

Occupational Therapist – Long Term OT Team

Job Description

Position Pay Level: 7

Position Pay SCP: 30 - 35

Salary: £43,253 - £48,795 (fully inclusive of Local Weighting Allowance)

DBS requirement: Enhanced Adult

Reports to: Senior Practitioner (Long Term OT)

Number of reports: 1

Financial Responsibilities: While this role does not carry direct financial responsibilities, Occupational Therapists are expected to contribute to cost-effective care by engaging in strength-based conversations with service users and carers. A key part of the role involves identifying support strategies that promote independence and reduce reliance on long-term services, helping to manage resources efficiently and reduce overall expenditure.

Main purpose of Job: Join a dynamic, community-based team of Occupational Therapists and Occupational Therapy Assistants dedicated to promoting independence and enhancing quality of life for our service users.

Main Accountabilities:

- Conduct holistic assessments to identify the needs of service users and carers within their home environments, ensuring recommendations are person-centred and aligned with available resources.
- Involve carers throughout the assessment and intervention process, recognising and addressing their needs alongside those of the service user to achieve the best possible outcomes.
- Independently manage a specialist clinical caseload, delivering high-quality assessments and interventions, and maintaining accurate, up-to-date clinical records.
- Participate in regular clinical supervision and appraisals and provide supervision and guidance to Occupational Therapy Assistants in line with your level of expertise.
- Ensure all clinical activities and interventions are informed by current manual handling legislation, training, and best practice.
- Set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals to guide effective therapeutic interventions and support timely progression through the service.
- Promote the use of Assistive Technology and digital tools such as AskSARA to enhance independence and reduce reliance on formal care services, embedding a strengths-based approach.

- Work collaboratively with colleagues across health and social care, including Local Access Points and Discharge to Assess teams, to ensure coordinated and timely care.
- Contribute to effective multidisciplinary team (MDT) working, supporting assessment, treatment planning, care pathway management, and safe discharges or transfers of care.
- Support the development and delivery of specialist assessment, treatment, and intervention programmes within community settings, including in-reach support where appropriate.
- Take responsibility for the safe prescription, provision, and monitoring of equipment, ensuring compliance with relevant service policies and procedures.
- Actively participate in team-based CPD activities, peer reviews, and supervision processes, maintaining a comprehensive CPD portfolio that reflects ongoing professional development and accountability.
- Undertake any other additional duties aligned with core occupational therapy skills and responsibilities, as required by the service

Person Specification:
Occupational Therapist – Long Term OT Team

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	Can demonstrate and evidence skills in working with all age groups and many pathologies and disabilities	Essential	A/I
	Experience of working with people of diverse cultural and religious communities	Essential	A/I
	Proven ability in implementing Clinical Governance.	Essential	A/I
	Experience of contributing to service/quality improvement.	Essential	A/I
	Experience of working within a community or acute therapy team.	Essential	A/I
	Experience of case-management in clients with complex long-term conditions and disabilities	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
	Experience of working with staff and managers at all levels across the community, engaging with health, housing, partner agencies, and voluntary sector.	Essential	A/I
	Moving and Handling case work experience.	Essential	A/I
Skills and abilities	Experience of diffusing conflict and complaints.	Essential	A/I
	Problem solving/decision making skills based on client needs and goals.	Essential	A/I
	Excellent assessment and recording skills	Essential	A/I
	Demonstrates positive attitudes and behaviours, taking a strength-based approach to assessments.	Essential	A/I
	Willingness to take responsibility and use initiative, according to level of experience and delegations	Essential	A/I
	Ability to communicate effectively with people with complex difficulties and in difficult situations.	Essential	A/I
	To be proficient in the use of ICT systems and packages	Essential	A/I
	Self-motivated with the ability to work independently and influence others.	Essential	A/I
	Excellent time management skills, including the ability to work to deadlines.	Essential	A/I
	Ability to work in a fast-paced environment and concentrate in conditions requiring emotional demands.	Essential	A/I
	Ability to work autonomously, prioritising and organising own work and caseload, including delegation.	Essential	A/I
	Physically capable of carrying, transporting and fitting equipment in peoples' homes, within manual handling constraints and guidelines	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Knowledge and understanding	The ability to converse at ease with customers and provide advice in accurate spoken English.	Essential	A/I
	Knowledge of relevant legislation, national guidelines and best-practice for a range of conditions.	Essential	A/I
	Comprehensive knowledge of appropriate and available Occupational Therapy assessments and approaches, including outcome measures and goal setting.	Essential	A/I
	General knowledge of safe installations and use of Assistive Technology, disability equipment and adaptations	Essential	A/I
Qualifications	Degree/Diploma/MSc in Occupational Therapy.	Essential	A
	HCPC Registered.	Essential	A
	Masters level qualification in specialist area.	Desirable	A
	Commitment to ongoing professional development.	Essential	A/I