

Interviewer information pack

Clinical Lead Occupational Therapy

Ref: 395-BD007-26-A Trac ID: 7863470 ESR ID: 100747892 Grade: NHS AFC: Band 8a

Additional applicant interview instructions

Prepare a 10-minute presentation on how you envision the Lead OT role contributing to community mental health transformation, including workforce leadership, service development, and partnership working.

Vacancy details

Trac ID

7863470

ESR ID

100747892

ESR Job ref

395-BD007-26

Employer

NELFT NHS Foundation Trust

Department

NELFT - General Staffing

Cost code

KMHS

Organisational Unit 1

Barking & Dagenham L2

Organisational Unit 2

B & D Management L3

Organisational Unit 3

B & D Mental Health Management (KMHS) L6

Vacancy town

Barking, Essex

Vacancy postcode

IG11 9LX

Full-time equivalents

1.00

Reason for vacancy request**Where is the funding for this post being generated?****Advertising scope**

Public

At-risk applicants

At-risk employees have priority

Immigration group

Available to all

DBS check required

Enhanced DBS check + Children's & Adults' Barred Lists

UK Professional Registration required

Yes

Grade (display)

NHS AFC: Band 8a

Primary speciality (display)

Community Mental Health services

Salary period

Yearly

Min salary

£55,690

Max salary

£62,682

Salary

plus HCAS per annum

Working pattern (hours)

Full time

Hours / sessions per week

37.5 hours per week

Additional working pattern details

Full Time

Contract type

Permanent

Job overview

An exciting opportunity has arisen within Barking & Dagenham Community Mental Health Services for an experienced and motivated Band 8a Occupational Therapist to join the service in a senior leadership role.

The successful candidate will be a key member of a supportive and forward-thinking management team, providing professional leadership, clinical oversight, and strategic direction for Occupational Therapy staff across the directorate. You will play a central role in the development, delivery, and promotion of high-quality Occupational Therapy services for adults with serious and enduring mental health needs.

This post requires substantial experience of working within community mental health services and a strong understanding of recovery-focused, person-centred care. You will be expected to demonstrate effective leadership skills, the ability to support and develop staff, and a commitment to service improvement within a multidisciplinary environment.

The role offers an excellent opportunity to further develop senior leadership and management skills while contributing to service transformation and innovation. You will be supported by a strong local infrastructure and benefit from collaborative working across the wider health and social care system.

We welcome applications from enthusiastic, skilled Occupational Therapists who are passionate about improving outcomes for people with complex mental health needs and who are committed to upholding NHS values.

Main duties of the job

The post holder will report directly to the Head of Adult Mental Health Services for Barking & Dagenham, with professional supervision provided by the Trust Professional Lead for Allied Health Professions (AHP).

As a key member of the senior management team, the post holder will contribute to the delivery of operational and strategic objectives across the directorate. They will provide professional leadership for Occupational Therapy staff, including supervision, professional development, workforce planning, and supporting effective recruitment and retention.

The role includes providing specialist Occupational Therapy advice and guidance to Integrated Care Directors, Associate Directors, and team managers, and contributing to Trust-wide Professional Lead Occupational Therapy and Allied Health Professional groups to support professional standards and service development.

The post holder will lead on Social Inclusion, Recovery, and Wellbeing agendas and manage NELFT ISA (Barking & Dagenham)–funded specialist mental health community placements, ensuring effective placement reviews, value for money, positive clinical outcomes, and appropriate throughput.

They will also contribute to borough, directorate, Mental Health Services, and Trust-wide projects as required, and ensure appropriate supervision and development of STR, Peer Support Workers, and other designated staff.

Working for your organisation

Our Values 2025 - 2030

Working with our colleagues, patients and carers we have co-produced three new values that we aim to embed within our culture here at NELFT.

They are:
We are kind.
We are respectful.
We work together with our communities.

These three values help us to strive to provide the best care by the best people.

Starting with NELFT

NELFT place a great deal of importance on new starters being properly welcomed and inducted into the Trust. All new starters will join the Trust on the first Monday of each month and will undertake a comprehensive induction of up to two weeks which will include mandatory training, systems training and the allocation of equipment. As part of the process new starters will have the opportunity to also meet the executive team, senior managers, and attend a number of drop-in sessions focusing on engagement, health and wellbeing and key processes. The induction will be held at our head office in Rainham, Essex.

Probationary Period

This post will be subject to a probationary period.

High Cost Area Supplement - Outer London

This post also attracts payment for High Cost Area Supplement of 15%of the basic salary (minimum payment of £4,714 and a maximum payment of £5,941 - per annum, pro rata for part time).

Use of AI

Please see attached document regarding acceptable use of AI during the recruitment process.

Detailed job description and main responsibilities

Please see the attached job description and person specification for more information about this role and working at North East London NHS Foundation Trust. We encourage you to refer to this when completing your application.

Previous applicants for this post should not apply.

Certificates of Sponsorship

Although we are a registered sponsor organisation, we are unable to offer sponsorship for all job roles. Please check your eligibility under the UKVI points-based system. When calculating the basic salary for sponsorship, HCAS (High-Cost Area Supplement) is not included to ensure fairness and consistency within our Trust.

References

Please ensure that the references are from your most recent employer and one of these must be your direct Line Manager or Supervisor. You must provide professional email addresses for all referees as we will contact them as soon as an offer has been made. Please note we do not request references prior to interviews. Additionally, ensure that any gaps in your employment history are clearly indicated. All applications made through NHS Jobs account will be processed by TRAC System. Please note that some emails may go to your spam/junk mailbox so make sure you check this regularly

For further details / informal visits contact:

Contact name

Taiwo Odukoya

Contact job title

Head of Adult Mental Health services in B and D

Contact email address

Taiwo.odukoya2@nelft.nhs.uk

Contact telephone number

07548161272

Additional contact information

The post holder will report directly to the Head of Adult Mental Health Services for Barking & Dagenham, with professional supervision provided by the Trust Professional Lead for Allied Health Professions (AHP).

As a key member of the senior management team, the post holder will contribute to the delivery of operational and strategic objectives across the directorate. They will provide professional leadership for Occupational Therapy staff, including supervision, professional development, workforce planning, and supporting effective recruitment and retention.

The role includes providing specialist Occupational Therapy advice and guidance to Integrated Care Directors, Associate Directors, and team managers, and contributing to Trust Professional Lead Occupational Therapy and Allied Health Professional groups to support professional standards and service development.

The post holder will lead on Social Inclusion, Recovery, and Wellbeing agendas and be responsible for managing NELFT ISA (Barking & Dagenham)–funded specialist mental health community placements, ensuring effective placement reviews, value for money, positive clinical outcomes, and appropriate throughput.

They will also contribute to borough, directorate, Mental Health Services, and Trust-wide projects as required, and ensure appropriate supervision and development of STR, Peer Support Workers, and other designated staff.

If you have the skills and experience to contribute at a senior level within a dynamic community mental health service, we would welcome your application.

Person specification

Qualifications

Essential criteria: Maximum score 5

- NVQ level 2 or equivalent standard of literacy and numeracy
- Graduate qualified Occupational Therapist, fully registered with the appropriate professional or regulatory body (HCPC).
- Evidence of Continuous Professional Development through access to relevant courses

Desirable criteria: Maximum score 1

- A recognised management qualification

Experience

Essential criteria: Maximum score 5

- Clinical professional leadership experience within a Children and Young Peoples service
- Experience of clinically supervising and managing less experienced colleagues
- Experience of working in a multi-agency and/or multi-disciplinary team
- Planning and delivery of training to other professionals
- Experience of storing and maintaining electronic records

Desirable criteria: Maximum score 1

- Working in an NHS environment

Knowledge

Essential criteria: Maximum score 5

- An awareness of NHS Plan, NSF and clinical governance priorities
- Awareness of Government policy and legislation and how this may affect service delivery
- Awareness of standards of record keeping
- Awareness of the principles of clinical governance/audit
- In depth knowledge of safeguarding children and looked after children.

Skills

Essential criteria: **Maximum score 11**

- Basic awareness of IT and IT skills
- Ability to apply continued professional development to practice
- Able to use own initiative
- Demonstrate clear clinical reasoning based on evidence-based practice
- Establish and maintain good working relationships
- Able to construct clear care plans for complex cases based on analysis of information from assessment, theoretical knowledge and clinical benchmarking to make highly specialist clinical decisions
- Excellent interpersonal skills including observation, listening and empathy ensuring that effective communication is achieved
- Negotiation, problem solving concentration, analytical and reflection skills
- Written and verbal presentation skills
- Ability to facilitate and support learning of others
- Develop evidenced based clinical guidelines and pathways

Demonstration of Trust Values

Essential criteria: **Maximum score 5**

- Demonstration of Trust Values

Other

Essential criteria: **Maximum score 1**

- To be able to travel efficiently throughout the area

Documents

Documents for this Vacancy

Title	File
B & D lead Occupational therapy JD (Job description)	 B & D lead Occupational therapy JD.pdf

Documents for this Employer

Title	File
Candidate Recruitment Pack	 Candidate Recruitment Pack.pdf

Standard shortlisting criteria

If any applications have different criteria, this will be shown with those applications.

Qualifications

Essential criteria: **Maximum score 5**

- NVQ level 2 or equivalent standard of literacy and numeracy (1)
- Graduate qualified Occupational Therapist, fully registered with the appropriate professional or regulatory body (HCPC). (2)
- Evidence of Continuous Professional Development through access to relevant courses (2)

Desirable criteria: **Maximum score 1**

- A recognised management qualification (1)

Experience

Essential criteria: **Maximum score 5**

- Clinical professional leadership experience within a Children and Young Peoples service (1)
- Experience of clinically supervising and managing less experienced colleagues (1)
- Experience of working in a multi-agency and/or multi-disciplinary team (1)
- Planning and delivery of training to other professionals (1)
- Experience of storing and maintaining electronic records (1)

Desirable criteria: **Maximum score 1**

- Working in an NHS environment (1)

Knowledge

Essential criteria: **Maximum score 5**

- An awareness of NHS Plan, NSF and clinical governance priorities (1)
- Awareness of Government policy and legislation and how this may affect service delivery (1)
- Awareness of standards of record keeping (1)
- Awareness of the principles of clinical governance/audit (1)
- In depth knowledge of safeguarding children and looked after children. (1)

Skills

Essential criteria: **Maximum score 11**

- Basic awareness of IT and IT skills (1)
- Ability to apply continued professional development to practice (1)
- Able to use own initiative (1)
- Demonstrate clear clinical reasoning based on evidence-based practice (1)
- Establish and maintain good working relationships (1)
- Able to construct clear care plans for complex cases based on analysis of information from assessment, theoretical knowledge and clinical benchmarking to make highly specialist clinical decisions (1)
- Excellent interpersonal skills including observation, listening and empathy ensuring that effective communication is achieved (1)
- Negotiation, problem solving concentration, analytical and reflection skills (1)
- Written and verbal presentation skills (1)
- Ability to facilitate and support learning of others (1)
- Develop evidenced based clinical guidelines and pathways (1)

Demonstration of Trust Values

Essential criteria: **Maximum score 5**

- Demonstration of Trust Values (5)

Other

Essential criteria: **Maximum score 1**

- To be able to travel efficiently throughout the area (1)

Interview criteria

Qualifications

Essential criteria: **Maximum score 5**

- NVQ level 2 or equivalent standard of literacy and numeracy (1)
- Graduate qualified Occupational Therapist, fully registered with the appropriate professional or regulatory body (HCPC). (2)
- Evidence of Continuous Professional Development through access to relevant courses (2)

Desirable criteria: **Maximum score 1**

- A recognised management qualification (1)

Experience

Essential criteria: **Maximum score 5**

- Clinical professional leadership experience within a Children and Young Peoples service (1)
- Experience of clinically supervising and managing less experienced colleagues (1)
- Experience of working in a multi-agency and/or multi-disciplinary team (1)
- Planning and delivery of training to other professionals (1)
- Experience of storing and maintaining electronic records (1)

Desirable criteria: **Maximum score 1**

- Working in an NHS environment (1)

Knowledge

Essential criteria: **Maximum score 5**

- An awareness of NHS Plan, NSF and clinical governance priorities (1)
- Awareness of Government policy and legislation and how this may affect service delivery (1)
- Awareness of standards of record keeping (1)
- Awareness of the principles of clinical governance/audit (1)
- In depth knowledge of safeguarding children and looked after children. (1)

Skills

Essential criteria: **Maximum score 11**

- Basic awareness of IT and IT skills (1)
- Ability to apply continued professional development to practice (1)
- Able to use own initiative (1)
- Demonstrate clear clinical reasoning based on evidence-based practice (1)
- Establish and maintain good working relationships (1)
- Able to construct clear care plans for complex cases based on analysis of information from assessment, theoretical knowledge and clinical benchmarking to make highly specialist clinical decisions (1)
- Excellent interpersonal skills including observation, listening and empathy ensuring that effective communication is achieved (1)
- Negotiation, problem solving concentration, analytical and reflection skills (1)
- Written and verbal presentation skills (1)
- Ability to facilitate and support learning of others (1)
- Develop evidenced based clinical guidelines and pathways (1)

Demonstration of Trust Values

Essential criteria: **Maximum score 5**

- Demonstration of Trust Values (5)

Other

Essential criteria: **Maximum score 1**

- To be able to travel efficiently throughout the area (1)

Interview schedule

16-Apr-2026 09:30 – 11:30: 1st Floor, PCT Room 1, Barking Community Hospital, Upney Lane, Barking, Essex, IG11 9LX

Face-to-face interview

- 09:30: Rajeev Ratna Raja
- 10:30: Lyonamuwahan Edith Ebohon

Mr Rajeev Ratna Raja

The following are the user details currently stored in the system. Please confirm with the applicant that they are correct.

Address 42
Chapelfield Way
Allington
Maidstone
Kent
ME169FS
United Kingdom

Email address rrehab3@outlook.com

Home telephone

Mobile telephone 07824627154

Work telephone 07824627154

Applicant's preferred language English

Convictions: The applicant has not declared any convictions.

Notes:

[25-Mar-2026 09:21 taiwo.odukoya2@nelft.nhs.uk] Candidate moved to Interview.
[23-Mar-2026 02:11 SYSTEM] Automatically moved from Longlisting to Shortlisting

Shortlisting

Shortlister	1		2		3	4	5	6	Total	
	E	D	E	D	E	E	E	E	E	D
Taiwo Odukoya (Lead)	5	1	5	1	5	9	4	1	29	2
Daniel Stockwell	5	1	4	1	4	8	3	0	24	2

Shortlister notes

Taiwo Odukoya (E: 29 / D: 2)

Candidate meets the shortlisting criteria. Invited to interview.

Daniel Stockwell (E: 24 / D: 2)

For interview

Interviews

Round 1: Face-to-face interview, First-come, first-served

Interview date: 16-Apr-2026 09:30

Location: 1st Floor, PCT Room 1, Barking Community Hospital, Upney Lane, Barking, Essex, IG11 9LX

Application for employment

Answers given in this part of the form are to help the Recruitment Centre to manage your application.
If you have any difficulty completing this form please ask someone to help you.
We would like to take this opportunity to thank you for applying.

Personal details

Title	Mr
Forename	Rajeev
Middle name(s)	Ratna
Surname	Raja
Address	42 Chapelfield Way Allington
City / town	Maidstone
County	Kent
Country	United Kingdom
Postcode	ME169FS
Email	rrehab3@outlook.com
Work telephone	07824627154
Mobile telephone	07824627154
Home telephone	
UK National Insurance number	
Preferred employment type	Full time Part-time Flexitime Agile/Home working Compressed hours

Relationships

If you are related to a director, or have a relationship with a director or employee of an appointing organisation, please state the relationship:
No

Rehabilitation of Offenders Act 1974 (as amended)

The Rehabilitation of Offenders Act 1974 helps rehabilitated ex-offenders back into work by allowing them not to declare criminal convictions after the rehabilitation period has elapsed and the convictions become 'spent'. During the rehabilitation period, convictions are referred to as 'unspent' convictions and must be declared to employers.

The organisation aims to promote equality of opportunity and is committed to treating all applicants equally and fairly based on their skills, experience and ability to fulfil the duties of the role being applied for.

Suitable applicants will not be refused positions because of criminal record information of other information declared, where it has no bearing on the role (for which you are applying) and no risks have been identified against the duties you would be expected to perform as part of that role.

During the rehabilitation period you are required to declare current 'unspent' criminal convictions or cautions (including reprimands and final warnings).

You are not legally required to provide any information about criminal offences that have become spent. Certain criminal offences can be regarded as spent after a specified rehabilitation period as outlined by the Rehabilitation of Offenders Act 1974.

Answering 'yes' to the question below will not necessarily bar you from appointment. This will depend on the information you provide and the position you are applying for.

Do you have any UNSPENT convictions as outlined in the Rehabilitation of Offenders Act 1974?

This includes any unspent convictions that may have been issued in any other country, where it would be an equivalent offence in England and Wales.

It also includes all unspent convictions or Summary Hearings that have been issued under military law while serving in the Armed Forces in the UK or any other country, where it would be an equivalent offence in England and Wales.

You are not required to disclose any information in relation to convictions that have become SPENT. In these circumstances you should select NO to this question.

No

You have two options on how to disclose this information.

You can disclose your record separately together with any statement detailing your unspent conviction or Summary Hearing.

A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately.

Please provide details of the conviction or Summary Hearing including the date and sentence administered in the space below

Do you have any UNSPENT cautions, reprimands or final warnings as outlined in the Rehabilitation of Offenders Act 1974?

This includes any unspent cautions, reprimands or final warnings that may have been issued in any other country, where it would be an equivalent offence in England and Wales.

It also includes all unspent cautions that have been issued under military law while serving in the Armed Forces in the UK or any other country, where it would be an equivalent offence in England and Wales.

You are not required to disclose any information in relation to cautions, reprimands or final warnings that have become SPENT. In these circumstances you should select NO to this question.

No

You have two options on how to disclose this information.

You can disclose your record separately together with any statement detailing your caution, reprimand or final warning.

A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately.

Please provide details of the cautions, reprimands or final warnings including the date and sentence administered in the space below

Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended)

The role you have applied for is exempt from the provisions normally afforded to individuals under the Rehabilitation of Offenders Act 1974. This means that the employer can obtain a standard or enhanced disclosure through the Disclosure and Barring Service (DBS) under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) and, in certain circumstances, the Police Act 1997.

Enhanced disclosures may include other relevant non-conviction information held on police databases, at the discretion of the police or Chief Constable of the relevant police force.

Before you complete this form, it is important for you to read the highlighted note in the section below.

If you have a criminal record and are unsure about what might be revealed about you as part of a DBS check, or the type of information you should consider declaring when completing this form, the following links to guidance will help provide more clarity:

The simple guide to filtering (Unlock) at: <http://hub.unlock.org.uk/knowledgebase/filtering-simple-guide/>

Practical guidance on the DBS filtering rules (NACRO) at: <http://www.nacro.org.uk/resettlement-advice-service/support-for-individuals/>

Do you have any convictions that are not protected (i.e. eligible for filtering) as outlined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) (the Exceptions Order)?

It also includes all convictions or Summary Hearings that have been issued under military law while serving in the Armed Forces, either in the UK or any other country, where the equivalent offence in England and Wales is not protected.

You are not required to disclose any information in relation to the above if ALL convictions are protected (i.e. eligible for filtering) as outlined in the Exceptions Order. In these circumstances you should select NO to this question.

This requirement is regardless as to whether any conviction is spent or remains unspent.

No

You have two options on how to disclose this information.

Please provide details of the conviction or Summary Hearing including the date and sentence administered in the space below.

You can disclose your record separately together with any statement detailing your unspent conviction or Summary Hearing. A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately.

Do you have any cautions, reprimands or final warnings that are not protected (i.e. eligible for filtering) as outlined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) (the Exceptions Order)?

It also includes all cautions, reprimands or final warnings that have been issued under military law while serving in the Armed Forces, either in the UK or any other country, where the equivalent offence in England and Wales is not protected.

You are not required to disclose any information in relation to the above if ALL convictions are protected (i.e. eligible for filtering) as outlined in the Exceptions Order. In these circumstances you should select NO to this question.

This requirement is regardless as to whether any caution, reprimand or final warning is spent or remains unspent.

No

You have two options on how to disclose this information.

Please provide details of the caution, reprimand or final warning, including the date and reason administered in the space below

You can disclose your record separately together with any statement detailing your unspent conviction or Summary Hearing. A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately

Pre-screening: Internal/external

Before being given access to the online application form, the applicant was asked the following.

Are you currently an employee of NELFT NHS Foundation Trust?

No

Are you currently an employee of any other NHS organisation?

No

Pre-screening: Immigration

Before being given access to the online application form, the applicant was asked the following.

Choose your immigration status

I am a British citizen with the right to work in the UK

If you wish to provide any additional information regarding your right to work/immigration status, please do so here

Application for employment

Details entered in this part of the form will be made available to the shortlisting panel. Please make sure that you have read the job description and person specification before completing the application form, and ensure that your answers clearly and honestly demonstrate how your skills and experience are relevant to the post for which you are applying.

Education & professional qualifications

All the relevant qualifications. Please also indicate subjects currently being studied. All qualifications disclosed will be subject to a satisfactory check. Up to 11 qualifications can be entered here.

Subject/Qualification	Place of study	Grade/Result	Year obtained
Master of Public Health	Northumbria University	Pass	2009
Bachelor of OT	Santosh College of OT India	Pass	2003

Relevant Training Courses Attended

Please provide details regarding training courses that you have attended or currently undertaking together with the date completed or to be completed by. Up to 7 training course can be entered here.

Course title	Training provider	Duration	Year completed
LEADING FOR SYSTEM CHANGE	NHS LONDON, LONDON COUNCIL	6 MONTHS	2025
CHANGE MANAGEMENT	ONLINE (HEE)	1 DAY	2023
QUALITY IMPROVEMENT TRAINING	ONLINE (HEE)	1 DAY	2023
HEALTH PROTECTION	BRISTOL UNIVERSITY	6 MONTHS	2023
POPULATION HEALTH MANAGEMENT	E-LEARNING (HEE)	1 DAY	2021
PUBLIC HEALTH INTELLIGENCE (PHI)	E-LEARNING (HEE)	1 DAY	2023

Membership of Professional Bodies

Please provide details regarding any relevant professional registrations or memberships. This information will be subject to a satisfactory check.

Please indicate your professional registration status

I have current UK professional registration relevant for this post

Professional body

Health and Care Professionals Council ~ Occ. Therapist

Please provide details below

Membership / Registration number

OT59520

Expiry / renewal date

26/04/2026

NHS Service

Start date of continuous NHS service (if applicable) December 2010

Months since most recent employment ended (if applicable)

Employer/activity history

Please record below the details of your full employment history beginning with your current or most recent first. Up to 10 previous employments can be entered here. If required, please provide additional information regarding your employment history within the 'Supporting Information' section.

Employer name South East London ICB

Employer address

Type of business Non clinical advisory role (Non Patient Facing)

Reporting to (job title) Associate Director Primary Care, Ageing Wellbeing/Frailty and Community Based Care Care

Telephone

Your job title CCPL/Senior Leadership

Start date July 2024

End date November 2025

Grade

Salary

Period of notice

Reason for leaving (if applicable)

Brief description of your duties & responsibilities

I provide support to the ICS manager to enable the management on the regional level including regional team (GP, community and hospital) and lead the reorganisation of management resources into direct business support for the ICB.

I participate as a member of the senior management leadership team, local care partnership, health and wellbeing board as well as regional executive business manager team as appropriate. I support clinical leadership in the delivery and governance of integrated care service provision, ensuring safety and quality of service and contribute to and assure implementation of the ICB objectives and its service plan.

Population Health Management:

Health Inequality and Population Health Experience:

Integrated care systems, (ICSs) aim to improve health and care services with a focus on prevention, better outcomes, and reducing health inequalities.

- Improve outcomes in population health and healthcare
- Tackle inequalities in outcomes, experience, and access
- Enhance productivity and value for money
- Help the NHS support broader social and economic development

I always make sure to implement the National strategic priorities for Health Inequalities at a system level the 'Core20PLUS5' approach for Adults and Children and Young People in the local based population.

I am responsible for leading and coordinating a set of interdependent projects and deliverables as outlined in the ISC System Plan and assigned to the ICS Health Inequalities Improvement Programme and the associated business change activities.

I am applying the public health principles (Protection, prevention, and the promotion of health) to focus on people's improving physical and mental health outcomes, promoting well-being, and reducing health inequalities across a locally based population. Tackling health inequalities through effective action that embraces the target and the wider determinants of health, for example, Working collaborating approach with the local authority, housing associations, and voluntary organisation to improve the quality of poor housing for those who are living in the least disadvantaged living conditions, provide help and support to improve their housing conditions would be helping to uplift their quality of living condition and contributing to minimise their health inequalities.

I supported my local communities by providing information and promoting healthy behaviour and the effectiveness of health promotion programs like smoking cessation, and people with obesity and helping targeted services where appropriate to tackle inequalities for those who live in deprived communities would help to minimise health inequalities in locally based population.

My intervention focuses on a locally based population to improve health and wellbeing, providing effective treatment and care, access to appropriate healthcare service, target behavioural determinants of health to promote healthy behaviours, and action on the wider determinant of the health of people to helping them to reduce their health inequalities.

I am working effectively with integrated care partnerships, voluntary and charitable organisations, local authorities, along public health teams, to set up a clear line of communication, direction, and intervention provided to the local community teams to minimise the impact of health inequalities on people's health and would help to improve population health.

Employer name Maidstone and Turnbridge Wells NHS Trust

Employer address Hermitage Lane
Maidstone

Type of business

Reporting to (job title) Service Lead

Telephone

Your job title Frailty Case Assessor/Senior OT

Start date July 2021

End date May 2023

Grade

Salary

Period of notice

Reason for leaving (if applicable)

Brief description of your duties & responsibilities

I worked as a Frailty Assessor for Urgent and Unplanned Care, including the community UCR (urgent care response) standards, leading the One system to deliver the urgent care requirements of the NHS across all settings, and to ensure safe and effect urgent care services are in place for local residents. I covered Accident and Emergency, acute care, elderly care medicine as well as in community to provided support and specialist knowledge, skills and advice to clients and expertise to staff, other member in the community teams and other various agencies.

I Was responsible to be aware of the health, social and psychological needs of clients and their carers enabling the achievement of maximum independence and improvement in the quality of life.

In charge of all aspects of clinical duties as an autonomous practitioner with access to advice and support from head of service. Professionally and legally accountable for all aspects of work including management of patients in care and responsible to organise the caseload efficiently and effectively with regard to clinical service priorities and use of a time.

Employer name NHS England

Employer address

Type of business

Reporting to (job title) North West Public Health Team

Telephone

Your job title Regional Clinical Fellow

Start date September 2022

End date August 2023

Grade Band 7

Salary

Period of notice

Reason for leaving (if applicable)

Brief description of your duties & responsibilities

I was based in the North West Region, Health Care Public Health Team during my clinical fellowship placement, and I was contributing my knowledge and skills in different areas of public health like tackling health inequalities through effective action that embraces the target and the wider determinants of health, for example, Working collaborating approach with the local authority, housing associations, and voluntary organisation to improve the quality of poor housing for those who are living in the least disadvantage living conditions, provide help and support to improve their housing conditions would be helping to uplift their quality of living condition and contributing to minimizing their health inequalities.

I used databases for analysis like the Health Inequality Board, PHE fingertip, and the use of the HEAT tool whilst working on population health management as well as how to tackle and reduce health inequalities.

I worked effectively with integrated care partnerships, voluntary and charitable organisations, local authorities, along public health teams, to set up a clear line of communication, direction, and intervention provided to the local community teams to minimise the impact of health inequalities on people's health and would help to improve population health, and build and maintain successful working relationships with a range of stakeholders, including negotiating with and motivating staff to take ownership of delivery.

I used initiative to research areas of good practice to inform the scope of initiatives and provide advice to stakeholders. This could include interpreting NHS policy and strategy, clinical guidelines, national quality metrics, and health services research, and translating Trust strategy.

General Programme Management skills:

- Provide formal program management for the work stream and support the delivery of the defined outcomes.
- Develop and deliver detailed, milestone-driven project plans and reporting, with resourcing plans where required.
- Manage the workstream risks and issues and mitigation planning, escalating as required.
- Support the procurement and management of 3rd party suppliers to ensure they deliver products as agreed, underpinned by comprehensive briefs aligned with project deliverables.
- Lead identification of, and collaboration with, specialist resources (such as IT, BI, etc.) needed to deliver the programme.
- Use analytical skills to identify problems and offer solutions on delegated tasks, ensure appropriate data is gathered and analysed to support project deliverables where required.

Business Case Development

- Work with the Workstream lead and other stakeholders to collate evidence and draft content for program business cases and other key program documentation.
- Lead on benefits management and realisation activities for the workstream including developing and delivering quality, cash-releasing, and non-cash-releasing benefits for the workstream, and ensuring that all benefits are clearly defined and tracked.
- Oversight, monitoring, and development of workstream assumptions that underpin the business cases.

Stakeholder Engagement, Strategy Development, and Change Management

- Plan and lead engagement with clinical teams, service managers, senior leaders, and individuals from all levels of the organisation as well as with external partners, to design solutions, analyse data and evidence, and support the delivery of overall work stream and program activities.

Employer name	Oxleas NHS Foundation Trust
Employer address	Pinewood House Dartford
Type of business	
Reporting to (job title)	Service Manager
Telephone	
Your job title	Highly Specialist OT
Start date	November 2014
End date	October 2018
Grade	Band 7
Salary	
Period of notice	
Reason for leaving (if applicable)	

Brief description of your duties & responsibilities

My work experience in Oxleas NHS Foundation Trust, where I worked in the Joint Emergency Team (JET) as well as in the community, I carry out a Comprehensive Geriatric Assessment (CGA) with patients in their own homes to develop an integrated care plan which will be reviewed at MDT, support the planning, implementing and evaluating programmes of care for individual patients and their carers, assess health, social care and wellbeing needs, draw up care plans, coordinate care delivery and keep patient records updated, I focused on the promotion of health and wellbeing, including a section on population health principles supporting me to deliver to occupation-based population health approaches during rehabilitation to enhance their occupational performance, participation, and to improve their quality of life.

I promoted a healthy environment by adopting health occupations and enabling access to education and employment for the local population in Greenwich. I was responsible for day-to-day management, quality, risk, and service delivery performance through caseload management. Review care plans and ensure anticipatory care plans are in place. Care plans will reflect the current health status of the patient and support any changes to their situation. Self-care will be promoted within the care plan and outcome measures will be agreed with the patient.

I ensured good communication with service users and other stakeholders in the service. I ensured that therapy staff within the service received appropriate training and professional education in accordance with the recommendations of the professional bodies. I identified and influenced opportunities for policy development that would improve health and well-being and reduce inequalities, I was responsible for providing clinical supervision, mentorship, coaching to designate staff members, and doing annual appraisals for staff members every year.

Employer name	Royal Borough of Greenwich/Oxleas NHS Foundation Trust
Employer address	Hospital Integrated Discharge Team Queen Elizabeth Hospital Woolwich
Type of business	Locum Role
Reporting to (job title)	Service Lead
Telephone	
Your job title	Senior OT
Start date	February 2012
End date	November 2014
Grade	
Salary	
Period of notice	
Reason for leaving (if applicable)	

Brief description of your duties & responsibilities

I was worked in Hospital Integrated Discharge Team (Health and Social) under Royal borough of Greenwich, managed case referrals from Elderly care wards at Queen Elizabeth Hospital and Identifying health care of needs for elderly care patient (Frailty Syndrome) who was admitted following fall, long-term complex health needs, Dementia, General unwell, CKD, Diabetes, Orthopaedics and Rheumatological condition.

I perform a comprehensive assessment of an older person, including mood and cognition, gait, nutrition and capacity assessment in all clinical settings.

I identify service development needs, contribute to the planning, development and evaluation of the service, and hold responsibility for defined projects.

I was responsible to organise the caseload efficiently and effectively with regard to clinical priorities and use of time.

I assess the need for and to carry out assessment of the home environment making recommendations and referral for adaptations or equipment provision i.e. an environmental assessment or a home assessment with patient, to provision for further adaptation or equipment to enhance their function at home.

I maintained good relationships with external partners in the community including relevant elements of Social Care and partners and voluntary / charitable organisations as well as relationship with local CCGs and associated commissioning and primary care providers, patient interest groups and representatives of the wider community.

I was provided regular clinical supervision to develop appropriate personal objectives and a lifelong learning plan, review them regularly with the Head of Service.

I was restored and maintained elderly people independence, enabling elderly people to live in the community whenever possible as well as facilitate safe and timely discharge of the patients from the hospital liaising with multidisciplinary team and community staff as appropriate.

I was responsible to ensure that the analysis of clinical standards or guidelines for their area of work are followed and to have a good working knowledge of national and local standards for their area of specialty, monitoring own and others quality of practice as appropriate.

I was responsible to maintain own clinical professional development by keeping abreast of any new trends or developments related to analysis, and incorporate evidence based practice into work place.

I Communicated effectively and work collaboratively with multidisciplinary team to ensure co-ordinated service to support regarding the management of complex patients as well as colleagues who work in other clinical areas.

I was responsible to ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the clinical set up.

I was professionally and legally accountable for all aspects of work including management of patients in care.

I was liable to undertake the comprehensive assessment for patients including those with complex presentations, using analytical skills and to formulate individualized specialised rehabilitation programmed based on evidence based practice and the application of clinical reasoning skills.

Gaps in employment

If you have any gaps within your employment history, please state the reasons for the gaps below.

June 2023 to June 2024 due to wife's health.

Supporting information

Supporting Information Fields marked with an asterisk are mandatory

In this section you need to demonstrate that you have read the published person specification and how you meet the essential and (where relevant) desirable criteria for this particular post, if this has not been fully covered in the previous sections.

Please include your reasons for applying and take the opportunity to highlight your particular talents and strengths, (what you feel you can personally offer - what is unique to you - what sets you apart from your peers).

Please DO NOT include personal details or duplicate information already provided elsewhere in your application.

Supporting information

As a Senior Occupational Therapist:

Restored and maintained elderly people independence, enabling elderly people to live in the community.

I provided advice and training to clients and/ or carers for adaptive techniques; use of assistive devices; illness; disability and lifestyle changes in order to maintain/ achieve maximum levels of independence and well-being.

I provided recommendations to other professions and supporting agencies regarding the level of support needed to ensure appropriate service provision.

I planed and organised client's safe and timely discharge from the service, in collaboration with the client, carer and multi-disciplinary team.

I clearly conveyed information on diagnosis, prognosis and treatment plans in order that clients and their carers can understand.

I established therapeutic relationships with clients and carers, using negotiating and reasoning skills, in order to facilitate their participation in the therapy process.

I worked as part of a MDT, contributing to the effective sharing of written, electronic and verbal information to ensure the delivery of a co-ordinated multi-disciplinary service.

WORKING IN ICS:

I used databases for the analysis of health inequality in different ICS groups of the population, via using the Health Inequality Board and participating in monthly meetings, also used the PHE fingertip, as well as the HEAT tool whilst working on population health management approaches to tackle and reduce health inequalities.

I support education program leads and engage with relevant professional academics, education providers, and practice-based educational supervisors/leads on professional and multi-professional learning.

I liaise with NHSE professional counterparts in other regions and nationally on all issues delivered by the function.

I work with existing or support the development of professional networks within localities and manage differing opinions relating to project proposals arising from these networks.

I am responsible for setting and managing the performance of allocated education transformation programs against short-medium, and long-term key performance indicators.

PROJECT MANAGEMENT SKILLS:

I have done multiple projects for service improvements and show my project management skills, methodology, and tools like Lean Six Sigma as well as part of a QI project (model of improvement), and change management (PDSA).

Working with the senior program manager in the team, I play a key role in project governance and working with stakeholders, to ensure the agreed project outputs are delivered to enable benefits to be realised.

I have found a passion for project management and enjoy the challenges of creating something new.

I am currently in the process of learning a lot of new skills and experiences and am always open to new ideas and opportunities that may take my career in population health management and always endeavor to achieve the best results I can.

I work collaboratively with the wider program and actively track deliverables and inputs/outputs that the clinical services workstream has with other work streams, such as integrated care system (ICS), Integrated Care Partnerships, and other community teams and local authority (LA), and make sure identify shared work programs are aligned with and support, the work of the board.

I have Knowledge of organisational development and improvement theory, models, and techniques e.g. Lean, 6 Sigma, process mapping, capacity and demand analysis, options appraisal, Plan-Do-Study-Act (PDSA), driver diagrams, and stakeholder mapping knowledge and understanding of the principles of stakeholder engagement.

I used initiative to research areas of good practice to inform the scope of initiatives and advise stakeholders. This could include interpreting NHS policy and strategy, clinical guidelines, national quality metrics, and health services research, and translating Trust strategy.

I use knowledge about change management and Quality Improvement methodology, approaches, tools, and project management skills.

I was responsible for supporting the workstream Lead with the program management of the workstream deliverables, including the creation and maintenance of the workstream's overarching work plan as well as individual project timelines and plans.

I worked collaboratively with the wider program and actively tracked deliverables and inputs/outputs that the clinical services workstream has with other work streams, such as Digital and Workforce, and led on agreed outputs in the workstream as required.

General Programme Management

- Provide formal program management for the work stream and support the delivery of the defined outcomes.
- Develop and deliver detailed, milestone-driven project plans and reporting, with resourcing plans where required.
- Manage the workstream risks and issues and mitigation planning, escalating as required.
- Support the procurement and management of 3rd party suppliers to ensure they deliver products as agreed, underpinned by comprehensive briefs aligned with project deliverables.
- Undertake regular reporting of program progress to other workstream members and PMO.
- Lead identification of, and collaboration with, specialist resources (such as IT, BI, etc.) needed to deliver the programme.
- Use analytical skills to identify problems and offer solutions on delegated tasks, ensure appropriate data is gathered and analysed to support project deliverables where required.

Business Case Development

- Work with the Workstream lead and other stakeholders to collate evidence and draft content for program business cases and other key program documentation.
- Lead on benefits management and realisation activities for the workstream including developing and delivering quality, cash-releasing, and non-cash-releasing benefits for the workstream, and ensuring that all benefits are clearly defined and tracked.
- Oversight, monitoring, and development of workstream assumptions that underpin the business cases.

Stakeholder Engagement, Strategy Development, and Change Management

- Plan and lead engagement with clinical teams, service managers, senior leaders, and individuals from all levels of the organisation as well as with external partners, to design solutions, analyse data and evidence, and support the delivery of overall work stream and program activities.
- Responsible for the development of communication materials and supportive documentation for the clinical program, including presentation packs, meeting resources for a wide range of stakeholders, and working with communications and engagement colleagues as required.

I have experience publishing research papers in 2007 whilst I worked in the field of Rheumatology including two research papers and three poster

presentations.

RESEARCH PAPERS: Experience in Qualitative and Quantitative research skills, proficient in the use of Microsoft Excel, Word, and PowerPoint.

The first Paper has been published in the "Journal of Physicians of India" (JAPI: VOL 55; MARCH 2007).

The second paper has been published in the "Indian Journal of Rheumatology." (IJR: Vol. 2, Number 3; pp 91-94; September (2007).
Three Poster presentation in the "Indian Journal of Rheumatology" (IJR: Vol. 3, Number 3 (Suppl); pp. S18-S45 November 2008.

LEADERSHIP SKILLS:

I completed the Mary Seacole Programme via NHS Leadership Academy in January 2017, which gave me an extra edge added further knowledge to my leadership abilities, and enhanced me to become a good leader.

I show leadership abilities in the team to create an effective leadership quality to deliver a high standard of service; as a lead therapist, it will help to demonstrate personal skills, working skills with other providers, managing the services as well as improving the services regularly to ensure every team member a clear sense of roles and responsibilities within the team. I am flexible in undertaking any other duties as requested by the line manager to meet the changing needs of the service.

I actively seek opportunities and challenges for personal learning and development and participate in organisational and professional appraisal and revalidation as appropriate. I acknowledge mistakes treat them as learning opportunities and participate in continuing professional development activities including statutory and mandatory training.

Armed forces

Are you a member of the UK Armed Forces community?

No

Application for employment

References

If you are successful, prior to appointment, we will take up as many references as needed to cover all activities, including periods of employment and full time education, that you have undertaken over the past three years. Any offer will be subject to these being satisfactory. Please ensure that you provide full contact details for your Employer/Line Managers or Course Tutors for each activity. Please include their **work email address** where possible to avoid any unnecessary delays.

If during the last three years you have any periods in which you have not been in either employment or full-time education please provide details of someone who can provide a character reference for you to cover this period. Character references should be provided by a person of standing in the community such as a Teacher, Health Care Professional (i.e. Doctor, Physiotherapist, Registered Nurse), Minister of Religion, Police Officer or Solicitor. **Character references should only be used in EXCEPTIONAL circumstances to cover periods of time when you have not been in either employment or education.**

Please use the "Add another" button below to add as many referees as required to meet the above requirements. Periods that referees cover may overlap but there should not be any gaps over the past three years.

Referee's title	Mr
Referee's first name(s)	Ashley
Referee's surname	O'Shaughnessy
Referee's organisation name	South East London Integrated Care Board
Job title	Associated Director in Primary Care
How do they know you?	Employer / Line Manager
Address 1	Laurence House
Address 2	
Address 3	
City / Town	London
County / State	Lewisham
Postcode	
Country	United Kingdom
Telephone no.	
Mobile no.	
Email address	Ashley.OShaughnessy@selondonics.nhs.uk
Can the referee be approached prior to the interview?	No
Period this reference covers from:	July 2024
Period this reference covers to:	November 2025
What name will the referee know you by if different	

from your current
name?

Why has your
name changed?

Referee's title	Mr
Referee's first name(s)	HR
Referee's surname	HR
Referee's organisation name	Maidstone and Turnbridge Wells NHS Trust
Job title	
How do they know you?	Employer / Line Manager
Address 1	Hermitage Lane
Address 2	
Address 3	
City / Town	Maidstone
County / State	
Postcode	
Country	United Kingdom
Telephone no.	
Mobile no.	
Email address	mtw-tr.agency@nhs.net
Can the referee be approached prior to the interview?	No
Period this reference covers from:	July 2021
Period this reference covers to:	May 2023
What name will the referee know you by if different from your current name?	
Why has your name changed?	

Miss Iyonamuwahan Edith Ebohon

The following are the user details currently stored in the system. Please confirm with the applicant that they are correct.

Address 29 Feenan Highway
Tilbury
Essex
RM18 8ER
United Kingdom

Email address ladyedithebohon@outlook.com

Home telephone

Mobile telephone 07799684973

Work telephone 07387259052

Applicant's preferred language English

Convictions: The applicant has not declared any convictions.

Notes:

[25-Mar-2026 09:20 taiwo.odukoya2@nelft.nhs.uk] Candidate moved to Interview.
[23-Mar-2026 02:11 SYSTEM] Automatically moved from Longlisting to Shortlisting

Shortlisting

Shortlister	1		2		3	4	5	6	Total	
	E	D	E	D	E	E	E	E	E	D
Taiwo Odukoya (Lead)	5	1	5	1	5	9	4	1	29	2
Daniel Stockwell	5	1	4	1	4	8	3	0	24	2

Shortlister notes

Taiwo Odukoya (E: 29 / D: 2)

Candidate meets the shortlisting criteria. Invited to Interview.

Daniel Stockwell (E: 24 / D: 2)

For interview

Interviews

Round 1: Face-to-face interview, First-come, first-served

Interview date: 16-Apr-2026 10:30

Location: 1st Floor, PCT Room 1, Barking Community Hospital, Upney Lane, Barking, Essex, IG11 9LX

Application for employment

Answers given in this part of the form are to help the Recruitment Centre to manage your application.
If you have any difficulty completing this form please ask someone to help you.
We would like to take this opportunity to thank you for applying.

Personal details

Title	Miss
Forename	lyonamuwahren
Middle name(s)	Edith
Surname	Ebohon
Address	29 Feenan Highway
City / town	Tilbury
County	Essex
Country	United Kingdom
Postcode	RM18 8ER
Email	ladyedithebohon@outlook.com
Work telephone	07387259052
Mobile telephone	07799684973
Home telephone	
UK National Insurance number	PA310616A
Preferred employment type	Full time

Relationships

If you are related to a director, or have a relationship with a director or employee of an appointing organisation, please state the relationship:

N/A

Rehabilitation of Offenders Act 1974 (as amended)

The Rehabilitation of Offenders Act 1974 helps rehabilitated ex-offenders back into work by allowing them not to declare criminal convictions after the rehabilitation period has elapsed and the convictions become 'spent'. During the rehabilitation period, convictions are referred to as 'unspent' convictions and must be declared to employers.

The organisation aims to promote equality of opportunity and is committed to treating all applicants equally and fairly based on their skills, experience and ability to fulfil the duties of the role being applied for.

Suitable applicants will not be refused positions because of criminal record information of other information declared, where it has no bearing on the role (for which you are applying) and no risks have been identified against the duties you would be expected to perform as part of that role.

During the rehabilitation period you are required to declare current 'unspent' criminal convictions or cautions (including reprimands and final warnings).

You are not legally required to provide any information about criminal offences that have become spent. Certain criminal offences can be regarded as spent after a specified rehabilitation period as outlined by the Rehabilitation of Offenders Act 1974.

Answering 'yes' to the question below will not necessarily bar you from appointment. This will depend on the information you provide and the position you are applying for.

Do you have any UNSPENT convictions as outlined in the Rehabilitation of Offenders Act 1974?

This includes any unspent convictions that may have been issued in any other country, where it would be an equivalent offence in England and Wales.

It also includes all unspent convictions or Summary Hearings that have been issued under military law while serving in the Armed Forces in the UK or any other country, where it would be an equivalent offence in England and Wales.

You are not required to disclose any information in relation to convictions that have become SPENT. In these circumstances you should select NO to this question.

No

You have two options on how to disclose this information.

You can disclose your record separately together with any statement detailing your unspent conviction or Summary Hearing.

A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately.

Please provide details of the conviction or Summary Hearing including the date and sentence administered in the space below

Do you have any UNSPENT cautions, reprimands or final warnings as outlined in the Rehabilitation of Offenders Act 1974?

This includes any unspent cautions, reprimands or final warnings that may have been issued in any other country, where it would be an equivalent offence in England and Wales.

It also includes all unspent cautions that have been issued under military law while serving in the Armed Forces in the UK or any other country, where it would be an equivalent offence in England and Wales.

You are not required to disclose any information in relation to cautions, reprimands or final warnings that have become SPENT. In these circumstances you should select NO to this question.

No

You have two options on how to disclose this information.

You can disclose your record separately together with any statement detailing your caution, reprimand or final warning.

A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately.

Please provide details of the cautions, reprimands or final warnings including the date and sentence administered in the space below

Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended)

The role you have applied for is exempt from the provisions normally afforded to individuals under the Rehabilitation of Offenders Act 1974. This means that the employer can obtain a standard or enhanced disclosure through the Disclosure and Barring Service (DBS) under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) and, in certain circumstances, the Police Act 1997.

Enhanced disclosures may include other relevant non-conviction information held on police databases, at the discretion of the police or Chief Constable of the relevant police force.

Before you complete this form, it is important for you to read the highlighted note in the section below.

If you have a criminal record and are unsure about what might be revealed about you as part of a DBS check, or the type of information you should consider declaring when completing this form, the following links to guidance will help provide more clarity:

The simple guide to filtering (Unlock) at: <http://hub.unlock.org.uk/knowledgebase/filtering-simple-guide/>

Practical guidance on the DBS filtering rules (NACRO) at: <http://www.nacro.org.uk/resettlement-advice-service/support-for-individuals/>

Do you have any convictions that are not protected (i.e. eligible for filtering) as outlined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) (the Exceptions Order)?

It also includes all convictions or Summary Hearings that have been issued under military law while serving in the Armed Forces, either in the UK or any other country, where the equivalent offence in England and Wales is not protected.

You are not required to disclose any information in relation to the above if ALL convictions are protected (i.e. eligible for filtering) as outlined in the Exceptions Order. In these circumstances you should select NO to this question.

This requirement is regardless as to whether any conviction is spent or remains unspent.

No

You have two options on how to disclose this information.

Please provide details of the conviction or Summary Hearing including the date and sentence administered in the space below.

You can disclose your record separately together with any statement detailing your unspent conviction or Summary Hearing. A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately.

Do you have any cautions, reprimands or final warnings that are not protected (i.e. eligible for filtering) as outlined in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) (the Exceptions Order)?

It also includes all cautions, reprimands or final warnings that have been issued under military law while serving in the Armed Forces, either in the UK or any other country, where the equivalent offence in England and Wales is not protected.

You are not required to disclose any information in relation to the above if ALL convictions are protected (i.e. eligible for filtering) as outlined in the Exceptions Order. In these circumstances you should select NO to this question.

This requirement is regardless as to whether any caution, reprimand or final warning is spent or remains unspent.

No

You have two options on how to disclose this information.

Please provide details of the caution, reprimand or final warning, including the date and reason administered in the space below

You can disclose your record separately together with any statement detailing your unspent conviction or Summary Hearing. A member of the recruitment team will contact you and advise what steps you need to take to submit your details separately

Pre-screening: Internal/external

Before being given access to the online application form, the applicant was asked the following.

Are you currently an employee of NELFT NHS Foundation Trust?

No

Are you currently an employee of any other NHS organisation?

Yes

Pre-screening: Immigration

Before being given access to the online application form, the applicant was asked the following.

Choose your immigration status

I am a British citizen with the right to work in the UK

If you wish to provide any additional information regarding your right to work/immigration status, please do so here

Application for employment

Details entered in this part of the form will be made available to the shortlisting panel. Please make sure that you have read the job description and person specification before completing the application form, and ensure that your answers clearly and honestly demonstrate how your skills and experience are relevant to the post for which you are applying.

Education & professional qualifications

All the relevant qualifications. Please also indicate subjects currently being studied. All qualifications disclosed will be subject to a satisfactory check. Up to 11 qualifications can be entered here.

Subject/Qualification	Place of study	Grade/Result	Year obtained
MA Leadership	Henley Business school, University of Reading	Distinction/Merit	2023
BSC Occupational Therapy	Canterbury Christ Church University	Second class upper	2014
BA Business Administration with marketing	University of East London	Second class lower	1998
OND Business administration	University of Lagos, Lagos, Nigeria	Distinction	1994

Relevant Training Courses Attended

Please provide details regarding training courses that you have attended or currently undertaking together with the date completed or to be completed by. Up to 7 training course can be entered here.

Course title	Training provider	Duration	Year completed
Leadership in care	Hilary McCallion Consultancy	6 months	2019
All mandatory training are up to date	ELFT		2026

Membership of Professional Bodies

Please provide details regarding any relevant professional registrations or memberships. This information will be subject to a satisfactory check.

Please indicate your professional registration status

I have current UK professional registration relevant for this post

Professional body

Health and Care Professionals Council ~ Occ. Therapist

Please provide details below

Membership / Registration number

OT69064

Expiry / renewal date

30/10/2026

NHS Service

Start date of continuous NHS service (if applicable) September 2014

Months since most recent employment ended (if applicable) N/A

Employer/activity history

Please record below the details of your full employment history beginning with your current or most recent first. Up to 10 previous employments can be entered here. If required, please provide additional information regarding your employment history within the 'Supporting Information' section.

Employer name East London NHS foundation trust
Employer address Vivienne Cohen House,
Homerton High Street,
London
E9 6AT
Type of business Community Mental health
Reporting to (job title) Operational lead
Telephone 0207 275 1000
Your job title Senior practitioner
Start date April 2024
End date
Grade 7
Salary 52809 plus inner london weighting
Period of notice 3 months

Reason for leaving (if applicable)

I am looking for a developmental opportunity.

Brief description of your duties & responsibilities

Providing Operational and clinical leadership to the team
Duty senior to support team running
MDT meetings
Providing clinical responses and inputting the the care plans of service users
Caseload management
Planning, prioritizing and coordinating individuals in the team.
Managing task and the day to day running of the service.
Screen, triage & assign referrals received
Delivery of quality care in line with local and national standards, guidelines, codes of professional practice, Care Quality commission expectations and Clinical Commissioning group (CCG) requirements.
Monitor Safeguarding Vulnerable Adults policy
Manage staff absence, sickness and recruitment.
Undertake staff managerial supervision and appraisal and ensure that mandatory training is up to date.
Manage complaints and compliments.
Managing change and conflicts
Complete duty rota and work from home rota
Liaise with other sectors including social services, housing, neighborhood teams

Employer name East London NHS foundation trust
Employer address East London NHS foundation trust
Mile End Hospital
Bancroft Road
London E1 4DG
Type of business Mental health Trust
Reporting to (job title) Lead Therapist
Telephone 07572 644293
Your job title Allied Health professional pastoral lead for international recruits
Start date June 2023
End date March 2024
Grade 8a
Salary 55903
Period of notice

Reason for leaving (if applicable)

My current role is a second opportunity that ends in March 2024.

Brief description of your duties & responsibilities

Interviewing of international recruits from all over the world, including Occupational Therapist, Speech and language Therapist, Podiatrist, dietitian and physiotherapists.
Welcoming AHP
preparing training
facilitating starting of role in the trust
liaising with managers and teams
settling new recruits into UK
planing flights and accommodation
providing emotional and psycho social support to allied health professionals who work in demanding and sometimes emotionally taxing healthcare environments.
Research and quality improvement development schemes

Employer name East London NHS foundation trust
Employer address The Robinson Center
Mile End hospital
Bancroft Road
London
E1 4DG
Type of business Mental health trust
Reporting to (job title) Borough Lead Occupational Therapist - Tower Hamlets
Telephone 07585126792
Your job title 07585126792
Start date January 2023
End date August 2023
Grade 7
Salary 43,900 plus fringe

Period of notice**Reason for leaving (if applicable)**

I got a promotion from a band 7 to a band 8a job.

Brief description of your duties & responsibilities

Providing Operational and clinical leadership to the occupational therapy team
Providing clinical guidance to the Occupational therapy team
Providing clinical responses and inputting the the care plans of service users
Supporting staff on duty and with caseload management
Planning, prioritizing and coordinating individuals in the team.
Managing task and the day to day running of the service.
Screen, triage & assign referrals received
Delivery of quality care in line with local and national standards, guidelines, codes of professional practice, Care Quality commission expectations and Clinical Commissioning group (CCG) requirements.
Monitor Safeguarding Vulnerable Adults policy
Manage staff absence, sickness and recruitment.
Undertake staff managerial supervision and appraisal and ensure that mandatory training is up to date.
Manage complaints and compliments.
Managing change and conflicts.

Employer name Kent and Medway Partnership trust
Employer address Dartford, Gravesend and Swanley CMHSOP
Greenacres
Bow Arrow Lane
Dartford
Kent
DA2 6PB
Type of business Community Mental health services for older adults
Reporting to (job title) Locality Manager
Telephone 07950447718
Your job title Locality Manager
Start date August 2018
End date December 2022
Grade 7
Salary 42,121 plus fringe

Period of notice**Reason for leaving (if applicable)**

I left this post in order to gain new knowledge and experience working for a different organisation. I wanted to work with more integration and more diversity. This is to support my professional growth and leadership development. I was also looking for new challenges

Brief description of your duties & responsibilities

Providing Operational and clinical leadership to the dynamic ever changing work environment.
 Planning, prioritizing and coordinating individuals in the team.
 Managing task and day to day running of the service. Screen, triage & assign referrals received daily using the CAPA model of care.
 Reviews and audits
 Ensuring Key Performance Indicators (KPIs) are met.
 Delivery of quality care in line with local and national standards, guidelines, codes of professional practice, Care Quality commission expectations and Clinical Commissioning group (CCG) requirements.
 Monitor Safeguarding Vulnerable Adults policy, risks and Datix.
 Manage staff absence, sickness and recruitment.
 Undertake staff managerial supervision and appraisal and ensure that mandatory training is up to date.
 Manage complaints and compliments.
 Running of Multi-disciplinary team (MDT) meetings.
 Managing change and conflicts.

Employer name Kent and Medway Partnership trust

Employer address DGS CMHSOP
 Greenacres
 Bow Arrow Lane
 Dartford
 Kent
 DA2 6PB

Type of business Community Mental health services for older adults

Reporting to (job title) Community Mental health services for older adults

Telephone 07950447718

Your job title Senior Team leader

Start date April 2022

End date July 2022

Grade 8a

Salary 47200 plus fringe

Period of notice N/A

Reason for leaving (if applicable)

This was a second opportunity given to me at the time by my service lead.

Brief description of your duties & responsibilities

Duties include but not limited to –

- Bridging the gap between the locality managers leaving and starting in role
- Handover between the two locality managers – old and new
- Work with indirect and direct supervision with locality manager
- Be accountable to three areas namely DGS, SWK and Maidstone
- Business performance management including financial, quality and risks
- Support the Locality Manager to achieve KPIs
- Support the Locality Manager to monitor and take corrective action
- Support the locality manager to meet other targets
- Monitor and put systems in place to maintain high clinical standards, undertake audits. Be familiar with and be able to apply the Standard of operation policy in leadership
- Share visions and goals of the organisation and be a role model
- Communicate effectively with the teams and senior leadership team
- Be a change agent and take responsibility for staff well being, including covid issues
- Manage the day to day operations, negotiating appropriate resources for provision of a safe, quality service and which also demonstrates value for money and removing obstacles to progress wherever possible
- Develops working systems and processes to delivery safe care. Manage Complaints and compliments with the team leaders
- Conflict resolution and problem solving
- Attending meetings and supporting teams
- Undertaking supervision of staff
- Continuous CPD

Employer name Kent & Medway NHS & Social Care Partnership Trust

Employer address Medway CMHSOP
Elizabeth house
Holding Street
Rainham
Kent
ME8 7JP

Type of business Kent & Medway NHS & Social Care Partnership Trust

Reporting to (job title) Team Leader

Telephone Kent & Medway NHS & Social Care Partnership Trust

Your job title Occupational Therapist/Care coordinator

Start date November 2015

End date August 2018

Grade 6

Salary 34,172 plus fringe

Period of notice N/A

Reason for leaving (if applicable)

I got a band 7 job as team leader for DGS CMHSOP

Brief description of your duties & responsibilities

The job entails me care coordinating patients, caseload management, managing staff and students, supporting managers with managing the team supporting client from the time of referral to the service to discharge. Carrying out an initial assessment, carrying out standardized testing, home visits, supporting through diagnosis and post diagnosis. MDT working, working with patient with complex needs.

Employer name North East London NHS Foundation Trust

Employer address North East London NHS Foundation Trust
Home treatment team
Goodmayes Hospital
157 Barley Lane
Goodmayes
IG3 8XJ

Type of business Home treatment team

Reporting to (job title) Manager

Telephone 03005551201

Your job title Occupational Therapist

Start date July 2015

End date November 2015

Grade 6

Salary 32, 200 plus fringe

Period of notice N/A

Reason for leaving (if applicable)

I got a band 6 job in the memory clinic nearer my home in Kent

Brief description of your duties & responsibilities

This entailed me managing and supervising staff, I was involved in a gate keeping role of assessing a service user need to be accepted for intervention from the home treatment team or to be admitted in hospital in a safe and timely manner. I was able to complete appropriate assessments and care plans designed to meet the individuals' needs taking into account diversity. I was able to work in a holistic and individualistic manner to assess, plan, implement and evaluate a comprehensive care to the service users.

Employer name North East London NHS Foundation Trust

Employer address North East London NHS Foundation Trust
Home treatment team
Goodmayes Hospital
157 Barley Lane
Goodmayes
IG3 8XJ

Type of business Home treatment team

Reporting to (job title) Manager

Telephone 03005551201

Your job title Occupational Therapist
Start date September 2014
End date November 2015
Grade 5
Salary 25,700 plus fringe
Period of notice N/A

Reason for leaving (if applicable)

I got as band six role within the same team

Brief description of your duties & responsibilities

Managing and supervising junior staff members, carrying out assessment on a day to day basis with service users in a crises, by visiting them, supervising medication, assessing risks to self and others and managing this, carrying out OT interventions, signposting them to relevant organizations, supporting them in listening to their concerns and offering reassurance, liaising with their family and joint working with other Multi-disciplinary team members.

Gaps in employment

If you have any gaps within your employment history, please state the reasons for the gaps below.

None

Supporting information

Supporting Information Fields marked with an asterisk are mandatory

In this section you need to demonstrate that you have read the published person specification and how you meet the essential and (where relevant) desirable criteria for this particular post, if this has not been fully covered in the previous sections.

Please include your reasons for applying and take the opportunity to highlight your particular talents and strengths, (what you feel you can personally offer - what is unique to you - what sets you apart from your peers).

Please DO NOT include personal details or duplicate information already provided elsewhere in your application.

Supporting information

I am a highly motivated, creative and values-driven Occupational Therapist (HCPC-registered) with over 12 Years' experience across mental health services including Home Treatment Teams, Liaison Psychiatry, Older Adult Mental Health and Early Intervention in Psychosis (EIP), where I am currently a senior practitioner and team leader. I hold three degrees, BSc in Business Administration, BSc in Occupational Therapy and MSc in Senior Leadership which together strengthen my clinical and operational capability. I am passionate about recovery, person-centred care and developing people, services and systems so that individuals with complex and enduring mental health needs can thrive.

In my current role as a senior practitioner, I provide day-to-day clinical leadership, supervision and operational coordination, modelling reflective, authentic and compassionate leadership. I coach and support junior colleagues to strengthen occupational formulation, risk management and documentation. My support extends to colleagues who are not Occupational therapists including nurses and social workers. I design focused teaching, joint working and competency tools to embed consistent, high-quality practice. This has improved my confidence, sharpened my clinical reasoning and enhanced the quality and timeliness of care planning I provide. I am experienced at overseeing complex caseloads, chairing and leading MDT discussions, and enabling psychologically safe, evidence-based decision-making.

I have contributed to workforce planning and retention including involvement in an international AHP recruitment pilot supporting shortlisting in a band 8A post, interview panels and structured on boarding. This improved staffing stability and helped create conditions for staff to develop and remain in post. I am comfortable leading with clarity, addressing performance or conduct issues sensitively, and sustaining team morale and standards.

I bring a strong record of service improvement and innovation. In a previous post I helped design and implement a single-appointment dementia assessment/diagnosis/treatment pilot, streamlining access, improving patient experience and reducing avoidable delays. In EIP, I led the redesign of OT triage and functional assessment processes, introducing clearer prioritisation and leaner documentation templates, to shorten assessment turnaround times and support timely MDT decisions. I routinely contribute to pathway development, governance discussions and QI activity. These experiences align directly with the Band 8a remit to set strategic direction for OT, contribute to directorate objectives, and lead change that improves quality, outcomes and value.

I have extensive experience leading on Social Inclusion, Recovery and Wellbeing agendas, ensuring that services promote meaningful occupation, independence and community integration. I have been involved with discharge planning, panel meetings and assessments that support patients find suitable accommodation. I use strong communication with providers, identify barriers early, and use clear escalation pathways. I enabled timely step-downs, prevented placement drift, and ensured that support was graded appropriately. As a result, several service users transitioned from high-support placements into more independent accommodation within agreed timeframes, improving their quality of life.

My practice is grounded in occupational science, the biopsychosocial model and recovery principles. Recent work in EIP involved a person experiencing severe psychosis, disengagement and functional decline. By leading a collaborative plan completing a comprehensive OT assessment, coordinating with psychology and family, and crafting graded, meaningful activity we secured engagement, reduced crisis contacts and restored core ADLs, with the person progressing to structured voluntary activity. This is typical of my approach which I champion using clear clinical reasoning, partnership with carers, and strong functional goal-setting that strengthens autonomy, inclusion and wellbeing.

I have robust knowledge of safeguarding, the Mental Health Act/Mental Capacity Act interfaces, risk management, and the application of national and local policy in community settings. I am confident providing specialist OT advice to senior leaders and MDTs on function, risk, social inclusion and recovery-focused pathways. I am passionate about social inclusion and routinely build community-based, recovery-oriented plans in partnership with IPS services, and housing, voluntary sector and education providers. In one case of prolonged social withdrawal with negative symptoms, I coordinated a graded schedule with a community hub and IPS, increasing structured weekly activity, improving motivation and enabling enrolment in adult learning.

At Band 8a, I would confidently lead Social Inclusion, Recovery and Wellbeing agendas, and manage NELFT ISA-funded specialist community placements overseeing placement reviews, ensuring clinical relevance and throughput, and monitoring value for money alongside outcomes and experience.

I work effectively across wider health and social care systems, including primary care, acute trusts, local authorities, and the voluntary and community sector. I am comfortable advising Integrated Care Directors, Associate Directors and team managers, and contributing to Trust-wide OT/AHP forums to build professional identity, standards and consistency. I bring strong written and verbal presentation skills, the ability to translate complex clinical concepts for non-clinical audiences, and the credibility to influence at senior levels. I have a strong ability to communicate effectively across diverse teams and organisational levels, providing specialist Occupational Therapy insight to Integrated Care Directors, Associate Directors and team

managers. I work confidently within senior forums and contribute meaningfully to Trust-wide Professional Lead OT and AHP groups, using my communication, influencing and negotiation skills to uphold professional standards, shape service development and ensure that Occupational Therapy perspectives are fully integrated into strategic decision-making that aligns with other professional bodies and trust values.

I provide clinical and professional supervision to OTs, band five and six mental health professionals including nurses, social workers, students and support workers, and contribute to the development of STR and Peer Support Workers through structured coaching, reflective practice spaces and joint visits. I have designed and delivered training on OT assessment and formulation, functional risk assessment, DIALOG+, care planning, record-keeping standards and recovery-focused practice. I also develop evidence-based guidance and pathways to embed consistent, high-quality care.

I am proficient with RIO, DIALOG+, care planning, risk management and contingency planning and audit processes, and I support others to maintain high standards of clinical governance and documentation. I regularly monitor progress against plans, follow through on actions, and use insights from audit, incident reviews and feedback to refine practice.

I am an author and mental health advocate, with conference speaking experience on leadership, recovery and wellbeing. My leadership style is authentic, compassionate and respect while also being decisive and evidence-based.

Why I am a strong fit for Band 8a in Barking & Dagenham

I have proven supervision, coaching, workforce planning and MDT leadership aligned with directorate-wide responsibilities.

I have a very good track record delivering pilots, pathway redesign and QI that improve timeliness, experience and outcomes.

I am a specialist OT expert with highly developed assessment, formulation and complex care planning grounded in recovery and occupation.

I am confident advising senior leaders and contributing to Trust-wide AHP/OT groups to strengthen standards and identity.

I have strong documentation, audit and use of RIO/DIALOG+; committed to clinical governance and continuous improvement.

Armed forces

Are you a member of the UK Armed Forces community?

No

Application for employment

References

If you are successful, prior to appointment, we will take up as many references as needed to cover all activities, including periods of employment and full time education, that you have undertaken over the past three years. Any offer will be subject to these being satisfactory. Please ensure that you provide full contact details for your Employer/Line Managers or Course Tutors for each activity. Please include their **work email address** where possible to avoid any unnecessary delays.

If during the last three years you have any periods in which you have not been in either employment or full-time education please provide details of someone who can provide a character reference for you to cover this period. Character references should be provided by a person of standing in the community such as a Teacher, Health Care Professional (i.e. Doctor, Physiotherapist, Registered Nurse), Minister of Religion, Police Officer or Solicitor. **Character references should only be used in EXCEPTIONAL circumstances to cover periods of time when you have not been in either employment or education.**

Please use the "Add another" button below to add as many referees as required to meet the above requirements. Periods that referees cover may overlap but there should not be any gaps over the past three years.

Referee's title	Miss
Referee's first name(s)	Susan
Referee's surname	Sturdy
Referee's organisation name	East London NHS foundation trust
Job title	Operational Lead
How do they know you?	Employer / Line Manager
Address 1	City & Hackney EQUIP (Early and Quick Intervention in Psychosis)
Address 2	Vivienne Cohen House
Address 3	Homerton High Street
City / Town	London
County / State	Hackney
Postcode	E9 6AT
Country	United Kingdom
Telephone no.	020 3222 8000
Mobile no.	
Email address	s.sturdy@nhs.net
Can the referee be approached prior to the interview?	No
Period this reference covers from:	April 2024
Period this reference covers to:	December 2024
What name will the referee know you by if different	N/A

from your current name?

Why has your name changed? N/A

Referee's title Miss
Referee's first name(s) Anita
Referee's surname John
Referee's organisation name Kent & Medway NHS & Social Care Partners
Job title Operational team lead
How do they know you? Personal / Character Reference
Address 1 Kent & Medway NHS & Social Care Partnership Trust
Address 2 Greenacres
Address 3 Bow Arrow Lane
City / Town Dartford
County / State
Postcode DA2 6PB
Country United Kingdom
Telephone no. 01322 622207
Mobile no. 07480 565 778
Email address anita.john1@nhs.net
Can the referee be approached prior to the interview? Yes
Period this reference covers from: November 2015
Period this reference covers to: April 2023
What name will the referee know you by if different from your current name? N/A
Why has your name changed? N/A

Document checklist

You should have received the following additional documents with this pack:

- 7863470/B & D lead Occupational therapy JD - B & D lead Occupational therapy JD.pdf