

Person Specification



Post: Basic Grade Occupational Therapist

Date Updated: March 2024

	Essential Criteria	Desirable Criteria
<p>A. Qualifications and Experience</p>	<p>Candidates for appointment must:</p> <ul style="list-style-type: none"> • Be registered, or be eligible for registration, on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU. <p>AND</p> <ul style="list-style-type: none"> • Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office. <p>AND</p> <ul style="list-style-type: none"> • Provide proof of Statutory Registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU before a contract of employment can be issued. <p>Annual registration :</p> <ul style="list-style-type: none"> • On appointment practitioners must maintain annual registration on the Occupational Therapists Register maintained by the Occupational Therapists Registration Board at CORU. <p>AND</p> <ul style="list-style-type: none"> • Practitioners must confirm annual registration with CORU to Enable Ireland. <ul style="list-style-type: none"> • Be the holder of a valid full clean driver’s licence and have access to own transport. • Experience of working as part of an interdisciplinary team. • A minimum of twelve months clinical experience of working with adults with physical / sensory and developmental disabilities and their families. • Experience of assessing restrictive practices in line with a Human rights 	<ul style="list-style-type: none"> • Experience of assessment and intervention in neuro-disability including postural, seating and upper limb management, environmental access, specialised equipment provision, assistive technology and functional skill development to aid occupational performance and engagement. • Experience and interest in relevant research initiatives. • Experience of working in a HIQA registered residential service. • Have or have willingness to gain experience in developing sensory integration and stimulation programmes for adults • Experience of assessment and referral pathways for Postural supports.

	approach to support Service Owners with postural care.	
B. Organisational and Professional Knowledge	<ul style="list-style-type: none"> • Understand the Role of Enable Ireland in Supporting People with Disabilities. • Show knowledge of supporting people with complex physical disabilities. • Knowledge and experience of Person Centred Planning. • Knowledge on relevant policy and legislation in particular <i>Health Act 2007, 2013 Regulations, New Directions and Safeguarding Vulnerable Adults.</i> 	<ul style="list-style-type: none"> • Knowledge and experience of HIQA standards. • Knowledge of new directions. • Demonstrate experience in implementing the Social Model of service delivery. • Experience in developing and implementing health action plans.
C. Core Competencies	The post holder will demonstrate:	
Judgement and Evaluation	<ul style="list-style-type: none"> • A clear understanding of the role of the occupational therapist in complex adult's disabilities. • Demonstrate how you would conduct OT assessments, and then implement, monitor, plan and evaluate the intervention. • Demonstrate the ability to make appropriate recommendations for relevant equipment such as aids and appliances, AT equipment based on the Service Owners assessed needs. • Demonstrate an understanding of infant and child development; in particular as it relates to sensory-motor foundational and applied skills development and how it influences and impacts the functional ability of an adult living with a lifelong diagnosis. • Explain and demonstrate how health and safety systems are a priority in all aspects of care especially with regards to safe moving and handling, safe use of equipment and safe transport. • To identify risks and knowledge of the creation of a risk assessment based on the risk matrix, monitoring and escalation. 	
Professional Development & Standards in the Service.	<ul style="list-style-type: none"> • Demonstrate logical and systematic approach to problem solving and decision making. • Engage in clinical reasoning based on occupational therapy practice and supporting evidence. • Demonstrate reflective practice and ongoing evaluation of professional competence and needs. 	

	<ul style="list-style-type: none"> • Identify current and future development needs for occupational therapy to meet the varied and complex needs of our Service Owners. • Understands the importance of policies and procedures. • Experience in maintaining record management systems. • Understands the importance of professional boundaries and dignity and respect. • Have a working knowledge of Safeguarding Vulnerable Adults. 	
<p>Work Planning/ Management</p>	<ul style="list-style-type: none"> • Demonstrate and apply caseload management, including prioritisation. • Demonstrate ability to allocate appropriate responsibilities to support staff. • Show ability to co-ordinate interventions with other team members and with other agencies to ensure optimum services for Service Owners. • Be able to evaluate adults' equipment and assistive technology needs and to prioritise and management this appropriately. • Be able to evaluate currently caseload management procedures and collaboration with OT team. • Be able to keep up to date with record keeping. 	
<p>Building and maintaining relationships / Communication and Interpersonal skills</p>	<ul style="list-style-type: none"> • Demonstrate ability to contribute to clinical, professional and family meetings. • Contribute to departmental and clinical organisation. • Participate in supervision with line manager and fellow occupational therapist. • Demonstrate excellent communication and interpersonal skills. • Have the ability to handle sensitive and confidential information. • Foster links with outside agencies as appropriate. • Be able to relate sensitively and positively to adults with a disability and their families/carers. • Realise the importance of teamwork and how as a team member, their contribution is effective. 	

	<ul style="list-style-type: none"> • Communicate at all levels within the service while ensuring that information has been appropriately disseminated and understood. 	
Special Aptitudes	<ul style="list-style-type: none"> • Demonstrate flexibility in service delivery. • Proactive approach to overall performance. • Willingness to embrace organisational development and change. 	