

West Sussex County Council - Independent Living Service Occupational Therapy Career Development Pathway - May 2018



Occupational therapy provides practical support to empower people to facilitate recovery and overcome barriers preventing them from doing the activities (or occupations) that matter to them. This support increases people's independence and satisfaction in all aspects of life. (RCOT 2017).

West Sussex County Council (WSCC), Independent Living Service invests in the development of professional knowledge, skills and behaviours in order to provide high quality Occupational Therapy (OT) for West Sussex residents.

Occupational Therapists/Assistants within the Independent Living Service support different areas of practice within WSCC and include:

- Community Teams (Community OT for Adults and Children with physical disability)
- Regaining Independence Service (OT Reablement Team)
- Care point 2 (Social Care duty team)
- Moving and Handling Team
- Independent Mobility Assessors (Blue Badge Team)

NB: Vacancies within specific teams are described within our current adverts. The role profile/job description for each grade of Occupational Therapist remains consistent for all teams but the role context describes the different teams' function.

Job Role	Grade	SCP	Salary	Role Description
Occupational Therapy Assistant (Social Care Professional, Non-Registered)	Grade 6	20 to 22	19,819-21,074	Occupational Therapy Assistants (OTAs)(non-registered social care professionals) work as members of the locality based Occupational Therapy teams, working with adults and older people who have a disability. OTAs carry out assessments in line with the Care Act and provide advice, information, adaptive techniques and where required daily living equipment as well as designing adaptations to the home environment to promote a person's independence and enhance their wellbeing. All OT Assistants in the Independent Living Service work under the close supervision of a registered Occupational Therapist (as recommended by the RCOT), within the principles of person-centred and strengths based
	Grade 7	23 to 26	21,693 – 23,866	

West Sussex County Council - Independent Living Service
Occupational Therapy Career Development Pathway - May 2018



				<p>practice.</p> <p>In addition OT Assistants work to a set of professional standards of practice and competencies.</p>
<p>The WSCC Independent Living Service has established an Occupational Therapy Assistant knowledge and skills framework to support progression from Grade 6 to Grade 7</p> <p>The framework sets out competency areas which need to be met to ensure safe and effective practice and is the mechanism for progression. The framework provides the opportunity to reflect on practice and to evidence professional development. It is therefore an important tool to evidence Continuing Professional Development (CPD) to support the WSCC Appraisal process.</p> <p>The WSCC Independent Living Service supports a small number of non-registered Social Care Professionals to apply for sponsorship to undertake the Occupational Therapy Degree whilst in employment and become a registered Occupational Therapist.</p>				
Occupational Therapist	Grade 9	31 to 34 (35)	28,221 – 30,756	<p>The Grade 9 Occupational Therapist(OT) is supported in their early practice with supervision by a more senior registered OT and by drawing on a variety of formal and informal learning activities in support of their continual professional development (CPD).</p> <p>The G9 OT undertakes assessments, including Care Act assessments and Mental Capacity Assessments, on behalf of WSCC. The OT provides a programme to enable the person to regain and/or maintain their independence and their participation in meaningful occupations.</p> <p>The Grade 9 OT provides advice and information on how the person can improve and maintain their independence and wellbeing and this is achieved through interventions such as a reablement programme,</p>

West Sussex County Council - Independent Living Service
Occupational Therapy Career Development Pathway - May 2018



				<p>daily living equipment and recommendations for home adaptation.</p> <p>The G9 OT has the opportunity to provide clinical casework supervision and mentoring to non-registered social care professionals and become a Practice Placement Educator for Student Occupational Therapists.</p>
<p>Occupational Therapy Grade 9 progression from scale point 31 to 35 is achieved and required through completion of the Occupational Therapy Early Practice Framework. The framework outcome is a written portfolio that evidences continual professional development, as required for HCPC registration. The portfolio includes a summary of formal and informal learning experiences, reflective accounts of practice, self-evaluation and competency sign off. Study time to support this CPD activity is given.</p>				
Senior Occupational Therapist	Grade 10	35 – 38 (39)	31,401 – 34,106	<p>The Senior Occupational Therapist undertakes assessments of people with complex needs/issues in order to provide advice and information on how the person can regain/maintain their independence and enhance their wellbeing as well as carrying out complex interventions in relation to equipment provision and recommendations for home adaptations.</p> <p>The Senior Occupational Therapist acts as a positive role model for their colleagues and provides clinical and professional supervision as well as mentoring to registered and non-registered team members and Student Occupational Therapists on placement.</p> <p>The Senior Occupational Therapist is professionally and clinically supervised by a more senior registered OT and is supported to maintain their continuing professional development.</p>

West Sussex County Council - Independent Living Service
Occupational Therapy Career Development Pathway - May 2018



				The Senior OT demonstrates a high level of self-management and commitment to lifelong learning.
Progression from Grade 9 to Grade 10 is achieved through the development of a G9/G10 progression portfolio . This evidences continual professional development, as required for HCPC registered members. The portfolio includes a summary of formal and informal learning experiences, reflective accounts of practice, self-evaluation, a project plan, competency sign off and a postgraduate module. Study time to support this CPD activity is given.				
Senior Practitioner Occupational Therapist	Grade 11	39 – 42 (or 43)	35,229 – 38,052	<p>Senior Practitioner Occupational Therapists are the most senior clinicians in the service and as such are required to maintain the highest level of practice knowledge and skill within their scope of practice.</p> <p>Managing a small and complex caseload, the Senior Practitioners contribute to the delivery of a professional, person-centred Occupational Therapy Service. They act as clinical practice consultants to managers, colleagues and partner organisations.</p> <p>Working closely with and supporting the Team Manager, the role includes clinical and professional supervision, mentorship and performance management of registered and non-registered staff, including ensuring key service objectives are met.</p> <p>Supporting team members to progress and develop professional knowledge, skill and behaviours is also a key component of the role.</p> <p>To support the Senior Practitioner OT access to the Value Centred Leadership Programme is encouraged and is specifically designed to support managers and emerging managers.</p>
Appointment to Team Manager is through the application and interview process				

West Sussex County Council - Independent Living Service
Occupational Therapy Career Development Pathway - May 2018



Team Manager	Hay A	1 - 4	44,294 – 48,462	<p>Dependent on the team, the Team Managers role is to lead and manage a team of registered (Occupational Therapists, Social Workers, Independent mobility Assessors, Physiotherapists, Moving and Handling advisors,) and non-registered staff (Rehabilitation Officers for Visual Impairment (ROVI), OT Assistants , ROVI Assistants, Assessment Officers) ensuring that the service is delivered efficiently and effectively to a high standard, in line with HCPC Standards of Proficiency, RCOT Code of Ethics and Professional Conduct, RCOT Professional Standards, local standards, national and local policy and legislation.</p> <p>The Team Manager ensures that staff of all grades are competent to practice within their profession and scope of practice in line with Professional Standards and HCPC Standards of Proficiency and the WSCC Competency frameworks.</p> <p>They assign, monitor and review individual and team activities, ensuring standards are met in line with performance and development objectives set out in team, service and directorate business plans.</p> <p>Contribute to service planning and implementation of both operational and strategic change.</p> <p>Promote effective working practices with colleagues and those in partner agencies. Ensure the delivery of quality Occupational Therapy and reablement interventions to the residents of West Sussex.</p> <p>The Valued Centred Leadership modules support the delivery of services ensuring performance management and leadership skills are</p>
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West Sussex County Council - Independent Living Service
Occupational Therapy Career Development Pathway - May 2018



				embedded within this role.
Appointment to Service Manager is through the application and interview process				
Service Manager	Hay C	1 - 4	52,346 – 56,421	<p>To support the delivery of the Service Manager role, access to formal and informal learning experiences are encouraged. Linking in with local and national professional bodies for example the Royal College of Occupational Therapy (RCOT), SCIE and NICE is actively encouraged.</p> <p>The role holder requires significant professional knowledge relating to the prevention rehabilitation and reablement agenda in order to ensure services are delivered in line with the Care Act including the wellbeing principle as well as ensuring delivery is in line with the West Sussex values.</p> <p>The Service Manager is required to understand and view in detail current service provision across health, social care, housing and education. Identifying service gaps, political drivers and economic parameters in order to design and implement achievable, affordable visions for the delivery of statutory services in collaboration with internal and external partners.</p> <p>An understanding of political and economic pressures in order to appropriately influence leaders inside and outside of the organisation.</p> <p>The role holder is required to be perceptive, future orientated and proactive, taking decisions based on evidence based practice.</p>
Operations Manager	Hay E	1-4	61,234 – 66,853	