Job description

##  Senior Therapist (Physiotherapist or Occupational Therapist

* Grade: PO4
* Reports to: Team Manager
* Direct reports: 6 – 8 staff
* Your team: Discharge Service
* Service area: Operations, Adult Social Care
* Directorate: Health and Social Care

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| Special requirements of the post  |
| Workstyle: Roaming (Medium presence, two days a week)* Colleagues whose activities are a mix of remotely and periodic onsite work and/or meetings with third parties and businesses, going on site visits, and occasional resident engagement
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| This post requires a DBS check at the appropriate level (Enhanced with Barring/Enhanced /Standard/Basic) |
| This is a safety critical post and will be subject to the council’s drug and alcohol policy |
| This post is subject to the council’s declaration of interest procedure |
| This post is designated as politically restricted |

## Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn’t be clearer: we serve. It’s in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future**.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out ‘CARE’, which is what we think public service is all about.

## Overview of the role

This role is based in Islington’s Integrated Discharge Service (IDS). IDS is a dynamic and fast paced team supporting residents of Islington being supported home from hospital over 7 days a week. The Senior Therapy role is key in supporting a team of Physio and Occupational Therapists assessing risk and designing interventions for Islington Residents at various stages of the Hospital Pathway to support people using their strength and achieving their outcomes. You and your team will be undertaking activity which could include:

* Supporting the Discharge to Assess pathway through the screening of referral documentation and decision making around how we plan and support people home.
* Post discharge assessment of people to support one off therapy interventions, to support independence, recovery or prevent admission. This could include consideration of the environment, provision equipment, alternative ways to manage daily need or therapy activities to promote strength and independence.
* Work with people on discharge pathways to design Reablement Plans and Goals, focussed on strength-based practice and achievement of outcomes.

IDS also includes the Single Point of Contact which manages all Hospital Referral activity. Recent developments have seen greater collaboration with Islington’s Front Door which support access to Health and Social Care services across the brough providing a real opportunity to collaboratively support discharge and prevention of admission. As the Senior Therapist you will work with the management team to develop this area of work.

IDS is also co-located with Islington Reablement, which provides fantastic opportunities for our therapy team to shape Reablement Plans at the outset of the Islington Residents care journey.

## Key responsibilities

As Senior Therapist within the Discharge Service, a key part of your role will be to give leadership, management and support to staff within the team to carry out the full spectrum of statutory responsibilities under the Care Act, Mental Capacity Act and other related law and policy; carry out their roles in a strengths based way, to a high quality, and always seeking to reflect on and continually improve practice.

You may also hold a case load of your own and will exemplify best practice in working with adults in strengths based and person-centred way, connecting people with informal, and community-based support wherever possible. You and other team members will be fully committed to working in partnership with residents, carers, community-based organisations and other key professionals involved in enabling people to be as independent as they possibly can.

You will have a comprehensive understanding of the impact a well-functioning resident facing team will have on people in need of care and support and their carer’s, as well as the council and adult social care department as a whole, in contributing towards maximising people’s independence and managing the demand on council services.

Through your clinical practice and role as a senior therapist you will prioritise delaying, preventing and reducing need for social care intervention by delivering directly and by supporting staff and having strengths-based conversations with people, taking a relationship based and person-centred approach so that all informal sources of support are made best use of, and people can continue living life in the way that they wish. You will also support people to avoid admission to acute health settings and care homes wherever possible working closely with health partners.

You will be a senior member of a team of physio and occupational therapists, and part of a wider service that will include social workers and case managers. The team is extremely fast paced and sits at the heart of Council’s corporate customer centre to deliver positive outcomes for residents with adult social care needs. The post holder will work autonomously within professional guidelines and the overall framework of the service’s policies and procedures.

The Islington’s Discharge serviceworks includes the following activity and outcomes:

* Work alongside the Integrated Front Door to support a single point of contact for all health and social care referrals, working to prevent admission and support timely discharge.
* Reduce residents' length of stay in hospital
* Support assessment in a in an environment familiar to the individual.
* Undertake assessment that consider the need for the provision of advice, support, equipment and ongoing care in the community to support needs.
* Screening and triage of Pathway 1 referrals, identifying the most appropriate pathway and assessor, and assisting in arranging restarts of package of care.
* Identifying and implementing reablement and rehabilitation goals for people under the discharge to assess and take home and settle pathways.
* Assess the therapy needs of people in the community who do not require a package of care. Working collaboratively with the Community Health Care Teams, Social Care and Voluntary sectors to set up the support required to enable people to be cared for and maximise their independence at home.
* Undertake assessment of needs for patients with diverse physical, social & medical presentations to provide a clinical assessment and evidence-based intervention and effective clinical management.
* Provide continued therapeutic support for some resident son the Reablement pathway.

Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

### Budget responsibilities

### As Senior Therapist you will ensure that any commissioned packages are cost effective, innovative, using strength-based practice values and focussed on recovery, ensuring constructive challenge and support is provided to the team as required through the authorisation of support plans and assessments in this regard.

### You will that use of resources is linked to clear impact and measurable outcomes for service users, ensuring that value for money is sought and that the Council systems are always kept up to date with financial matters and that the need for support is kept under continual review and changed appropriately.

### You will comply with all resource and finance governance processes, cost controls and income maximisation in an ever-changing environment, fluctuating demands and priorities.

### Compliance

You will understand and be able to implement the requirements of the Care Act and Mental Capacity Act, this may include, undertaking Care Act or Mental Capacity Assessments and Best Interest reports, making legal referrals and ensuring legal processes are followed in respect of Court of Protection.

You will support the Service Lead in providing timely responses to Members Enquiries, Freedom of Information Requests, complaints, legal enquiries and processes e.g. Inquests, police investigations etc. including attending Court to represent LBI where necessary.

You will contribute to Departmental quality assurance programmes and undertake audits when directed, sharing results and implementing action plans to improve the service.

You will ensure all work undertaken with people, carers and others is recorded accurately and in a timely manner, using information technology systems to carry out duties in the most efficient and effective manner.

You will uphold service criteria, make decisions regarding the closure/transfer of cases and to be the first point for negotiating complex cases.

You will ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

You will always carry out responsibilities/duties within the framework of the Council's Dignity for all Policy. (Equal Opportunities Policy).

You will adhere to the standards of conduct, performance and ethics of Health and Care Professions Council.

## Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

### Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

#### Knowledge, experience, and skills

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| Point | Criteria description | Essential/desirable |
| 1 | HCPC Registered Occupational or Physio Therapist. | Essential |
| 2 | Willingness to undertake the required training and work as a Practice Educator for student Therapists. | Essential |
| 3 | Experience in establishing effective partnership working with stakeholders, whilst promoting and utilising a strength-based approach to maximise independence and well-being of individuals returning home from hospital  | Essential |
| 4 | Extensive experience of therapy solutions in a community setting to promote independence such therapy plans, equipment, adaptations, assistive technology and moving and handling interventions. | Essential |
| 5 | Experience of managing Therapy (OT/PT) staff, setting priorities, formal supervision and undertaking performance management. | Essential |
| 6 | Knowledge of the legislation governing the function of Adult Social Care including consequent statutory duties and application. | Essential |
| 7 | Strong experience relating to safeguarding practice. | Essential |
| 8 | Experience of ensuring expenditure is contained within the budget and that spending, efficiency and performance targets are achieved. | Essential |
| 9 | To take responsibility support development of therapy awareness and skills within the service through supervision, assessing, teaching and mentoring. | Essential |
| 10 | The post holder will demonstrate the abilities of self-motivation, working on their own initiative, and being proactive in managing workload demands | Essential |
| 11 | The post holder will promote the role of Occupational and Physiotherapy Therapy to other agencies, effecting positive change. | Essential |
| 12 | Skills to build rapport, and develop trusting constructive relationships including listening, communication and negotiation skills. | Essential |
| 13 | Skills to develop and sustain professional working relationships based on mutual trust, and strength-based working with respect for individual rights and cultural needs and the promotion of equality and diversity. | Essential |
| 14 | Personal resilience and flexibility, to be able to thrive in a complex and challenging environment, across multiple professional partnerships. | Essential |
| 15 | Demonstrates sound decision making, risk management, and problem solving within the context of the Care Act, Mental Health Act, Mental Capacity Act and other relevant Law and national policy and an ability to keep up to date with changes to law and policy | Essential |
| 16 | Understand responsibilities in relation to Safeguarding Adults and a commitment to increase knowledge around Safeguarding including the management of concerns. | Essential |
| 17 | Excellent leadership skills and capacity to implement innovative approaches to practice and ensure the best outcomes are achieved for people and their carers.  | Essential |
| 18 | Analytical skills to interpret, summarise and draw conclusions from complex data and problem solve. | Essential |
| 19 | Proficiency in the use and understanding of IT and Information Management | Essential |
| 20 | Willingness to deputise for Team Manager, as required  | Essential |
| 21 | This role will require you to obtain an Enhanced satisfactory clearance from the Disclosure and Barring Service  | Essential |
| 22 | This post needs to meet the requirement of the Baseline Personal Security Standard | Essential |
| 23 | This post is subject to the council’s policy on pecuniary and personal interest | Essential |

## **Our accreditations**

 Our accreditations include Disability Confident Leader, The Mayor’s Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.