

## Maudsley Health

### Job Description

Post Title	Occupational Therapist, Maudsley Health, Abu Dhabi
Hours	40 hours, plus break. Postholder is expected to work 2 late clinics and one weekend day per week.
Department	Maudsley Health
Base	Abu Dhabi, but travel may be required across the MENA Region
Reports managerially to	Clinical Lead-CAMHS, Maudsley Health
Reports professionally to	
	<i>The postholder will be employed by MACANI LLC.</i>



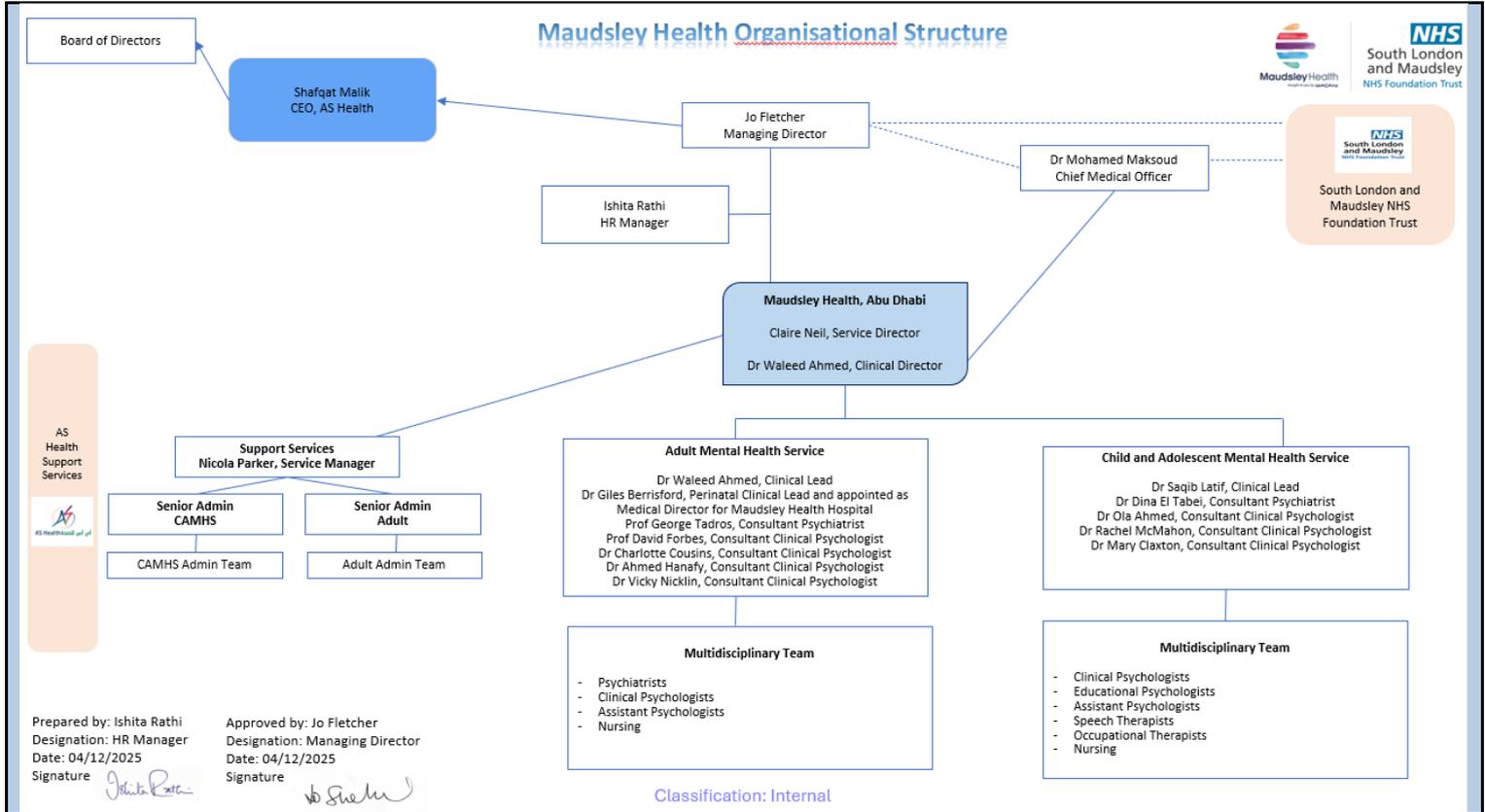
## Maudsley Health - Vision and Mission

### Vision

To be a service of excellence and innovation and to help establish the UAE as a world class provider of mental health care.

### Mission

- ❖ To improve the mental health and wellbeing of the UAE population.
- ❖ To deliver high quality evidence based care; Prevention, Early Intervention, Community, Outpatient and inpatient mental health services.
- ❖ To have professional, motivated and happy staff who feel proud of their contribution.
- ❖ For patients to feel cared for and that the service they received has been positive for them.
- ❖ To be actively influencing, supporting and delivering quality research in the MENA region.
- ❖ To grow into a specialized mental health teaching organization.
- ❖ To actively support medical tourism.
- ❖ To be authentic and sustainable.



## Maudsley Health

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Maudsley Health is the brand name for the collaboration between South London and Maudsley NHS Foundation Trust (SLaM) and MACANI, the local partner. It was formed in 2015 to support the development of high-quality mental health services within the Middle East. Ambitious development plans are being progressed and the service is growing geographically and clinically in a planned way.

Maudsley Health began by providing child and adolescent mental health services in Abu Dhabi in 2015 and then Adult Mental Health Services in 2017. In 2018 the service successfully bid for a contract to work with the then Ministry of Health and Prevention (now Emirates Health Services) to support the development of Al Amal Psychiatric Hospital in Dubai.

The aim of Maudsley Health in the UAE is to deliver high quality mental health services, including advice, training and consultation across the range of mental health problems. This requires working collaboratively with multi-disciplinary colleagues, other professionals, families and patients. The service aims to provide a supportive environment using evidence-based approaches and will offer training and development to professionals. The post holder will be expected to take a role in the further development of Maudsley Health in the UAE.

The post holder will be based in Abu Dhabi but may be asked to travel within the MENA Region. They will have access to office and computer facilities, the use of an electronic record system is required.

2	<p><b>Job Purpose</b></p> <ul style="list-style-type: none"> <li>• To manage a caseload of children and adolescents with complex needs, using evidence based, patient centered principles to assess, plan, implement and evaluate interventions.</li> <li>• To participate in the planning, development and evaluation of OT MDT services; coordinating the therapeutic programme and defined projects, in agreement with senior team members.</li> <li>• To carry out multi-disciplinary team activities as identified.</li> <li>• To work collaboratively with CAMHS colleagues to deliver a service enabling the effective management of young people within the service as agreed with the senior staff.</li> <li>• To work as part of a team to achieve positive clinical outcomes for children, young people and their families and ensure these are evidenced by performance indicators such as activity data, targets and quality measures.</li> <li>• To work in partnership with other agencies involved with the young person and their family / carers to support integrated practice and service delivery.</li> <li>• To provide leadership for other staff and students as agreed, through supervision and appraisal as required.</li> </ul> <p>The post holder will work as part of a multi-disciplinary team working with children, young people and families referred to the service. They will be expected to contribute to delivering a high quality innovative service for children and adolescents using research and good practice guidelines. Experience of working with children and young people with a diagnosis of ASD or ADHD would be beneficial to this post</p> <p>The postholder should act with integrity and honesty at all times and the contribution of the postholder should enhance the reputation of Maudsley Health, MACANI and SLAM.</p> <p>This is an exciting and unique opportunity to be involved in the shaping, implementation and development of new and innovative mental health services in the UAE.</p>
3	<p><b>1. Clinical</b></p> <ol style="list-style-type: none"> <li>1.1. To select and apply occupational therapy assessments appropriate for children and adolescents addressing occupational performance and skill deficits, enabling the client in areas of self-maintenance, productivity and leisure.</li> <li>1.2. To work with service users to identify OT goals as part of the overall care plan.</li> <li>1.3. To work as part of the multi-disciplinary team within the relevant local frameworks.</li> <li>1.4. To plan and implement individual and/or group interventions, in collaboration with the client, using graded activity to achieve therapeutic goals.</li> <li>1.5. To work with carers and undertake carers assessments as appropriate.</li> <li>1.6. To monitor, evaluate and modify treatment for service users with multiple needs in order to measure progress and ensure effectiveness of intervention.</li> <li>1.7. To demonstrate and apply a broad level of understanding of the effect of disability and recommend adaptations to the client's physical and social environment.</li> <li>1.8. To be responsible for managing a complex caseload of clients as agreed with senior staff where appropriate.</li> <li>1.9. To assess occupational / vocational needs of a defined client group.</li> <li>1.10. To undertake risk assessments and risk management plans as appropriate.</li> <li>1.11. To respond appropriately and professionally to emotionally distressing situations (e.g. challenging behaviour) and to support others involved in such situations.</li> <li>1.12. Provide clinical training and supervision as appropriate, in line with service need as agreed with senior management.</li> </ol> <p><b>2. Communication</b></p> <ol style="list-style-type: none"> <li>2.1. To demonstrate an effective range of communication skills with users and carers, team members, OT colleagues and external agencies.</li> <li>2.2. To effectively work as a member of the multi-disciplinary team and implement core decisions with regard to service users care programmes.</li> <li>2.3. To actively support and educate service users and carers regarding aspects of Occupational Therapy provision.</li> </ol>

### **3. Documentation**

- 3.1. Maintain appropriate, up-to-date, written and electronic records and activity data in accordance with Professional and Service standards
- 3.2. Participate in departmental and corporate administration through collection and completion of statistics.
- 3.3. Provide specialist OT / other reports as required.

### **4. Leadership, supervision and appraisal**

- 4.1. To review, reflect and change own practice through effective use of professional and operational supervision and appraisal.
- 4.2. As required, undertake the supervision and appraisal of other staff as delegated by a senior member of staff.
- 4.3. To demonstrate clinical leadership skills through the management of dedicated projects, in agreement with senior management.

### **5. Training staff and students**

- 5.1. To demonstrate the ability to initiate, plan and implement the induction, training and education of students and other staff.
- 5.2. To regularly be responsible for the supervision and written assessment of OT students on practice placement within the service.

### **6. Professional ethics and development**

- 6.1. To comply with the COT code of ethics and Professional Conduct and national and local procedures and guidelines.
- 6.2. To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to those needs.
- 6.3. To demonstrate the ability to reflect on complex ethical issues.
- 6.4. Demonstrate an ability to apply increasingly complex skills and knowledge commensurate with establishing higher level professional practice.
- 6.5. Demonstrate on-going personal development through participation in internal and external development opportunities, recording learning outcomes through maintaining and developing a professional portfolio for CPD.
- 6.6. To participate in regular clinical and professional supervision.

### **7. Service Development and delivery**

- 7.1. To actively participate in and be responsible for relevant planning, evaluation and audit of practice, clinical pathways and protocols within service area and corporate OT as required.
- 7.2. To participate in local OT service development under the supervision of senior OT staff / in conjunction with senior staff.
- 7.3. To participate in reviews of the service as requested.

### **8. Clinical Governance and Quality Standards**

- 8.1. To contribute to the service Clinical Governance activities and quality agenda
- 8.2. Demonstrate an understanding and application of appropriate guidance and legislation relating to health and social care in Mental Health service provision.

### **9. Line Management, staff and budgets**

- 9.1. To exercise good time management, punctuality and consistent, reliable attendance.
- 9.2. Co-ordinate day-to-day activities of junior staff, and volunteer staff where applicable.

### **10. Research and practice development**

	<p>10.1. Demonstrate the ability to evaluate current research, apply it to practice and disseminate findings at a local level.</p> <p>10.2. To engage in audit and research through involvement in local projects, as agreed.</p>
4	<p><b>Communication and Working Relations</b></p> <p>Develop relationships external to the hospital, working collaboratively with local service providers such as Community Development Authority and Department of Health.</p> <p>Develop strong educational links within UAE, including medical education.</p> <p>Liaise with patient groups and patient representative bodies.</p> <p>Communicate regularly with members of the CAMHS Team.</p>
5	<p><b>Contribution and Job Plan</b></p> <p>Time commitment: 40 hours per week over five days, to be worked flexibly as agreed in the Job Plan. The post holder will be expected to plan some working time out of usual hours to ensure that care is of high standard 24:7.</p>
6	<p><b>Other Information</b></p> <p><u>Confidentiality</u></p> <p>Confidentiality/data protection regarding all personal information and service activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as FAHR and the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all relevant Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.</p> <p><u>Equal Opportunities</u></p> <p>Promote the concepts of equality of opportunity and managing diversity service wide.</p> <p><u>Health and Safety</u></p> <p>Employees must be aware of Health and Safety responsibilities, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.</p> <p><u>Infection Prevention and Control</u></p> <p>Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with service policy.</p> <p><u>Professional standards and performance review</u></p> <p>Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.</p> <p><u>Service/Department standards</u></p> <p>Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.</p> <p><u>Finance</u></p> <p>All staff will comply with the financial processes and procedures.</p> <p><u>Safeguarding Children</u></p> <p>Employees must be aware of the responsibilities for safeguarding children and vulnerable adults.</p> <p><u>Code of Conduct</u></p> <p>The post holder is required to adhere to the standards of conduct expected of all staff, under the requirements of FAHR.</p> <p>This job description will be subject to regular review and adjustment.</p> <p><u>Caveat</u></p> <p>This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing</p>

	needs of the service, as well as the personal development of the post holder.		
7	<p><b>Brief Terms and Conditions</b> (All below are subject to change)</p> <ul style="list-style-type: none"> <li>• 22 days annual leave per annum, plus the government declared national holidays for private sector.</li> <li>• The post-holder is required to participate in the CPD program and through this program to participate in a peer review group developing a Personal Development Plan.</li> <li>• This Personal Development Plan will form part of the annual appraisal process which the post holder will be expected to undertake with the Clinical Lead-CAMHS</li> <li>• The postholder will have access to 2.5 study leave days per annum (whole time) consistent with Personal Development Plans.</li> <li>• The post-holder will be an employee of MACANI, a UAE entity.</li> <li>• The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation.</li> <li>• Appointment will be subject to satisfactory CID clearances and visa requirements, including health testing.</li> <li>• It is a condition of your employment that you are and remain fully registered and are included on the register held by the Department of Health, Abu Dhabi, and continue to hold a license to practice. It is the individual's responsibility to ensure these registrations are in place.</li> <li>• The post holder is expected to hold a UAE driver's license and a car.</li> </ul>		
8	<p><b>Person Specification</b> Verified at interview (I), by application form (A) or by test (T)</p>		
		Essential / Desirable	Tested
	<b>Training, qualifications and registration</b>		
	Bachelors in occupational therapy	E	A
	Registered Occupational Therapist	E	A
	Post-graduate training relevant to Mental Health	E	A
	Post-registration qualification	D	A
	Post-graduate training	D	A / I
	Membership of OT professional body and / or special interest group	D	A
	<b>Experience</b>		
	Clinical post registration experience as a mental health OT for children and adolescents.	E	A / I
	Working in groups / Extensive clinical experience including individual and group work	E	A / I
	Working with young people with mental health needs (pre or post qualification)	E	A / I
	Advising and supporting / supervising junior staff and students	E	A / I
	Experience of working in a multi-cultural environment	D	A / I
	Experience of working with people with challenging behaviours	E	A / I
	Experience of specialist Mental Health settings	E	A / I
	<b>Knowledge and skills</b>		
	High level understanding of Mental Health disorders and treatment models	E	A / I
	Detailed knowledge of legislation relevant to Mental health and children / young people	E	I

Working knowledge of the principles of CPA (Care Programme Approach)	E	A / I
Applied knowledge of the principles of risk assessment and risk management	E	I
Experience of planning and co-ordinating treatment	E	A / I
Specialist knowledge and application of OT assessments and interventions and outcome measures, relevant to client group	E	A / I
Understanding of the importance of service user involvement	E	I
Demonstrate commitment to patient centred practice	E	A / I
Skills in applying evidence-based practice	E	I
Understanding of OT professional code of conduct and OT core skills and their application in practice	E	I
High level Groupwork skills	E	A / I
Skills in understanding the dynamics of a team and have the ability to work effectively within that	E	A / I
Ability to build effective working relationships	E	I
Ability to manage own workload / work autonomously and determine / set own priorities	E	I
Supervisory / appraisal skills	E	I
Ability to reflect and critically appraise own performance	E	A / I
Ability to organise and respond efficiently to complex information	E	A / I
Ability to analyse professional and ethical issues	E	I
Ability to work effectively and flexibly, taking account of cultural diversity.	E	I
High level verbal and written communication skills	E	A / I
Computer literate	E	A / I
Training and facilitation skills	D	I
<b>Other</b>		
Ability to work flexibly including regular commitment to evening work / weekends within the overall job plan.	E	I
Ability to deliver intervention in Arabic	D	A / I
Commitment to student supervision	E	A / I
Commitment to lifelong learning	E	A / I
Open to new ideas and awareness of general issues that might have relevance to service users involvement	E	I