



# Occupational Therapy

West Sussex County Council  
Applicant Information Pack

**SUPPORT**

**BALANCE**

**DEVELOP**



**WE'RE HERE FOR YOU TOO  
SUPPORTING LIVES,  
CONNECTING PEOPLE**



# SUPPORT

**Be part of a well-trained and strong team which is both supported and supportive.**

# BALANCE

**Opportunities for flexible working, with the right help to achieve a good work-life balance.**

# DEVELOP

**Work towards your own progression through continued professional development and clear career paths.**

## Why join us?

It's simple.

Join us and you'll be a valued member of a strong supportive team with a programme of continuous training and development, including supervision and management support.

We offer an attractive benefits package, including flexible working and a Local Government Pension Scheme. We may also be able to support you to relocate.

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## A word from Jane Walker

### Operations Manager - Independent Living

Here at West Sussex County Council we are working to transform Adults' Services. We're embracing a strengths based approach and working



towards a community led support model that builds on the assets and strengths of both individuals and their local communities. Together, we'll focus on prevention, enablement, reablement and safety, to promote wellbeing and independence. We'll ensure that residents, families and communities have the right support in place, and at the right time.

Being an occupational therapist is rewarding but it can be a challenging job and we recognise that to achieve excellent outcomes for our residents our staff need to feel supported and have opportunities to develop. We work hard to make sure occupational therapists have what they need to be the best they can be and to make the most of their experience with us.

We provide a working environment that values professional supervision and support, as well as professional and clinical leadership through experienced senior practitioners and team managers. This provides our workforce with what they need to deliver the best possible outcomes for our residents.

We work to ensure that innovation and evidence based practice underpins what we do and that we maintain an environment within which our occupational therapists can develop and progress in their careers. We have invested in continuing professional development and have clear career progression pathways with many opportunities for training and learning.

As an occupational therapist I have great pride in my profession and I recognise the inspirational work our occupational therapists undertake on a daily basis to support our residents. I therefore invite you to come and find out more about us. If you have the talent and ambition to achieve the best for the people we serve, then we will support you to progress and develop throughout your occupational therapy career.



# Meet the teams...

## Locality teams

- Undertake assessments of need (including Care Act and Mental Capacity Assessments)
- Provide interventions which enable individuals to regain and / or maintain independence
- Offer a range of support solutions including advice and information, daily living equipment and recommendations for home adaptation
- Provide moving and handling expertise to facilitate care and support needs
- Work in partnership with partner agencies including health and housing (including environmental health)
- Undertake joint work with social work colleagues.

## Life Long Services

This is an exciting new initiative to provide a consistent approach to children, young people and adults with lifelong disabilities.

These teams:

- Bring children's, adults' social care and education services into a single structure under the Head of Lifelong Services

As an occupational therapist you would:

- Support adults and young people moving to adulthood to be as independent as possible and live a good life as defined by them
- Work in partnership with other professionals including, children's and adults' social workers, nurses, psychiatrists and special educational needs teams
- Provide equipment solution and recommendations for home adaptation
- Undertake assessments of need (including Care Act and mental capacity assessments)

## The Moving and Handling team

The protection of staff and disabled people from manual handling/musculoskeletal injuries is a key priority for this team of 6 who work countywide. The team:

- Delivers comprehensive training programmes to council employees and other organisations involved in moving and handling people including:
  - » Occupational therapy staff
  - » Providers
  - » Education
- Provide advice and guidance including risk assessment regarding the moving and handling of people with disabilities and /or complex health needs and for those involved in their care
- Take a lead role in/or contribute to safeguarding enquiries where there is a moving and handling component
- Embrace the most up-to date techniques and equipment in moving and handling to ensure best practice in this area
- Work in partnership with other services including education, health, commissioning and the Care Quality Commission.



## Blue Badge Assessment team

These teams:

- Carry out Blue Badge eligibility assessments in line with Department for Transport's local authority guidelines
- Undertake high standard assessments for people with physical and non-physical disabilities
- Signpost or provide person centred therapeutic intervention & advice to people
- Include occupational therapists and physiotherapists who work in partnership with highways, health and social care colleagues.

## Regaining Independence Service (RIS)

The RIS is a countywide team comprising of occupational therapists and assistant occupational therapists. The team:

- Undertakes assessment of need under the Care Act 2014
- Provides reablement for people leaving hospital, for people in the community who have experienced a recent loss of functional ability or for people who wish to return home from a care home setting
- Undertakes goal setting with people and implementation of these goals, working closely with care providers
- Provides equipment and minor adaptations
- Undertakes moving and handling assessments/risk assessments
- Works in partnership with other Adults' Services Teams, Health and other partner agencies.

## Adult Care Point 2

The Adult Care Point team is office based, has approximately 35 staff, and is made up of senior practitioner occupational therapists, senior social work practitioners, occupational therapists, and assessment officers. The team:

- provides a first point of contact for customers requiring a possible needs assessment under the Care Act 2014
- provides an access point for children who require occupational therapy and sensory service involvement
- receives over 300 referrals per week and the pace of work is fast. Assessments are completed over the telephone and a majority of outcomes are addressed at Adult Care Point 2 without the need to make an onward referral for a more in-depth assessment
- works to a "strengths based" model and wherever possible with an emphasis on prevention and re-ablement
- has comprehensive knowledge of resources available throughout the county of West Sussex.



## Becoming an occupational therapist

The title of 'occupational therapist' is protected in law by those who have qualified and are currently registered with the Health and Professions Council (HCPC).

To become an occupational therapist you will need to study an approved pre-registration degree programme accredited by the Royal College of Occupational Therapists (RCOT). The occupational therapy degree may be a three year full-time or four year part-time BSc course or a two year pre-registration post-graduate diploma or Masters.

All pre-registration degree courses combine both academic study and practical learning. The academic course components include theories and models relating to occupation and occupational science, the relationship between occupation and health and wellbeing and therapeutic interventions. Practical learning involves a minimum of 1000 hours spent on practice placements in a variety of settings, where you put into practice all the theory and knowledge you have learnt at University.

Information about occupational therapy as a career can be found on the Royal College of Occupational Therapists website:

<https://www.rcot.co.uk/about-occupational-therapy/become-an-occupational-therapist/how-become-occupational-therapist>

## Partnerships with universities

We are working in partnership with the University of Brighton to enable staff with



**University of Brighton**



the potential to become great occupational therapists to undertake the four year part-time BSc degree course. We work closely with the University to provide practice placements for student occupational therapists.

We also work in partnership with the University of Chichester to provide a bespoke Developing Professional Practice post-graduate module in support of senior progression and continuing professional development.

## Career development

Occupational therapists are expected to engage in a range of learning and development activities throughout their career to improve their practice and outcomes for service users as well as maintain their registration with the HCPC. These activities include reflective practice, workshops, conferences, project work and best practice forums such as journal clubs.

Occupational therapists are supported in their everyday practice and career development through a highly valued supervision structure. Newly registered occupational therapists are guided through an Early Practice framework to build the knowledge, skills and behaviours commensurate with the role.

The progression pathway provides the opportunity for all occupational therapists to progress from newly registered occupational therapist to senior occupational therapist. This is achieved through a portfolio route supported by supervision and learning activities in order to develop the knowledge, skills and behaviours required at a senior level.

Our progression pathways allow individual occupational therapists to choose their own career path, so that they can make the most of their experience while working in West Sussex. Whether you want to carry on working on the frontline or move into management we will support your career progression choice and aspirations.

We value our occupational therapy staff and have a track record of supporting further progression to senior practitioner and management roles and West Sussex provides a management development programme to support this.

*"I have worked for West Sussex for almost 10 years now and have been actively supported throughout my time here to progress from an occupational therapist to a senior practitioner occupational therapist via the progression route. I have been lucky to work in almost all of the locality teams in my time and had the opportunity to try my hand as a team manager all with the support of my team manager and management team. Supervision, appraisals and Continued Professional Development is a very strong ethos within both WSCC and the Independent Living Service and has enabled me the chance to be involved in projects and extra tasks outside of my role which are to support the service and the customers we serve."*

**Becca Putt-Jones**

## Further information

West Sussex County Council  
[www.westsussex.gov.uk/CareersInOT](http://www.westsussex.gov.uk/CareersInOT)

Royal College of Occupational  
Therapists (RCOT)  
[www.rcot.co.uk/](http://www.rcot.co.uk/)

Health and Care Professions Council  
(HCPC)  
[www.hcpc-uk.co.uk](http://www.hcpc-uk.co.uk)