

**Job Description
& Person Specification**



**Job Title: Occupational Therapist for Islington
Urgent Response & Recovery Team (IURRT)
Grade: Band 6**

'Helping local people live longer, healthier lives'.

JOB TITLE: Occupational Therapist – Occupational Therapist for Islington Urgent Response & Recovery Team

GRADE: Band 6

DIRECTORATE: ACS

HOURS OF WORK: 37.5 hours per week. Monday – Sunday

RESPONSIBLE TO: Service Manager

ACCOUNTABLE TO: Associate Director of Nursing ACS

BASE: Hornsey Rise Health Centre

OVERVIEW OF THE POST

The Occupational Therapist will work as a part of the multi-disciplinary UCR team including health and social care colleagues to meet the needs of patients referred to the team, ensuring the highest possible standards of practice.

The service operates 08:00-22:00 7 days per week.

The post holder will work in the rapid response and virtual ward team which is part of the wider multi-agency Islington Urgent Care Response service which supports hospital discharges and admission avoidance.

IURRT is co-located and integrated with therapy and adult social services colleagues and aims to respond to patient referrals in the community within 2 hours to prevent admission to hospital.

The post holder will primarily be working in Islington borough but may be required to see patients in other NCL boroughs.

The IURRT aims to prevent inappropriate presentations to A and E from community, facilitate early discharges from hospital by acting as the gateway to Community Services within the North Central London however predominantly Islington.

The post holder will conduct assessments for patients referred by GPs, paramedics, care homes, Accident and emergency and wards from the hospitals.

The team provides an integrated multi-professional assessment of health and social care needs. The post holder will assess and make recommendations to ideally avoid the need for the patient to be conveyed to hospital or to prevent readmission following a presentation to hospital where the patient's health and social care needs can be met in their own home. The post holder will be responsible for identifying the need for onward referral to integrated health and social care community services for appropriate intervention and follow up. The team also provides necessary equipment's to maintain clients at home when required following assessment.

KEY RESPONSIBILITIES

- Demonstrate specialist theoretical knowledge of complex acute and long-term pathologies and impairments in the assessment of clients.
- Work closely with other health professionals and social services and provide specialist Occupational Therapy advice in meeting the needs of the clients.
- Conduct a thorough holistic Occupational Therapy assessment of clients, obtaining consent in accordance with professional guidelines and local team procedures.
- Recommend appropriate interventions to promote functional independence and safety, utilising effective clinical reasoning skills and evidence-based practice.
- Complete individual plans of care for clients who require input from integrated community services bed-based or home-based rehabilitation input.
- Maintain effective multidisciplinary communication with other members of the team and the wider clinical network to ensure that client's needs are met.

- Provide specialist Occupational Therapy advice and support to client, carers and relatives based on clinical evidence and reasoning.
- Ensure safe, appropriate, and effective provision, installation, education and demonstration of equipment.
- Participate in MDT meetings and complex family conferences.
- Ensure management of clinical risk with complex patients.
- To be able to identify when and how to terminate involvement or refer onwards to appropriate teams/services and complete input in a timely, seamless manner.
- Seek guidance from more experienced colleagues when required.

CLINICAL

- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
- To be a competent practitioner and to be able to assess a referred patient at first point of contact.
- To manage complex clinical situations, demonstrating clear clinical reasoning from own observations and interventions to enable safe, timely transfer of care to community services.
- To prevent unnecessary hospital admissions by responding to LAS, GP's, community colleagues and actively identify patients in conjunction with health colleagues from the Emergency Department, Clinical Decision Unit, and short stay wards.

- To provide Occupational Therapy assessment and treatment of patients who may have acute, complex and or chronic presentations. To determine clinical diagnosis and therapy treatment indicated and seek advice from senior staff as required.
- To undertake comprehensive Occupational Therapy assessment and documentation of physical, psychological, social, and spiritual needs of patient care plan accordingly.
- To be a role model to team members to ensure that they are motivated, and all their practices are clinically effective, and that Occupational Therapy and team plans of care are carried out to the agreed standard.
- To ensure a high standard of clinical care for patients under your management and support junior staff to do likewise.
- Ensure management of clinical risk with complex patients, using advanced clinical reasoning skills.
- Through holistic assessment to implement Occupational Therapy intervention and in conjunction with social care, locality colleagues and private providers ensure patients and carers on-going needs are met by community services.
- To work within the clinical effectiveness framework using the best available evidence, research, and audit to plan, implement and evaluate care standards of Occupational Therapy intervention.
- To participate in the development and teaching of junior staff, students on placement and new starters in the team
- To be able to delegate clinical work appropriately, ensuring that staff have the required level of competency to undertake and perform delegated duties and tasks.
- To be able to recognise own limitations and seek help/guidance when appropriate.

MANAGEMENT

- To report all clinical and non-clinical incidents or near misses promptly and when required, to co-operate with any investigation undertaken.
- To ensure efficient and effective use of resources within own practice maintaining high level of clinical efficiency and clinical effectiveness in work area to utilise resources to the full and report defects in equipment in a timely manner.
- To undertake formal and informal supervision of staff as directed and actively participate in own clinical supervision.
- To understand the implication of and work in conjunction with relevant Health and Social Care policy within the team e.g. Safe Guarding Adults process.
- To promote the local and national priorities of health care delivery e.g. Long Term Conditions and National Services Frameworks.
- To independently analyse and manage complex changing clinical situations in conjunction with supporting staff and any junior members of the team.
- Assist in the development and monitoring the quality of the Rapid Response Team service and contribute to the development of quality measures, including the full audit process.
- To work in full partnership with manager, senior staff, senior therapists within Whittington Health and other disciplines and organisations to actively assist and influence the shape of service delivery.

LEADERSHIP

- To recognise and promote own professional identity within the team.
- To be able to delegate appropriately, ensuring that staff are competent to undertake and perform delegated duties and tasks.
- To act as a mentor/preceptor to new staff, junior staff, students both health and social care and other non-qualified team members and support them to achieve their learning objectives.

- To participate in the Appraisal process and in so doing identify training needs for self and delegated members of the team and encourage access to professional development opportunities.
- To provide spontaneous and planned advice and teaching to patients, relatives, carers, and other professionals to promote understanding of the aims of physiotherapy, and to ensure a consistent approach to patient care.
- To provide highly specialist advice to physiotherapy colleagues working in other clinical areas regarding the management of adult patients in the community.
- To provide specialist advice, teaching and training to other members of the MDT regarding the management of patients in the community.

COMMUNICATION

- To have the ability to interpret and communicate, complex and sensitive information to patients, carers and members of the multi -disciplinary team, where there are barriers to communication i.e. use of interpreters, receptive/cognitive pathologies or excess noise.
- Be able to adapt complicated and sensitive information into a simplified form to clients who may be seriously ill or have complex or long-term conditions.
- Clearly convey complex information to small and large groups for example if raining or undertaking education sessions.
- Promote an awareness of the Occupational Therapy role within the team, negotiating priorities where appropriate.
- Promote and encourage the ethos of rehabilitation/enabling through demonstration, example, and support.
- Demonstrate ability to appropriately work with barriers to communication and communicate with a sympathetic and empathetic approach to patients and carers.
- Participate in the operational planning, implementation, evaluation and audit of practice, clinical care pathways and protocols within own clinical area.
- Participate in the development of the Occupational Therapy role within own clinical area.

HEALTH AND SAFETY

- To develop a working environment and culture that promotes health, safety, and security.
- To be conversant with and adhere to Trust policies.
- To ensure the correct use of equipment and supplies and report any concerns in relation to non-functioning/potentially unsafe equipment.
- To have responsibility for the health, safety and welfare of self and team members and to comply at times with the Health and Safety regulations including the Lone Working Policy.
- To minimise the risk of cross infection and be conversant with the Trusts infection control policy.

RESEARCH

- To keep up to date, implement and monitor current research-based practice.
- Assist in the development and monitoring of the Rapid Response Service and contribute to the development of quality measures, including Occupational Therapy Outcome Measures and relevant Audit processes.
- Promote current Occupational Therapy Research and Evidence Based care within the team.
- Participate in the operational planning, implementation, evaluation and audit of practice, clinical care pathways and protocols within own clinical area.

CLINICAL GOVERNANCE

- To comply with and participate in the implementation and development of departmental and Trust policy, and to use team leader role to ensure adherence within the team.
- To ensure all members of your team attend the Trust's mandatory training.
- To implement the department's therapeutic handling policies, ensure the adherence to the Trust's mandatory training and that all of your team members attend the relevant training.

- You will be involved in the clinical service developments of adult community physiotherapy and gain support from the clinical manager on managerial and organisational development issues of such project
- You will comply with, and be participative in, existing physiotherapy audit programmes and you will be expected to suggest new audit programmes, which may assist in development of a better physiotherapy service.
- To ensure all equipment and staff within the team comply with health and safety policy and standards, liaising with management for new and replacement items as required and ensuring staff are competent to use equipment through training and supervision.
- To identify incidents and ensure that all members of your team adhere to the Trust's incident reporting protocol.
- To ensure adherence to the Health and safety policy within the team

Equal Opportunities

It is the aim of the Trust to ensure that no job applicant or employee receives less than favourable treatment on grounds of sex, marital and civil partnership status, gender reassignment, pregnancy and maternity, race, colour, creed, religion or belief, physical disability, mental health, learning difficulty, age or sexual orientation and is not placed at a disadvantage by conditions or requirements that cannot be shown to be justifiable. To this end the Trust has an equal opportunities policy and it is for each employee to contribute to its success. The hospital has a single equality scheme, which underpins its duty to promote equality. You can access a copy of the scheme on the trust's website.

Infection control

All staff have a responsibility to prevent and control infections within the Whittington. This includes ensuring personal and team compliance with all relevant policies; especially hand hygiene, the trust dress code, and MRSA screening policies.

Working patterns

Therapists will be required to work 08.00- 20.00 and this includes weekend working.

The Trust is currently exploring ways in which patients can be given more choice about when they can attend appointments at the hospital. In order to make this possible there may be a future requirement for administrative staff scheduling appointments for patients to contact them by telephone in the evenings or at weekends. This means that administrative staff may be required to work a shift pattern in future. Shifts will not normally operate beyond 8pm in the evenings and appropriate pay enhancements will apply. Staff will be consulted about the introduction of / changes to shift systems.

Staff working in any department where an on 'call rota' operates will be required to participate in the rota. Managers will discuss with staff the level of 'on call' cover required taking into account their individual circumstances.

Staff in nursing posts may be requested to work in any area throughout the Trust by the matron or the site manager.

Health & Safety Policy

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Safeguarding children and child protection

It is the responsibility of all staff to safeguard children and promote their welfare. Child protection issues if identified must be notified promptly in accordance with trust policy and procedures.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action, which may result in dismissal.

Confidentiality

You are required to maintain confidentiality of any information concerning patients or staff which you have access to or may be given in the course of your work, in accordance with current policy on confidentiality at Whittington Health.

Whittington Promise to Patients

Whittington Health expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times. You are expected to contribute to improving our patients' experiences by delivering the Whittington Promise:

- We will be clean
- We will be welcoming and caring
- We will be well organised
- We will offer the best possible treatment
- We will give you information and listen to what you tell us

Carbon Reduction

All staff have a responsibility to contribute to a reduction in the organisation's carbon footprint. You should actively encourage others through your own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Whittington Health NHS Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official identification badges.

No Smoking

Whittington Health promotes a No Smoking Policy as part of employee's healthy living style. You will be required to work within the framework of this policy. Smoking is not permitted within Whittington Health premises.

Method of Payment

Payment of salaries is made into your bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There is no facility for any other form of payment.

