

JOB DESCRIPTION IPOCH OCCUPATIONAL THERAPIST

JOB DESCRIPTION

JOB TITLE:	IPOCH Therapist
LOCATION:	Integrated placement of care hub, Leighton Hospital
RESPONSIBLE TO:	Clinical Service Manager
REPORTS TO:	IPOCH Team managers

JOB PURPOSE

An experienced and competent Therapist who has advanced discharge planning, assessment knowledge and skills providing support for the clinical service manager within the Integrated placement of care team (IPOCH). The post holder has some decision-making autonomy and is responsible and accountable for the development, education, and supervision of others. The post holder will work collaboratively and cooperatively with others to meet the needs of patients and their families and take an active part in facilitating safe and timely discharge from hospital, Pathway 2 beds, and ongoing assessments within community settings. The post holder will be expected to occasional weekends and Bank Holidays.

The IPOCH team is based at Leighton Hospital seeing patients within the hospital, Pathway 2 beds within care homes and supporting Pathway 1 patients within their own home in the community. The service we deliver allows many opportunities for excellent interdisciplinary working within the team and positive relationships with medical, nursing, and social care colleagues across hospital and community services.

This exciting new post will be the first Band 6 Therapist role within the IPOCH team, reporting to the IPOCH team leader who holds an Occupational Therapy registration. The post will be based within the IPOCH hub, predominantly working within the community in both Pathway 1 and Pathway 2 to assess and review patients to ensure flow within the service, focusing on the Home First approach. Our Pathway 2 beds are based around Cheshire, and the post holder would support in delivering the rehabilitation to these patients as well as working with the MDT in complex discharge planning.

As part of this post, you will be expected to supervise Band 4 and Band 3 members of the IPOCH GNA service who support patients in the community under Pathway 1. Supporting with moving and handling, equipment queries and complex care needs.

CLINICAL SKILLS

1. Provide a high standard comprehensive Therapy assessment and treatment to patients with complex presentation and provide clinical leadership and support to delegated staff.
2. Implement change and best practice in terms of patient flow, admission, and discharge arrangements according to service plans and objectives, by providing clinical expertise, advice, and guidance.
3. Work collaboratively with system partners to ensure that patient needs are met, especially in relation to on-going care needs.
4. Recognise and respond appropriately to urgent and emergency situations, ensuring that others do so.
5. Collect, collate, and report information, ensuring that accurate patient records/documentation are maintained, in line with professional standards, and local policies and procedure.
6. To work autonomously to manage a defined complex patient caseload whilst working as part of a multidisciplinary team.

7. To utilise advanced communication skills to ensure clinical advice and treatment programmes are delivered sensitively, taking into consideration the needs of carers.
8. To gain consent for treatment and motivate patients to comply with treatment programmes, overcoming barriers such as dementia, cognitive impairment, hearing, visual or speech impairment.
9. To undertake specialist clinical assessment, considering all relevant information and clinical reasoning to formulate evidence based individualised treatment plans in agreement with the patient.
10. To monitor progress and review treatment plans and interventions to facilitate the achievement of goals.
11. To provide appropriate verbal and written information for patients and carers where relevant.
12. To record and submit clinical activity data as required by the Trust in an accurate and timely manner.
13. To ensure the safe and timely discharge of patients from the caseload, liaising with other agencies as required.
14. To be responsible for safe and competent use of equipment including the provision of support, education and training to other staff, patients and carers as required.

CLINICAL GOVERNANCE

15. Promote the individual needs of the patient, by acknowledging preferences, rights, and choices, respecting privacy and dignity, and by promoting anti-discriminatory practice, alerting senior staff if patient care appears to be disrespectful or discriminatory.
16. Establish and maintain effective communication, maintaining confidentiality of information.
17. Continually monitor standards, by identifying risks, benchmarking, audit, and research, assisting the clinical service manager in the implementation of action plans
18. Implement and monitor systems and processes for ensuring the effective management of risk, accurate recording and reporting, and maintenance of all records and documentation.
19. Contribute to the content of policies, procedures and guidelines related to own clinical area, and others.
20. Ensure compliance with Trust and CCICP policies, procedures and clinical guidelines for self and others, alerting senior staff if practice appears to contravene policy, or if concerned about any aspect of patient care.

MANAGERIAL/LEADERSHIP

21. Participate in the development of services from the patient's perspective, making suggestions for change, and by leading on improvements under the direction of the Clinical service manager.
22. Initiate patient and public involvement activities in the ward area leading to service improvements.

23. Demonstrate effective clinical leadership by prioritising patient care, allocating, supervising, and evaluating the work of the team under the direction of the IPOCH Team managers.
24. Accept delegated line manager responsibilities by participating in the management of the team, recruiting staff, ensuring local induction, work-based learning and education takes place, and by providing clinical supervision, performance management and staff appraisal.
25. Deputise for the IPOCH Team managers, in the management and organisation of the Team when necessary.
26. Participate in the effective and efficient use of physical and financial resources, evaluating information to ensure the right numbers/skill mix of staff, equipment, and supplies are available, reporting any concerns.
27. Promote, monitor, and maintain a healthy, safe and secure working environment, ensuring compliance with legal and regulatory requirements, maintaining accurate documentation and reporting any concerns.

EDUCATION/LEARNING

28. Take responsibility for own learning by full participation in appraisal and clinical supervision, attending mandatory training, developing own “expert” knowledge and skills, maintaining a professional portfolio.
29. Provide induction, work-based learning and assessment of others designed to improve knowledge and clinical practice within the team, including compliance of others regarding mandatory training.

This job description is an outline of the role and function. It is not intended to describe all specific tasks.

Registered Therapists in CCICP have a responsibility to

- Maintain active status on HCPC register.
- Always act in accordance with HCPC Code of Conduct and guiding documents
- Maintain up to date skills and knowledge and maintain an awareness of professional issues.
- Maintain a professional portfolio.
- Adhere to Trust policy, procedures, and guidelines,
- Adhere to Trust standards of behaviour and expected performance.

PERSON SPECIFICATION – IPOCH OT Band 6

	ON APPOINTMENT	DEVELOPMENT IN POST	ASSESSED BY
QUALIFICATIONS KNOWLEDGE	<ul style="list-style-type: none"> • AHP Degree • Post registration qualification/evidence • Detailed knowledge of professional accountability and NHS issues • Knowledge of national discharge pathways • Importance of equality, diversity, and rights in patient care • Experience of complex discharge planning and assessment of needs in acute or community settings. 	<p>Evidence of advanced knowledge with MCA and Best Interest Assessments.</p> <p>Evidence of practice.</p>	<p>A & I</p> <p>A & I</p> <p>A & I</p> <p>I</p> <p>I</p> <p>I</p>
SKILLS	<ul style="list-style-type: none"> • Excellent communication skills, different communication needs of patients in different settings. • Participate/chair meetings/discussions. • Participated in changes to practice. • Ability to present information logically, verbally and in writing. • Ability to manage own workload, co-ordinate the work of others. • Leadership and management skills • Teaching and assessing skills • Research and audit skills • Contribution to policy development • IT skills/email 	<p>Evidence of advanced skills</p> <p>Evidence of contribution to meetings/discussions outside the team</p> <p>Evidence of leadership skills</p> <p>Production of policies, guidelines</p> <p>Evidence of practice</p>	<p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p>
PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> • Broad range of clinical expertise • Examples of effective team working • Acute or community complex discharge planning skills • Assessment of long-term needs • Assessment of equipment provision 	<p>Evidence of leadership and management skills</p>	<p>A & I</p>
PHYSICAL REQUIREMENTS (reasonable adjustments made under DDA)	<ul style="list-style-type: none"> • Good attendance record • Ability to perform a wide range of duties according to the Job Description • Car driver • DBS checked. 		<p>A & R</p> <p>A & I</p>

KEY: Application form = A, Interview = I, References = R