

Job Description

1. Job Details

Job Title: Specialist Occupational Therapist, Dementia Rapid Response Team.81

Reports to: Clinical Service Manager Community

Accountable to: Advanced Clinical Specialist Occupational Therapist

Band: AfC Band 6

Main Location: As advertised

2. Job Summary

- To manage a caseload, using evidence based, client-centred practice to assess, plan, implement and evaluate interventions.
- To develop OT Therapeutic interventions within the team (individual and group) for all clinical pathways, utilising and promoting the use of standardised OT assessment and treatment pathways in your area participating in regular audit and R&D activities.
- To provide professional supervision and training for other staff and students.
- To participate in the planning, development and evaluation of clinical services using OT clinical skills and knowledge.
- To provide specialist OT clinical advice on the assessment and intervention of clients' occupational and functional needs.
- To develop and champion excellent practice.
- To develop collaborative partnership working with our external partners within the neighbourhood for example GP's, nursing homes and voluntary sector,
- To utilise RCOT recommended resources and recommendations to inform development of clinical practice.

6. Key Responsibilities Clinical

- Be responsible for delivery of occupational therapy (individual and group interventions) within the team, prioritising clinical needs to provide an effective service. To work with a caseload of service users with a range of mental health needs to identify OT goals as part of the overall care plan, using specialist mental health and OT assessment and treatment tools and pathways.
- Work with a caseload of service users with complex mental health needs to identify OT goals as part of the overall care plan, using specialist mental health holistic team assessments and OT assessments, treatment tools and pathways. Monitor, evaluate and

modify treatment for service users to measure progress and ensure effectiveness of intervention.

- Identify and assess the occupational needs of service users within the team. Implementing clear referral systems and care pathways for the occupational therapy service, prioritising clients according to need
- Plan and implement individual and/or group interventions, in collaboration with the service user and their carers, using graded activity to achieve therapeutic goals.
- Monitor, evaluate and modify treatment for service users with complex needs in order to measure progress and ensure effectiveness of intervention.
- Demonstrate understanding of the effect of disability and recommend adaptations to the client's physical and social environment.
- Facilitate service user and carer empowerment and choices for occupational participation, determining their own lifestyle within the contexts of health promotion.
- Provide support to service users, extended support network as appropriate.
- Utilise standardised OT assessments and interventions for care pathways, for clinical practice delivery
- Participate in the duty clinician rota to support the referral process as required in the team.

Communication

- Apply a comprehensive range of communication skills with users and carers, team members, OT colleagues and external agencies for people with a range of health needs, to provide and receive complex, sensitive information to people where there are barriers to understanding.
- Effectively work as a member of the multi-disciplinary team and implement core decisions with regard to service users care programmes.
- Actively involve and educate service users, carers and teams regarding aspects of Occupational Therapy provision Actively involve and educate service users, carers, and teams regarding aspects of Occupational Therapy provision.
- Effectively work as a member of professional and team management structures.
- Represent OT within the team and support the Community OT Lead on professional and wider networks as appropriate.
- Link with relevant special interests' groups, both internal and external to the Trust and to share good practice with service area.
- Promote service user and carer involvement, ensuring that autonomy and choice are embedded into the philosophy of the team.

Documentation

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

Leadership, Supervision and Appraisal

- Review, reflect and change own practice through effective use of professional and operational supervision and appraisal.
- Provide effective supervision, appraisal, and support to designated staff.
- Apply clinical and operational leadership skills through the management of dedicated projects.
- Actively demonstrate the use of evidence-based interventions with service users, and share this knowledge across the Trust

Training Staff and Students

- Identify with junior OT staff their training needs and PADR development plans.
- Undertake the planning and implementation of the induction, training and education of students and other staff. This will include working with
- Be responsible for the supervision of OT students on practice placement within the neighbourhood and be part of the wider HEEM work on development of student placements
- Participate in the development and delivery of the OT and inter-professional training plans.
- Be a clinical resource and offer expert guidance and supervision to other OTs in a particular area of practice.

Professional Ethics and Development

- Comply with the RCOT Professional Standards for Occupational Therapy Practice, Conduct and Ethics, HCPC standards and national and local procedures and guidelines and facilitate compliance of staff.
- Respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to those needs.
- Demonstrate the ability to reflect on complex ethical issues and to provide guidance to junior staff.
- Demonstrate an ability to apply complex skills and knowledge commensurate with maintaining a specialist level of professional practice.
- Demonstrate ongoing personal development through participation in internal and external development opportunities, recording learning outcomes through maintaining and developing a professional portfolio for CPD.

Service Development and Delivery

- Participate in evaluation and audit of practice, clinical pathways and protocols within service area and corporate OT as required.

- Actively participate in the delivery and review processes of the OT Strategy and local service delivery.

- Work collaboratively as a member of the multi-disciplinary/inter-agency team to support the planning and achievement of local service objectives.
- Contribute to the development of local OT service provision in collaboration with senior staff.
- Participate in development of local OT service provision in collaboration with senior staff.
- Participate and lead in the embedding of the care pathways across the division.
- Utilise specific standardised occupational therapy assessments and interventions and to share this knowledge with other Trust OTs.
- Actively develop service user and carer involvement in all areas
- To lead and promote innovative practice in development of positive dementia care culture within services

Clinical Governance and Quality Standards

- Actively contribute to the Trust, Directorate and Team's Clinical Governance activities and be involved in achieving the quality agenda
- Apply an understanding of the application of national guidance and legislation relating to health and social care in Mental Health service provision.

Line Management, Staff and Budgets

- Exercise good time management, punctuality and consistent, reliable attendance
- Participate in the selection, recruitment and retention and line management of allocated staff, in collaboration with relevant staff.
- Facilitate compliance of staff with national, Trust and local policies and guidance in order to maintain a safe environment and good working practices.

Research and Practice Development

- Contribute to and support research activity within the local/Trust-wide OT service.
- Demonstrate the ability to evaluate current research, apply it to practice and disseminate findings at a local level.
- Broaden research and development skills through participation in local audit and research projects.

7. Communications And Working Relationships

Local multi-disciplinary team

Managers for the team

Lead OT

OT Special interest group

Occupational Therapists within the Trust: As Required

Other Trust departments, external agencies and specialist sections, as required

3. General

All employees are expected to comply with statutory requirements and the Trust's employment policies while carrying out their work. This post is one of continual development and the post holder will be encouraged to develop skills and capabilities, including participation in projects and training events. Accordingly, the range of duties and responsibilities outlined above may change from time to time to reflect the changing needs of the organisation. There will be an expectation to work flexibly as the team develops to cover an out of hours 7 days a week service.

Equal Opportunities

The postholder must, at all times, carry out his/her responsibilities with due regard to the Trust's Equal Opportunities Policy.

Performance Review

Overall performance will be formally assessed and reviewed regularly, with additional informal assessment taking place as necessary.

Health & Safety

All employees are subject to the Health and Safety at Work Act. The postholder is required to proactively comply with their duties as described by the Trust Policy and objectives for health and safety.

Confidentiality

All employees are required to work in a confidential manner in all aspects of their work.

Information Governance

The Derbyshire Healthcare NHS Foundation Trust requires its staff to comply with Information, Governance-related standards and policies at all times when dealing with confidential information, which includes any information relating to the business of the Trust and its service users and employees.

All NHS employees are bound by a duty of confidentiality and must conduct their duties in line with the NHS Confidentiality Code of Practice, Data Protection Act and Freedom of information Act.

Post-holders must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately and kept up to date. The post-holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

All Information obtained or held during the post-holder's period of employment that relates to the business of the Trust and its service users and employees will remain the property of the

Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

Any breach of confidentiality or computer misuse could lead to disciplinary action, and in serious cases could result in dismissal. Breaches after the post-holder's employment has ended could result in the Trust taking legal action against them.

Post-holders must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

Infection Control

All staff have a responsibility to appraise themselves of how the prevention of the spread of infection relates to their role. They have a responsibility to ensure they are aware of Trust policies and procedures in relation to infection prevention and control and ensure that they comply with them in fulfilling their role.

Values

As an employee of Derbyshire Healthcare NHS Foundation Trust, you are required to adhere to the Trust's overriding value of putting "patients at the heart of everything we do". In recognising both the values expressed in the NHS Constitution and the Trust Values you will demonstrate.

People first – We put our patients and colleagues at the centre of everything we do

Respect – We respect and value the diversity of our patients, colleagues and partners and support a respectful and inclusive environment **Honesty** – We are open and transparent in all we do

Do your best – We work closely with our partners to achieve the best possible outcomes for people.

Safeguarding – The action we take to promote the welfare of children and vulnerable adults and protect them from harm

SAFEGUARDING CHILDREN & VULNERABLE ADULTS IS EVERYONE'S RESPONSIBILITY

All staff working within Derbyshire Healthcare NHS Foundation Trust who come into contact with children, young people and/or their families/carers, including those who are non-clinical and those who work predominantly with adults has a duty within their role and responsibility to ensure that they understand what is required of them as an individual and as part of the wider organisation to keep children and vulnerable adults safe.

9. Job Description Agreement

Job Holder's Signature Date

Senior Officer/Head of Department's Signature

Title Date

Job Description Additional Information

Physical Effort

- Due to the broad geographical area this post covers the post holder will need to be a car driver or to demonstrate that they can travel within the area frequently, transporting Service Users as needed occasionally, without compromising service needs.
- The post holder is expected to work with Service users in their homes and occasionally they will need to be aware of and respond to hazards.
- The post holder will need to be computer literate and use of IT systems daily.
- Frequent, light physical effort for short periods of time – driving, walking short distances, computer use.

Mental Effort

The working environment is one of unpredictability, due to the needs of the patient group. The work pattern requires frequent concentration when assessing the needs of the patients where the work can be both predictable and unpredictable. There will be times when the post holder will need to deal with patient crisis.

Emotional Effort

- The post holder may experience occasional verbal or physical abuse and aggression.
- May need to deal with safeguarding incidents and may be called to give evidence in some cases.
- There may be occasional exposure to distressing or emotional circumstances; and difficult family situations/patients or clients with challenging behaviour.

Working Conditions

The post holder will be working in the community setting within personal environments where there at times unpleasant smells and odours may be present. The post holder may be in contact with unpleasant conditions that relate to suicide, self-harm and potential aggression from patients who may be suffering from a degree of distress.

Job Appendix Agreed

Job Holder's Signature Date

Senior Officer/Head of Department's Signature

Title Date

PERSON SPECIFICATION

Specialist Occupational Therapist, AfC Band 6

Area	Essential	Desirable
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Attainment/ Qualifications	<ul style="list-style-type: none"> • HCPC-registered Occupational Therapist • Degree/Diploma in Occupational Therapy • Post-graduate training 	<ul style="list-style-type: none"> • L'APPLE accreditation • Membership of OT professional body and/or special interest group
Skills	<ul style="list-style-type: none"> • Commitment to client-centred recovery practice • Skills in applying evidence-based practice • Skills in understanding team dynamics • Ability to build effective working relationships • Ability to work autonomously and set own priorities • Supervisory/appraisal skills • Ability to reflect and critically appraise own performance • Ability to analyse and resolve professional and ethical issues • Ability to respond efficiently to complex information within tight deadlines • Effective leadership skills • Comprehensive range of high-level verbal and written communication skills • Planning and decision-making skills • Computer literate • Training and facilitation skills • Group work skills • Ability to work flexibly and under pressure • Commitment to student and staff supervision • Commitment to lifelong learning 	
Knowledge/ Experience	<ul style="list-style-type: none"> • Relevant, post-preceptorship experience as an OT. • Relevant experience of working with people who have severe and enduring needs. • Knowledge and application of theoretical models of practice. • Understanding of Mental Health conditions and treatment models. • Working knowledge of Clinical Governance. • Understanding of RCOT Professional Standards for Occupational Therapy Practice, Conduct and Ethics and OT core skills, and their application in practice. • Knowledge of the principles of risk assessment and risk management. • Working knowledge of the principles of CPA (Care Programme Approach) where appropriate. 	<ul style="list-style-type: none"> • Knowledge of mental health conditions • Experience of partnership working
Area	Essential	Desirable

	<ul style="list-style-type: none"> • Knowledge of legislation relevant to mental health and specialist practice where appropriate. • Evidence of service user and carer involvement activity • Full and valid, UK driving licence 	
Values	<ul style="list-style-type: none"> • <i>People first</i> • <i>Honesty</i> • <i>Respect</i> • <i>Do your best</i> 	