



Role Profile

Postural Management Therapist Senior Practitioner

Reference No:	A5600		
Service:	Community Occupational Therapy		
Job Family:	Social Services/Social Work/Social Care	Grade:	FC9

Purpose

Contribute to the management and development of Postural management within the Community Occupational Therapy Service.
Provide professional support for team members. Provide outcome focussed occupational therapy intervention that has a positive impact on occupational performance.

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
<p>Undertaking specialist level postural management assessments using advanced clinical reasoning in complex situations to make reliable professional judgements with a high level of autonomy, to identify appropriate seating and lying postural care solutions.</p> <p>Mentoring of Occupational Therapists/Physiotherapists to promote and support development of knowledge, skills and effective practice to effect positive impact on occupational performance.</p> <p>Deputising for the Team Manager as required to oversee the daily operation of the team and ensure continuation of service delivery.</p>	<p>A recognised qualification in Occupational therapy or Physiotherapy at minimum of SCQF level 9</p> <p>Experience in complex postural management assessment and interventions</p> <p>Registration with Health & Care Professions Council (HCPC)</p> <p>Significant relevant post qualification experience with evidence of transferable skills</p> <p>A recognised post-qualifying award e.g. Accreditation of Practice Placement Educators; Key Trainer in moving and handling; Postural Care Skills Program; or relevant module/qualification at SCQF level 10 or above (e.g. Environmental design, dementia studies) or agreed equivalent.</p> <p>Evidence of capacity to use expert clinical reasoning to; make independent decisions; accept responsibility for actions and use initiative within parameters of responsibility</p> <p>Knowledge of and ability to apply professional models of practice</p> <p>Evidence of continuous professional development relevant to the post and the wider service</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<p>Leading on specific service development activities - including the evaluation of the effectiveness of these activities.</p>	<p>Performance management</p>	<p>✓</p>	

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Supporting and motivating staff through changes in practice while modelling high standards of professional practice and behaviour.	Skills in leadership and knowledge of change management.	✓	
<p>Providing professional support and advice to Occupational Therapists, Physiotherapists and Assistants within the team, including recognition of development needs, and promotion of training and development opportunities.</p> <p>Delivering Postural management training to Occupational Therapy staff and other stakeholders.</p> <p>Providing regular supervision to staff and identifying development needs/opportunities using a supportive and empowering approach.</p> <p>Ensuring that professional and local standards are maintained to a high standard by self and promoted within team and service</p>	<p>Team working skills</p> <p>Experience and skills in Practice Education</p> <p>Successful completion of relevant postgraduate training in postural management and evidence of how effectively applied in practice.</p> <p>Experience of providing effective supervision</p> <p>Knowledge and understanding of professional standards</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p>
Promoting and developing effective working relationships with other stakeholders, both formal and informal, in order to maximise positive outcomes for individuals.	<p>Experience of working collaboratively to effect positive outcomes for service users.</p> <p>Knowledge and understanding of stakeholder demands, priorities and objectives</p> <p>Skills to communicate effectively.</p> <p>Flexible approach to work.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Effective recording to meet professional (HCPC) and local standards.	Effective report writing skills	✓	

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Completion of statistical information as required and promotion of evidence-based practice.	<p>Knowledge, understanding and application of legislation & professional standards relevant to the post</p> <p>An understanding of the value of performance management and collection and recording of data.</p> <p>Knowledge of service policies, procedures and resources</p> <p>IT skills</p>	<p>✓</p> <p>✓</p> <p></p> <p>✓</p>	<p></p> <p></p> <p>✓</p> <p></p>
Carrying out of practice that meets HCPC standards for practice and registration.	<p>Knowledge and application of professional and regulatory body (HCPC) standards.</p>	<p>✓</p>	<p></p>
Working in a way that promotes equal opportunities and respects culture and diversity.	<p>Experience of promoting equality and diversity</p> <p>Knowledge of anti-discriminatory principles</p>	<p>✓</p> <p>✓</p>	<p></p> <p></p>
Providing advice and information, offering assessment, guidance and signposting when appropriate.	<p>Experience of applying eligibility criteria</p>	<p>✓</p>	<p></p>
<p>Contributing to the development of a high-quality professional service to meet service priorities in terms of performance and service delivery.</p> <p>Contribution to the development of national and local policy for postural management.</p>	<p>Understanding of the value of performance management</p> <p>Successful completion of advanced training in postural management</p> <p>Experience of effectively managing time and priorities</p> <p>Ability to provide a regular and effective service to service users.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p></p> <p></p> <p></p> <p></p>

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
	Ability to travel throughout Fife Organisation Skills Problem solving skills	✓ ✓ ✓	
Working within the framework of service policies and procedures e.g. Health and Safety Regulations, Data Protection Legislation and Confidentiality Policy. Taking responsibility for own professional development within service priorities and undertaking education/training opportunities as required and appropriate.	Knowledge of national outcomes, policies, procedures, and relevant legislation. Evidence of a commitment to ongoing professional development	✓ ✓	
Supporting student education.	Evidence of commitment to the development of Allied Health Profession students.	✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required

Before confirming appointment: You may be required to obtain PVG scheme membership or a Disclosure check. Please refer to the job advert for clarification of the specific requirement.

Additional Information – the following information is available:
<ul style="list-style-type: none"> • Skills Framework (if applicable) • How we work matters

Expected Behaviours
Every council employee is expected to lead the way by making decisions and behaving in ways that uphold our community commitments and values. Please refer to How We Work Matters Guidance to learn more.