

Occupational Therapy Services in Hertfordshire Partnership NHS Foundation Trust



Hertfordshire Partnership University NHS Foundation Trust is a mental health and learning disability trust with services across Hertfordshire, also providing learning disability services in Norfolk and Essex.

Hertfordshire Partnership University NHS foundation Trust is an Outstanding Trust and employer, and a supportive place to work



Hertfordshire is located just north of London. As well as benefiting from close proximity to the capital, Hertfordshire also borders the counties of Buckinghamshire, Bedfordshire, Cambridgeshire and Essex. Nearly two-thirds of Hertfordshire's rural area is designated Green Belt.

Hertfordshire has just over one million residents, most of whom live in small to medium sized towns and a large number of scattered villages.



Some of the work we do to ensure our staff are supported includes:

I have found HPFT to be supportive and keen to help everyone develop at the pace that is right for them.

We have excellent development and training programmes which rank us in the top 20% of Trusts in the UK

Positive about Disabled People Two Ticks Organisation

Listed by Stonewall as one of the top 100 gay friendly employers every year between 2010 – 2013- is there anything more recent?

We are an Age Positive employer

We provide support groups for staff. e.g. minority ethnic and lesbian & gay staff networks

We are a mindful employer positive about employing people who have experienced mental health issues

We have a Trust RESPECT campaign to ensure dignity and respect for all staff, service users and carers

Uses the Model of Human Occupation across all services to work effectively, ensuring our service users experience is personalised, joined up and makes sense to them.

We all use the same assessments and goal setting tool, so people experience a seamless OT service.

Has a full and well-developed professional structure including Professional Leads in all practice areas.

Has a robust CPD programme, including Special Interest Groups lead by a dedicated OT Learning and Development Lead Post.

We have access to external training funding for a range of specialist OT skills e.g. Sensory Work

Has a well-established and supportive Band 5 rotation programmes full and part time (rotating every 6 months full time and annually part time). Static B5 posts are also available.

We offer B5s the opportunity to have experience in specialist areas such as perinatal, forensics, PICU etc.

We offer development posts at B5-6 and 6-7.

Dedicated OT Hive Intranet site holding a full range of Resources for practice including MOHO assessments and interventions.

Offers OT Apprenticeships and Student Placements which consistently receive high praise.

The Occupational Therapy Service in HPFT

**Adult Mental
Health**



**“The team at HPFT
are extremely
welcoming, helpful
and fun to work
with”**

**Older
Peoples
Mental
Health**

**Learning
Disability
Services**

**Forensic
Services**

CAMHS



Adult Mental Health:

Community: Adult mental health teams have Occupational Therapists working within locality based multi-disciplinary teams. OT specific work includes individual occupational focused interventions and recovery through activity group-work with people using our services as part of the pathways delivery. The role at Band 6 and above also includes team initial assessments and care co-ordinating responsibilities.

Enhanced Primary Care Service: This team offer a therapy focused service between primary care and secondary care for those needing some targeted/ additional therapeutic or enabling work without needing to come into secondary care to receive it. It uses group work and individual goal setting to deliver this.

Crisis Resolution Home Treatment Teams: (CRHTT):

Crisis team staff work together to provide intensive support to people who are acutely unwell but are able to be supported at home. Treatment at home prevents admission to hospital. The team also facilitate early discharge from hospital to help reduce days spend in a ward. Occupational Therapists within the teams carry out assessments and provide specific interventions as needed. These include Therapy Units, the group-therapy treatment pathway part of home treatment. The Occupational Therapy staff work closely with the multi-disciplinary team to provide both group and individual therapy sessions, according to people's needs. People spend a short time in the service whilst they are unwell and then return to being supported by their community service.

Adult Mental Health Rehabilitation

Services: There are 3 units within the county that support people, mainly those with severe and enduring mental health issues to (re)gain skills in self-care, productive and leisure activities in preparation for moving on to independent or supported living in the community. The transition from unit to other accommodation is supported by the Enhanced Rehabilitation Outreach Service (EROS) on a 16 week programme. This team also supports a 12 month and 3 year pathway for those who need longer reablement and recovery interventions in the community

- **Acute in-patient services and the psychiatric intensive care unit:** People who are acutely unwell or in crisis may be admitted to the ward, normally for a short period of time until they are able to return home and be supported by other teams. Whilst on the ward, the OT will assess their needs and use individual and group treatment programmes to maximise their occupational participation and performance. The OTs form part of an MDT to offer sensory based, trauma informed interventions for people across our assessment ward and our treatment wards. There is also the opportunity to develop specialist skills on our Psychiatric Intensive Care Unit.
- **Mother & Baby Services:** A small in-patient unit supports new mothers whose mental health is impacting on their ability to care for their baby. The OT supports them to manage their mental health regarding the changes that motherhood brings to their roles, routines and habits.
- The community perinatal service covers the whole county offering mothers OT specific assessments and interventions to support recovery.



Older Peoples Mental Health:

Community: These teams see people with a primary mental health need, including those with dementia, a diagnosed personality disorder and those with mental health problems associated with substance misuse. The OTs are an integral part of the team. They work with people who are living at home, both with dementia and a functional illness with the aim of maximising safe and independent living. The OT staff complete assessments and provide interventions on an individual and group basis.

Early Memory Diagnosis and Support

Service (EMDASS): EMDASS provides a pre and post diagnostic support pathway for people and their carers who have been identified as having a suspected dementia and as a consequence of assessment within EMDASS receive a new diagnosis of dementia. The aim of the service is to enable people with dementia and their carers to live well with their illness, through post diagnostic support offered by this service. These are multi-professional teams including OT staff who see all service users who have an occupational need. The OTs work both pre and post diagnostically for service users with dementia.

Crisis Team: The Crisis teams work with service users with dementia or functional mental illness and their carers to optimise their health and wellbeing enabling them to return to their full potential in their day to day life. The aims of Crisis are to prevent hospital admissions when appropriate and safe to do so, to facilitate early discharge from in patient care, wherever possible deliver care to service users in their home environment and to improve the quality of the lives of service users their families and their carers. OTs provide specific assessments and interventions.

- **Integrated Care Teams:** HPFT has an Integrated Care Team (ICT) in Mental Health Services for Older People for Community across 6 localities in East and North Herts: Lower Lea Valley, Upper Lea Valley, Stort Valley, North, Welwyn/Hatfield and Stevenage. The team comprises of Community Mental Health Nursing, Occupational Therapy and Psychology. The team works in primary care but retain close links to our HPFT colleagues in secondary care. In ICT, we work with service users who are physically frail, but who are experiencing mental health problems simultaneously.
- **Care Home Function:** The team began work in 2019 aiming to enable care home staff to feel more confident and equipped to manage complex presentations associated with dementia. This was to be achieved via informal training, advice and modelling, as well as working with individual residents to produce care plans and behavioural support plans to support care home staff in their work.
- **Older peoples inpatient Services:** There are four Assessment and Treatment Units for older people, that specialise in functional mental illness for those with physical frailty and assessment and treatment of organic illness, such as dementia.



Continuing Care

Units: These units are predominantly for people with dementia, who have specialist care needs. This is a specialist role within OT and the staff in these units provide a variety of interventions, including sensory based approaches where appropriate.

Learning Disabilities:

Community: A number of Occupational Therapists and Assistant Therapy Practitioners work in Hertfordshire Specialist Learning Disability Service, Buckinghamshire Community Learning Disability and Health team, Essex Learning Disability Partnership and Norfolk Community Enhanced Assessment and treatment Learning Disability Service. They work with adults (and their support networks) who have a learning disability, providing specialist Occupational Therapy assessment and interventions to improve the quality of life for the people they work with. They also provide Sensory Integration assessments and make recommendations/provide training about environmental adaptations, sensory activities and information for Positive Behaviour Support (PBS) plans.

Within the Essex, Norfolk and Herts teams sit ECOS (Essex Community Offending Behaviour Service), NFC-LD (Norfolk Forensic Learning Disability Service) and OBIS (Offending Behaviour Intervention Service) Occupational Therapists; these teams work with individuals who are known to or who are at risk of entering the criminal justice system.

Acute Assessment and Treatment Service:

Dove ward in Hertfordshire and Lexden in Essex are ward based services. The Occupational Therapists, Assistant Therapy Practitioners and Assistants are part of a multi-disciplinary team, providing assessment and treatment to adults with a learning disability whose health needs require them to have a period of admission where intense assessment and treatment is deemed best to meet their needs. Occupational Therapists provide specialist assessment and intervention to facilitate their discharge. The Occupational Therapy team provide Sensory Integration assessments, provide specialist training and make recommendations about environmental adaptations, sensory activities and information for Positive Behaviour Support (PBS) plans and work closely with the staff in the community to provide a seamless service.

Forensic Services:

Medium secure and Low secure forensic Learning Disability services:

Three units in Hertfordshire and one in Norfolk provide treatment and rehabilitation to offenders with a learning disability and/or mental health diagnosis. Referrals into the units are received to these services following an assessment by their local provider collaborative through higher or lower security settings, community or courts or prison services for targeted work around their offence related risks. The Occupational Therapy staff provide occupationally recovery focused group and individual interventions. Patients will often remain in the medium services for approximately two years before moving onto the lower security or community approved settings with the support and community based treatment they require (Local to where they originate) or return to prison to complete their sentence if their tariff indicates.

CAMHS:

In-patient and community CAMHS services:

Child and adolescent mental health services offer support to young people through in-patient or community CAMHS services. Occupational Therapists may work in OT specific roles or in more generic roles within the multi-disciplinary team. Service users will normally continue their educational studies whilst in hospital and also be offered therapeutic interventions.



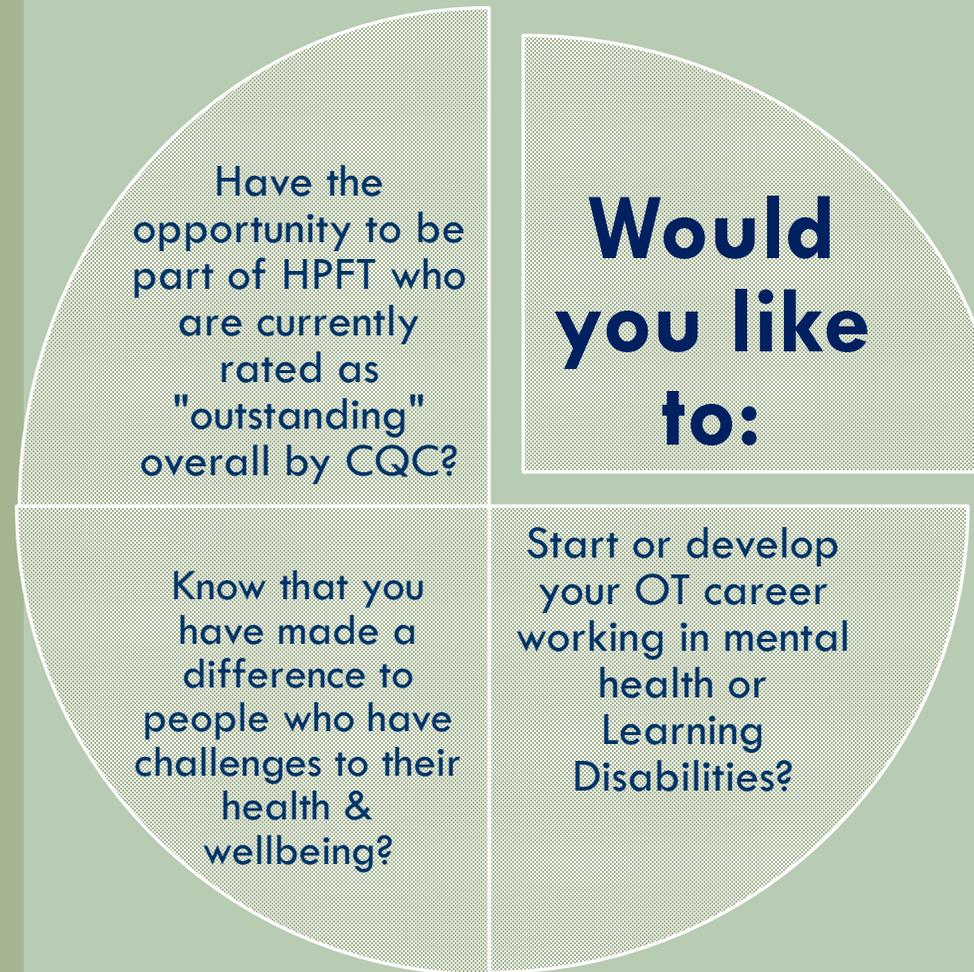
We welcome OTs who are thinking about applying for posts within the Trust to visit our services, or to request further information.

Career progression is great: I joined the trust as a band 5, am now a band 7 looking at band 8 posts.



Band 6 posts can be considered for internal transfer to further widen experience and we can offer individualised Return to Practice programmes. These and other opportunities are advertised on the NHS Job website.

BAND 5 OCCUPATIONAL THERAPY POSTS



We can offer you an excellent opportunity to develop your skills and knowledge whether you are seeking your first post or considering a change in specialism.

We can be flexible in what we offer, depending on your development needs and preferences.

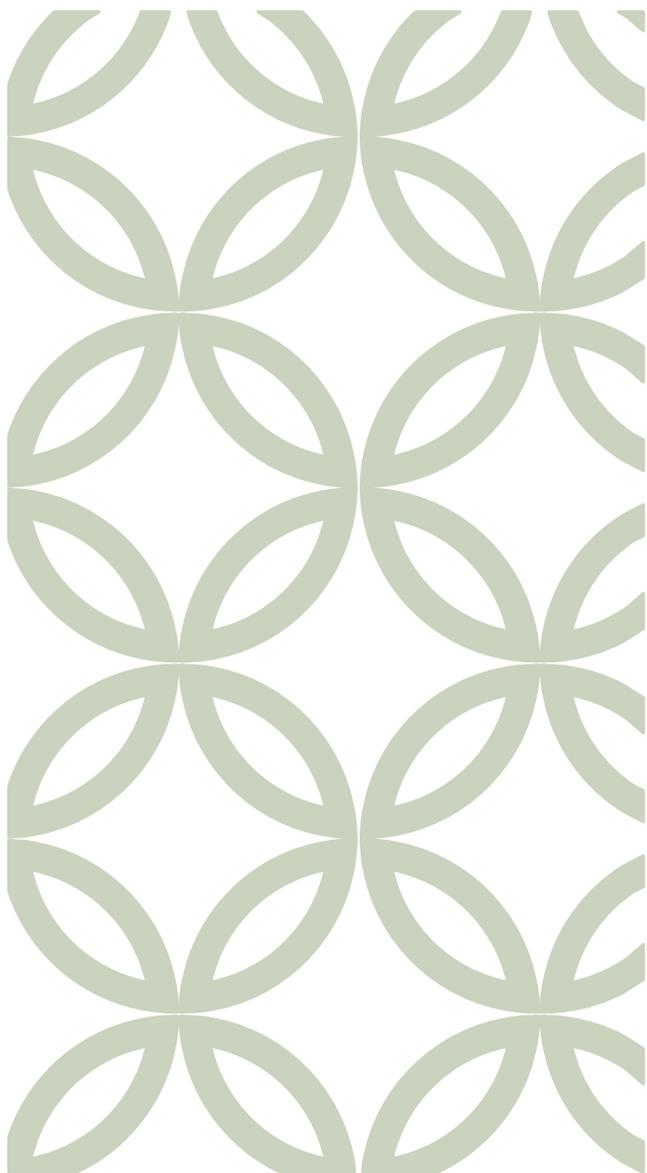
Rotation Scheme

Static Posts

Full-time

Part-time

A unique opportunity to join diverse and varied rotations or static posts across Hertfordshire.



Aims of the band 5 rotation/static posts

To facilitate Continued Professional Development as a newly qualified Occupational Therapist

To develop skills in implementing and evaluating the Occupational Therapy treatment process across a range of Mental Health and Learning Disability specialties

To equip Band 5s with the skills and experience to manage a clinical caseload

To develop skills in managing personal and departmental resources

To develop and demonstrate a robust knowledge of the unique contribution of OT to the multi-disciplinary team

To develop OT skills to enable career progression through CPD, preceptorship and KSF guidelines

HPFT BAND 5 POSTS

We can offer posts in:

Adult community

Adult acute

Older adult community

Older adult acute

Learning disabilities

Forensic

Rehab

We can offer posts as:

Full time

Part time

As a rotation or static

HPFT BAND 5 POSTS

We can also offer possible elective one day a week/job swap opportunities in:

Older Adults
Continuing
Healthcare

Acute Assessment
and Treatment
Organic

Acute Assessment
and Treatment
Functional

Early Memory
Services

Crisis, Community,
Intermediate
Care Team, Care
Home Function

Perinatal
inpatient /
community

PICU / Forensic

Eating Disorders

CAMHS

Research

Education

THE ROTATION SCHEME

FULL TIME

PART TIME

ENABLES THE
DEVELOPMENT OF A
BROAD RANGE OF
SKILLS TO SUPPORT
YOUR CAREER
PROGRESSION

Rotation locations are spread over a wide area of the County, therefore there is an expectation that Band 5s will travel to the different locations – both for the rotations as well as attending CPD sessions and training. However many meetings are now done virtually to cut down on travel. Also people's living locations are taken into account when allocating rotations, again to cut down on travel time.

Overseen by The OT Learning & Development Lead who is responsible for the overall running of the rotation including recruitment, organising the rotation process, monitoring the rotations, co-ordinating CPD opportunities and providing guidance and support to the Band 5s and their supervisors in relation to the above.

THE ROTATION SCHEME

When would I rotate?

Both rotation schemes have fixed rotation dates. Six monthly for the full time rotation and annually for the part time rotation.

New Band 5s can join the rotation at any time between rotation dates, meaning the first rotation placement could be longer.

Can I ask for a specific post?

When joining the rotation we will slot you into a current vacancy in the appropriate rotation. At the start of each Rotation, the Band 5 identifies their professional development needs with their Supervisor. Appropriate levels of support and supervision are provided in relation to the demands and complexity of each post as well as the Band 5's previous experience.

From the second rotation onwards, each Band 5 completes a "Rotation Request Form" identifying their preferences for the next Rotation Location. This includes: a summary of ongoing development needs and which Rotations might best meet these needs. There is an expectation that each Band 5 will complete a balance of rotations between the settings available.

Every Rotation Request is considered by the OT Learning & Development Lead, who decide where each Band 5 will rotate to next – this may also include a discussion with the Professional OT Leads. There may be rare occasions when Band 5s are not able to be placed in one of their main rotation choices due to service demands and vacancies, however their first choice will be prioritised next time.

WHAT CURRENT BAND 5S HAVE TO SAY

**Lots of
supervision &
informal
guidance**

**I really enjoy the atmosphere
of the OT team in my role, we
support one another and
share a passion for helping
others**

**My supervisor took me
under her wing straight
away, shadowing on initial
visits and supporting me
to be independent with
service users.**

**I had imposter syndrome
at the beginning, but the
OT team are always on
hand to answer my
many questions**

**I have found HPFT to
be supportive and
keen to help everyone
develop at the pace
that is right for them.**

**The Band 5 rotation was a
pivotal learning opportunity
for me.**

WHAT ABOUT PRECEPTORSHIP?



Many new graduates may feel overwhelmed and anxious during their first few months as an accountable professional.



HPFT offers a comprehensive preceptorship program aimed to support newly qualified OTs with the transition from student to practitioner. Following completion of Personal Development Plans are agreed to further develop the individual into a competent and confident Band 1 practitioner. HPFT's preceptorship programme is in line with the RCOT guidelines and provides an opportunity for preceptees to reflect and develop through observational supervision.

What CPD Opportunities will be available to me?

- There is a strong emphasis on identifying, monitoring and evaluating professional development throughout a Band 5's time on the Rotation Scheme.
- The range of posts on the rotation allows for increasing levels of challenge as the Band 5 develops. As professional skills are consolidated and the stages of Preceptorship are worked through, the Band 5 will be able to take on a broader range of skills, responsibility and professional autonomy

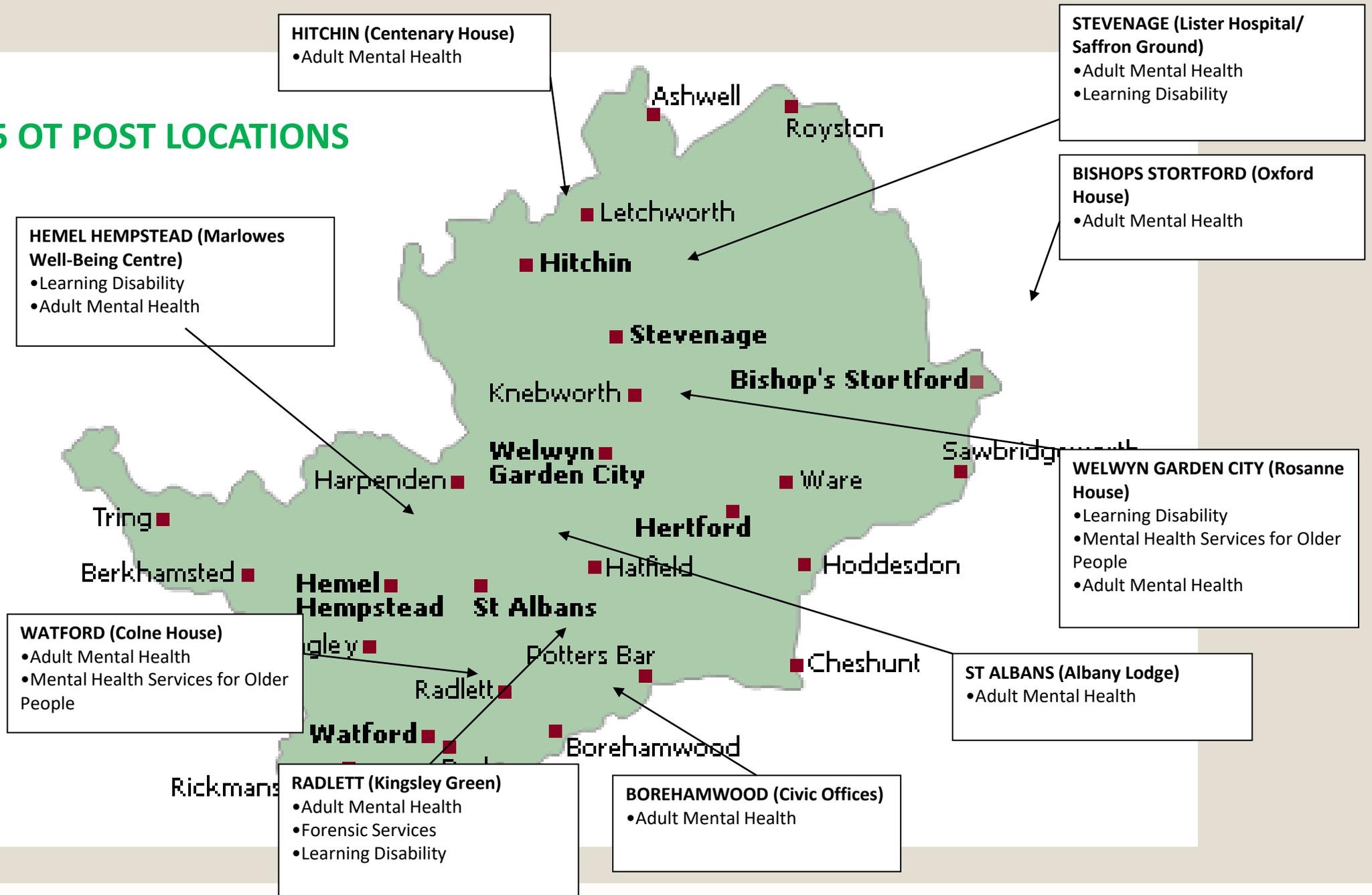
Additional Structured Continuing Professional Development opportunities for all Band 5 OT's include:

- Trust Wide Corporate induction at start of employment
- Minimum of 2 week local induction at the commencement of each rotation
- Regular Supervision with Senior OT within clinical area
- Allocated Supermentor throughout time on rotation scheme
- Monthly Band 5 CPD Meetings.
- A comprehensive OT specific in-house training programme. There are approximately 2 training sessions a month, some specific to grade or clinical area. e.g. group work skills, MOHO, sensory integration principles
- Workshops offered by HPFT in conjunction with the University of Hertfordshire e.g. dementia awareness, Asperger's awareness, nutrition and dysphagia, healthy living, falls prevention
- Workshops offered by outside speakers

**Joining HPFT was the
best decision I have
made in my OT career so
far- I finally feel like an
Occupational therapist
again**



BAND 5 OT POST LOCATIONS



Please find our adverts on
www.jobs.nhs.uk



Please contact us:

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