

NIGHTINGALE HOSPITAL

Join our team and make a difference



Job Title: Occupational Therapist – General Psychiatry

Location: Nightingale Hospital, 11-19 Lisson Grove, Marylebone, London NW1 6SH

Department: Therapy

Salary: £45,000 to £48,000 inclusive of the London allowance

Working hours: Full time – 5 days per week (will negotiate 4 days per week)

About us

Nightingale Hospital is the only private mental health hospital in Central London, with over 30 years' experience in delivering specialised, evidence-based treatments in outpatient, day patient and inpatient settings. Our dedicated team of specialists are committed to the diagnosis and treatment of all types of mental health conditions, including eating disorders and addictions. Conveniently located, we are a two-minute walk from Marylebone main line and Underground stations, and within a ten-minute walk of Baker Street and Edgware Road Underground stations.

We are owned by international medical group, emeis delivering the full spectrum of psychiatric care, high quality care home and rehabilitation services across the globe.

About the role

As an occupational therapist in the general psychiatry unit, you will play a vital role in supporting individuals experiencing acute mental health crises. You will work with patients to assess and enhance their ability to perform daily activities and engage meaningfully in life, focusing on improving their functional skills, social interactions, and overall psychological well-being. Using therapeutic interventions tailored to each patient's needs, you will help them regain confidence, develop coping strategies, and build a foundation for recovery and independence.

This role involves close collaboration with a multidisciplinary team, including psychiatrists, psychologists and nurses, to provide holistic, patient-centred care. You will lead both individual and group sessions, incorporating activities that foster life skills, emotional resilience, and social engagement. You will also play a key role in discharge planning, supporting patients as they prepare to transition back into the community with the tools and resources, they need for continued recovery.

As a member of the team, you may supervise and mentor junior staff and students, contribute to service development, and engage in quality improvement initiatives to enhance therapeutic offerings within the unit. This position is ideal for a compassionate, dynamic, and proactive occupational therapist with a strong commitment to mental health recovery.

Duties and responsibilities

- 1.1 To conduct comprehensive, patient-centred assessments of occupational performance areas, including self-care, productivity, and leisure. Develop tailored intervention plans that address both the mental health and functional needs of patients.
- 1.2 Plan and lead therapeutic groups and individual sessions aimed at enhancing patients' life skills, coping mechanisms, and social engagement.
- 1.3 To assess and manage clinical risks in collaboration with the multidisciplinary team, ensuring patient and staff safety.
- 1.4 Actively participate in discharge planning, collaborating with the patient, family members, and external agencies to support a smooth transition back to the community.
- 1.5 To provide occupational therapy in settings most appropriate to the patient/activity e.g. ward, therapy area, community (working flexible hours if required)
- 1.6 To assume professional accountability and responsibility for specific aspects of service delivery.

- 1.7 Maintain up-to-date, accurate, and comprehensive clinical documentation in line with hospital policy and professional standards
- 1.8 Provide clinical supervision, mentorship, and guidance to Band 5 and 6 Occupational Therapists, Occupational Therapy Assistants, and students, fostering professional growth within the team.
- 1.9 To monitor, evaluate and modify treatment using outcome measurement tools to ensure effectiveness
- 1.10 To establish links with local resources that will sustain patient's recovery and assist in facilitating their timely discharge
- 1.11 Actively contribute to the development, evaluation, and implementation of therapeutic services and programs within the inpatient unit.
- 1.12 Participate in service improvement initiatives and audits, contributing to evidence-based practice and the enhancement of service quality.
- 1.13 Participate in regular reflective supervision and appraisal processes to support personal and professional growth.
- 1.14 Engage in ongoing professional development, attending relevant training, workshops, and conferences to maintain advanced knowledge and skills in mental health occupational therapy.
- 1.15 Incorporate current research and best practices into clinical work and support the team in implementing evidence-based approaches to mental health care.

Who we're looking for

Essential	Desirable
<ul style="list-style-type: none"> ✓ Degree: bachelor's or master's degree in occupational therapy. ✓ Registration: Registered with the Health and Care Professions Council (HCPC). ✓ Experience: Minimum of 3 years of post-qualification experience, including significant experience in mental health, preferably within an inpatient setting. ✓ Skills: Proficient in mental health assessment, risk management, and developing recovery-focused intervention plans. Strong interpersonal and communication skills, with a proven ability to work as part of a multidisciplinary team. ✓ Knowledge: Knowledge of relevant legislation and standards (e.g., Mental Health Act, Care Programme Approach), as well as an understanding of professional standards of care for mental health. 	<ul style="list-style-type: none"> ✓ Supervision Experience: Experience in providing supervision and mentorship to other staff members or students. ✓ Service Development Skills: Demonstrated experience in contributing to service improvement initiatives. ✓ Therapeutic Group Work: Training in specific therapeutic modalities (e.g., DBT, CBT) and experience in facilitating group therapy sessions.

Nightingale Hospital reserves the right to vary these duties from time to time or require the job holder to undertake additional duties within their general scope of qualifications, skills and experience.

Company benefits

To reward the hard work of our fantastic colleagues, we offer an excellent benefits package as per the below:

- Competitive annual salary
- London Allowance of £4,000 per annum for all full-time permanent roles (pro-rata for part time employees)
- 25 days' annual leave (increasing up to 30 with long service), in addition to bank holidays
- Employee Referral Program, designed to reward you for helping us find talented individuals who would be a great fit for our team
- Generous pension scheme via the government autoenrollment scheme in addition to eligibility to enrol into the company's group pension scheme
- Access to an interest free season ticket loan to support with your everyday travel expenses
- Discretionary annual bonus and salary review schemes
- Enhanced Maternity/Paternity Pay
- Enhanced company sick pay
- Access to free Eyecare and contribution towards the cost of glasses for DSE Users
- Life Assurance Cover (Death in Service)
- Professional membership fees contribution
- Available opportunities for continued professional development (CPD)
- Heavily subsidised staff meals at breakfast, lunch and dinner with freshly sourced ingredients and a new menu each week, it's not one to be missed

***Subject to T&Cs**

Additional pay:

- Bonus scheme
- Performance bonus
- Yearly bonus

Requirements for all staff

Health and safety: It is the responsibility of all employees to work together to achieve a safe environment, and to take reasonable care of themselves and others. Of particular importance is reporting all potential risks, incidents and complaints. Specific individual responsibilities for health and safety will be outlined under key responsibilities for the post.

Equality and diversity: It is the responsibility of all employees to support the vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment. All employees have the right to be treated with dignity and respect at work, and the Hospital will do all it can to ensure this happens through the implementation of and compliance with Equality & Diversity Policies.

Confidentiality: In the course of your employment employees will have access to confidential information of a personal and/or clinical nature, including information relating to the hospital patients, employees and other parties. Such information must not be used for the employees' personal benefit, nor disclosed to other persons without consent of the party concerned unless required by law to do so. This applies both during and after the termination of employment. Any breach of confidentiality during employment may be regarded as serious misconduct and could lead to summary dismissal.

Performance appraisal and development: The hospital is committed to providing a high-quality service through the effective management and development of its employees. All employees should be dedicated to providing a quality service and Performance Appraisal is of assistance to both employees

and managers in allowing comparison between the standards achieved with the standards expected. Appropriate measures can be agreed, and any deficiencies rectified through identification and delivery of personal development needs. In addition to the continuous cycle of performance management, of a formal and informal nature, all employees will receive a formal appraisal of their work, development needs and a review of their thoughts and aspirations on an annual basis.

Statutory and mandatory training: It is the responsibility of the individual employee to ensure that all required statutory and mandatory training is undertaken as necessary.

Safeguarding children and vulnerable adults: This is a regulated position and the post holder will be subject to an enhanced Disclosure & Barring Service check upon appointment, and every 5 years thereafter.

We are committed to safeguarding children, young people and vulnerable adults within our care. Employees are accountable to ensure that they know how to respond when they are concerned for the safety of a child, young person or vulnerable adult. We will support employees in this process by providing training, support and advice. The hospital has a safeguarding lead who can be contacted for guidance and can provide safeguarding supervision. The hospital works in partnership with key agencies to protect children, young people and vulnerable adults. For children, employees should be aware of their responsibilities detailed in the '4 Local Safeguarding Children Boards Child Protection Procedures' and for vulnerable adults in the Safeguarding Adults Policy.

Infection Prevention Control: The hospital has designated the prevention and control of infection and the full implantation of the Code of Practice (2008) as a core component in the organisations clinical governance, managing risk and patient safety programmes. All employees are expected to follow consistently high standards in the prevention and control of infection, especially with reference to hand hygiene, adherence to dress/uniform code and for clinical staff all procedures involving aseptic technique, be aware of and follow Infection Control guidelines and procedures relevant to their work, participate in mandatory training and annual updates. Protecting patients from infection is everyone's responsibility.

Rehabilitation of Offenders Act 1974: This post is subject to an exception order under the provisions of the Rehabilitation of Offenders Act 1974. This stipulates that all previous convictions, including those that are 'spent' must be declared. Previous convictions will not necessarily preclude an individual from employment but must be declared in writing at the appropriate stage during the recruitment process.

Data protection: As an employer, the hospital needs to keep information about all employees for purposes connected with their employment. The type of information held includes information for payroll purposes, references, contact names and addresses and records relating to employment. These uses are covered by our notification with the Information Commissioners Office under the Data Protection Act 1998.

The information which is held will be for management and administrative use only, but the hospital may need to disclose some information we hold about employees to relevant third parties (e.g. Inland Revenue).

Records management and quality: Employees are legally responsible for all records that they gather, create or use as part of their work and they remain the property of the hospital. This includes patient, financial, personal and administrative records, whether paper based or on computers. All such records are considered public records and employees have a legal duty of confidence to all service users. Employees should consult the Records Management Policy and ask for guidance from their manager if they have any doubt about the correct management of records with which they work. All employees have a responsibility to ensure information quality standards are maintained.

Information security: Under the provisions of the Data Protection Act, it is the responsibility of each member of staff to ensure that all personal data relating to patients and members of staff, whether held in manual or electronic format, is kept secure at all times. Computer passwords must not be shared either between systems or users. E-mail messages, any files stored on the networks or on equipment and usage of the Internet, and computer systems, irrespective of whether these related to personal use. Access and usage of computers must be in accordance with hospital policies. Safe haven procedures are to be used for all electronic transfers of personal data. This is in order to protect patients and staff, and the hospital's reputation and to ensure that it complies with the law and other relevant guidelines.

Smoke-free policy: The hospital operates a Smoke-free policy, except in designated areas. This means that smoking is not permitted anywhere within owned or leased premises, including within grounds unless designated as a smoking area. In the interests of promoting responsible healthcare, all staff are to refrain from smoking when off-site in uniform or wearing an identifying badge in any public place. The policy also applies to all staff employed at any location they may work, whether within or external to the premises. The policy contains further details including support facilities.

COVID-19 update: At Nightingale Hospital we are committed to ensuring the safety of our staff and have taken various measures to allow everyone to continue to operate both effectively and efficiently, whilst still remaining safe. All procedures have been evaluated and retrospectively restrictions have been implemented in line with the Hospitals Infection Control Protocol and general government guidelines regarding virus transfer and social distancing during the pandemic. All work areas have been risk assessed and have been shared with respective departments. This has led to the implementation where necessary of Perspex screens between desks and the use of masks/visors in majority of places around the hospital.

Nightingale Hospital is an Equal Opportunities Employer and ensures equality of opportunity in recruitment, promotion, pay, benefits and training by adopting and following practices that are free from unfair or unlawful discrimination.

All appointments are subject to receipt of a satisfactory Disclosure & Barring Service (DBS) Certificate and pre-employment checks.

I confirm that I agree to the details of this job description as outlined above:

Full name:

Date:

Signed: