difficulties by actively working towards own research/service development project.
- To plan and participate in audit of clinical practice and assist with data collection for research as needed by the Lead Research Occupational Therapist.

Education and training

- To undertake mandatory training and appropriate training identified through supervision and appraisal.
- To identify own training and developmental needs and participate in a personal development plan to meet identified needs – especially within the 'Evidence, Research and development' pillar of the Career Development Framework.
- Deliver presentations and training, providing specialist occupational therapy knowledge and expertise within Combat Stress.

Professional responsibilities

- Achieve and demonstrate agreed standards of personal and professional development, actively participate in mentoring and supervision.
- Develop and share learning with colleagues, promoting peer review and best practice within the work environment, alert other team members to issues of quality and risk.
- To maintain professional registration and follow guidelines for conduct and professional practice.
- To participate in regular clinical professional supervision and appraisal, as consistent with the requirements of Organisation.
- To maintain the confidentiality of all client data in line with Organisational policy and the Data Protection Act 1998.
- To always represent the Charity in a professional manner.

General responsibilities

- To fully understand and adhere to the policies and procedures of Combat Stress.
- To be compliant with the administrative and clinical processes defined.
- To work in a flexible and responsive way to meet the changing needs of the service users and demands of the service.
- To promote a recovery focus throughout the Veterans' treatment journey.
- To promote equality, diversity and the rights of the service users.
- To support partnership working.
- To follow safeguarding procedures to minimise risk of harm to children or vulnerable adults.
- To undertake any other duties at the request of the line manager which are commensurate with the role, including project work and absence cover.
- To contribute to the maintenance of a healthy and safe working environment by adhering to Health and Safety Organisational policies.
- Regular travel to Glasgow, with occasional travel across Scotland
- It is strongly recommended that you keep your Covid 19 vaccination status fully up to date to safeguard the health of both veterans and colleagues

Governance

To ensure that the statutory mental health (including safeguarding and vulnerable adult) responsibilities of Combat Stress are carried out

To work with the Senior Psychologist to support efforts to ensure that clinical governance structures are adhered to within the multi-disciplinary team

Key Relationships

- Deputy Head of Operations Scotland
- Head of Operations Scotland
- Scotland's Management and MDTs
- Head Occupational Therapist
- Lead Research Occupational Therapist
- Voluntary and Statutory sector organisations involved in veteran's care.
- Service User Groups.
- Veteran's Voice
- Clinical Governance Teams

Risk Management

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

As an employee of the Charity, the postholder is required to be risk aware and readily able to identify risks faced in the course of day-to-day duties. Where a new risk is identified it is to be reported through the postholder's line manager.

Signature of postholder

Print name

Date
