

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job title	Specialist Occupational Therapist
Pay band	6
Directorate	Patient Services
Dept Base	Community Stroke Services
Hospital site	Regent Point
Supplementary Information Attached:	Organisation Chart Person Specification

2 Job Purpose

- To provide a high standard of occupational therapy care to complex and highly complex patients within Community Stroke Services evidencing high level problem solving, reasoning skills and independence of judgement.
- To provide day to day supervision of junior and support staff and students working in the specialist area.
- To provide an in-reach service to acute and rehabilitation in-patient settings to provide screening assessment to determine which patients are appropriate for the service and co-ordinate and support a safe transfer home.
- The specialist practitioner is the clinical lead for the Occupational Therapy Service within Community Stroke Services highly providing specialist knowledge within the Trust and externally to therapists and other health care professionals from secondary and primary care.

3 Dimensions

- To carry a caseload of complex and highly complex patients within Community Stroke Services providing specialist therapy assessment and treatment.
- To be an active member of the inter-disciplinary team to ensure a consistent, equitable and high-quality evidence-based service is developed to meet the needs of patients.
- To highly provide specialist advice, education and training relating to occupational therapy for stroke patients within the Trust and externally to therapy and health care professionals in secondary and primary care across the region.
- To be responsible for own continued professional development and facilitate a learning culture within the team undertaking audit and practice development
- To be actively involved in the education of occupational therapy students.

4 Organisational arrangements

Reports to:	Advanced Occupational Therapist
Professionally accountable to:	Head of Occupational Therapy
Staff Responsible for:	Rehabilitation Assistants

5 Knowledge Training and Experience

- The post holder is expected to:
 - Hold a degree or equivalent diploma in Occupational Therapy.
 - Be state registered with health & care professions council.
 - Significant experience plus post graduate experience in a physical setting.
 - Have an in-depth knowledge of health and social care policy, risk assessment and management.
 - Have in-depth clinical knowledge of stroke and its impact on a patient's functional ability.
 - Have a highly specialised understanding of occupational therapy theory, clinical practices and procedures within stroke environment.
 - Have extensive knowledge of a range of specialist disability equipment, eligibility criteria and procedures/policies relevant to the provision of disability equipment, minor housing adaptations.
 - Highly have specialist knowledge of moving and handling legislation and knowledge of current moving and handling best practice and associated equipment. Acting in an advisory capacity to other health care professionals.
 - Have the ability to reflect and critically appraise own performance so to maintain own continued professional development (CPD) participating in internal and external development opportunities, recording learning outcomes in a portfolio.
 - To be involved in the promotion of occupational therapy outside the service e.g. within the directorate ensuring occupational therapy is incorporated into any new developments if appropriate. An active member of special interest group.
 - Have an excellent understanding of professional ethics and their application into practice.
 - Keep up to date with new trends and developments in area of work ensuring evidence-based practice/clinical governance is used to inform clinical practice within the team.
 - Lead and actively participate in team in-service training within the team.
 - Experience in supervision of therapists, support staff and students.
 - Car driver.

6 Skills

Communication and Relationships

- To provide and receive highly complex patient information including diagnosis and prognosis, which may be sensitive and where there may be barriers to communication due to sensory disability, speech/physical deficits and cognitive/psychological dysfunction. Developed use of verbal and non-verbal communication tools will be required.
- To communicate with patients and carers to assess capacity and gain required level of consent for their treatment.
- To use highly developed skills of reasoning, persuasion and reassurance to establish a therapeutic relationship in highly complex cases. To gain co-operation and maximise patient and carer involvement in identifying and selecting appropriate therapeutic goals and interventions.
- To communicate complex and highly complex patient related information effectively with multi-disciplinary team colleagues including medical, nursing, social work and other therapy colleagues to ensure delivery of a co-ordinated multi-disciplinary service to patients. This will include attendance at MDT rounds, ward rounds, case conferences and patient care situations on the ward, communicating the occupational therapy aspects of patients care and ensuring its integration into the patient's overall treatment plan.
- To communicate effectively and work collaboratively with the primary care teams, external agencies and local authority services across the region who may be involved in the ongoing management of the patients care post discharge including community nursing services, GPs, social work, community and local authority occupational therapy services; communicating the occupational therapy aspects of patients care and their progress.
- To take an educational role highly providing specialist knowledge and advice relating to strokes for occupational therapy colleagues within the service and across the region, interdisciplinary colleagues within secondary and primary care.

Analytical and Judgmental Skills required for the post

- To interpret and analyse a range of clinical and non-clinical facts relating to patients presenting with a wide range of complex and highly complex medical/neurological conditions.
- To undertake a comprehensive highly specialist assessment of patient's occupational performance and risk evaluation.
- To act as a case manager to co-ordinate a safe, supported transfer from hospital.
- To provide high level analysis of client's needs in order to organise appropriate care packages to support them in their own home and monitor and adjust such packages
- Plan and implement an appropriate programme of occupational therapy for patients using advanced clinical/diagnostic reasoning to determine the most appropriate interventions from a range of occupational therapy options. Balancing the complex interaction of patients and carer's choice, patient's independence, risk and safety, views and opinions of other health care professionals, which may be conflicting, and eligibility for services/equipment.
- To monitor and review patient progress within their treatment programme through ongoing re-evaluation of clinical and non-clinical facts and information adjusting and modifications to plans as required.

Planning and Organisational skills required for the post

- To be responsible for a caseload of complex and highly complex patients within Community Stroke Services working without direct supervision.
- To plan organise and highly deliver specialist occupational therapy to these patients using advanced clinical/diagnostic reasoning, critical, thinking reflection and analysis to inform practice.
- To facilitate timely and safe hospital discharge for patients receiving occupational therapy collaborating with carers, secondary, primary care and local authority staff and services across the region.
- To prioritise own workload organising care effectively, balancing clinical and non-clinical commitments and effective use of time.

Physical dexterity skill requirements

- To demonstrate highly developed dexterity for assessment and application of a range of occupational therapy interventions including splinting, therapeutic handling of patients with complex needs.
- Car driver

7 Key result areas**Patient / Client care**

- To work as part of a multi-disciplinary team delivering care to highly complex patients within a clinical area to proactively identify those patients who have the potential to benefit from occupational therapy intervention.
- To formulate and review prioritisation criteria in conjunction with the interdisciplinary team and communicate the criteria to referrers at agreed intervals.
- To critically evaluate assessment tools/ outcome measures to highly provide specialist assessment procedures. Developing new evidence-based techniques and approaches, as and where appropriate.
- To undertake comprehensive occupational analysis and risk evaluation to identify patients' functional needs in the physical, cognitive, perceptual, psychological and social domains including those with diverse and highly complex presentations.
- Highly using specialist clinical reasoning skills and clinical knowledge to determine appropriate occupational therapy goals and interventions with patients and carers based upon knowledge of evidence-based practice and available treatment options.
- To motivate and encourage patients' active participation in all aspects of their occupational therapy care.
- To lead environmental risk assessments in the patient's home to assess risk, safety and the impact of disability equipment, minor adaptations. Provide education and advice to patients and their carers as required. Co-ordinate health and social care professionals prior to and during the assessment visit, analysing the outcome of the assessment to inform future care package and service provision.
- To refer on for additional assessments or services from external agencies e.g. for housing adaptations, home care, community OT assessments.
- To prescribe specialist disability equipment and minor housing adaptations. To make recommendations and refer on for major housing adaptations.
- To provide specialist education and advice to patients, carers and other health care professionals, on all aspects of specialist disability equipment providing practical training in its safe use and application in relation to the specific needs of the patient e.g. wheelchairs, hoists.

- To monitor, evaluate and modify treatment to ensure treatment is carried out in the most appropriate and effective way and to the highest possible standard.
- To advise the multidisciplinary team regarding a patient's level of function, safety and risk for hospital discharge.
- To organise appropriate care packages to support them in their own home and monitor and adjust such packages.

Policy and Service Development

- To carry out all duties and responsibilities within the requirements of College of Occupational Therapists, Trust and departmental policies, procedures and standards.
- To carry out all duties in accordance with local clinical protocols and standards implementing Trust and Departmental policies.
- To identify and discuss with Team Lead and MDT colleagues any potential areas for service improvement or change based on current evidence and knowledge.
- To evaluate and develop evidence-based practice through audit informed by a critique of published research.
- To comment on and contribute to proposals for change in clinical or department policies identified and proposed by others as requested.

Financial and Physical Resources

- To be responsible for the safe use of equipment by self and patients in the care of the post holder.
- Responsible for the safe hand over of specialist disability equipment, which may have significant financial value e.g. hoists, specialist seating.
- Responsible for ensuring a safe working environment is maintained within assessment areas, ensuring resources of significant value are stored securely.

Human Resources

- To have day to day responsibility for the supervision of junior and support staff undertaking appraisal and competency/performance management and in doing so facilitating their professional and personal development.
- To be actively involved in pre & post-registration training within the Trust and local universities relating to Occupational Therapy in strokes and contribute to national training.
- To supervise occupational therapy students on practice placement education, planning, assessing and teaching the student and liaising with university staff.
- To provide specialist advice and education on occupational therapy issues as requested by ward staff and other members of the multi-disciplinary team e.g. work experience students and students from other professional groups.
- To lead and participate in the delivery of the in-service training programme with the team.
- To demonstrate a commitment to own continued professional development through participation in internal and external development opportunities evidencing learning outcomes in a portfolio.
- To critically reflect upon own practice participating in supervision, appraisal
- To attend departmental staff meetings and multi disciplinary team meetings.

Information Resources

- To maintain accurate comprehensive and up to date treatment records for each patient in line with legal requirements (currently paper based may become electronic as part of electronic patient records).
- To accurately communicate assessment findings and recommendations for discharge planning or transfer to alternative care/services in the form of reports and

letters to the multidisciplinary team, GPs, primary care and local authority services as required.

- In line with departmental guidelines and procedures to provide daily statistics for use by the rehab department to monitor and evaluate service activity levels.

Research and Development

- To undertake surveys in the area of work as required.
- To take part in the continual evaluation of practice in the specialty through evidence-based audit projects carried out by self or other members of the team. Critically evaluating an area of new or current clinical practice. Disseminating findings to occupational therapy colleagues, Team Lead and the MDT. Where practice change is recommended to work with relevant personnel, both within and outside the occupational therapy service to implement change as necessary e.g. development of protocols.

8 Freedom to act

- Freedom to act within established parameters where they act independently in appropriate guidelines, deciding when it is necessary to refer to a team leader.
- To observe confidentiality and code of Professional Conduct at all times.
- To comply with all Trust and departmental policies and procedures and clinical protocols.
- To be professional, responsible and accountable for all aspects of own work.
- To operate as an autonomous practitioner with a designated clinical caseload and freedom to initiate action within the principals of clinical and professional guidance.

9 Effort & Environment

Physical

- Frequent requirement to exert moderate amounts of physical effort using hoists, wheelchairs, and manual handling techniques when undertaking functional assessment with patients.
- Undertake therapeutic moving and handling of patients as part of their occupational therapy treatment.

Mental

- Frequent requirement for high levels of concentration during patient treatment sessions, risk assessments undertaken in the patient's home and multi-disciplinary team meetings
- Predictable work pattern with few interruptions.

Emotional

- To undertake duties within emotional environment with regular exposure to difficult situations including very sick patients, terminal illness, distressed and challenging behaviour of relatives and occasionally other health care professionals where there is conflict of opinion.
- Occasional requirement to give bad news to patients and carers regarding their functional and rehabilitation progress e.g. informing patients and carers/family that the patient will not progress to the functional level they, he/she had hoped for.

Working conditions

- Regular exposure to highly unpleasant working conditions e.g. exposure to body fluids, vomit, etc whilst working with patients.
- To frequently work in people's own home environment which can sometimes be hazardous e.g. neighbourhood, family dynamics, infestations, squalor.
- Occasional exposure to aggressive patients and carers/family when working in patient's home.
- Comply with Trust lone worker policy when undertaking environmental risk assessments and follow up home visits.

Agreed post holder *Agreed manager*

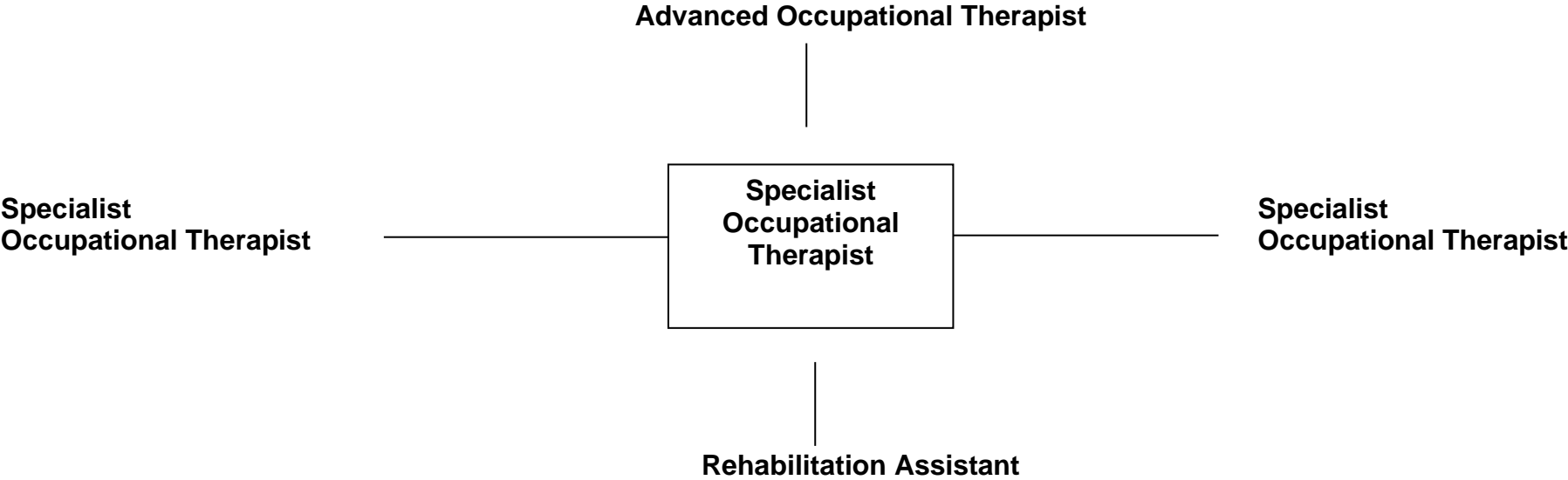
Date

Date

The Newcastle upon Tyne Hospitals NHS Foundation Trust

**PATIENT SERVICES
COMMUNITY STROKE SERVICES**

ORGANISATIONAL CHART –SPECIALIST OCCUPATIONAL THERAPIST



The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Specialist Occupational Therapist **DIRECTORATE:** Patient Services **WARD/ DEPARTMENT:** Community Stroke Services **SITE:** Walkergate HC

REQUIREMENT	ESSENTIAL Requirements necessary for safe and effective performance of the job	DESIRABLE Where available, elements that contribute to improved/immediate performance in the job	ASSESSMENT
KNOWLEDGE	In-depth clinical knowledge of medical conditions / stroke and their effect on occupational performance. Highly developed understanding of OT process within community setting. In-depth knowledge of health and social care policy, risk assessment and management. Extensive knowledge of a range of disability equipment. Extensive knowledge of eligibility criteria and procedures/policies relevant to disability equipment, minor housing adaptations. Highly specialist knowledge of moving and handling legislation and knowledge of current moving and handling best practice and associated equipment. Excellent understanding of professional ethics and their application into practice. Good knowledge of clinical governance. Evidence of CPD.	Knowledge of undertaking research and audit projects. Knowledge of team dynamics and team building.	
SKILLS	Good organisation, time management, problem solving and prioritisation skills. Supervisory, team management skills Ability to work as part of a team. Commitment to personal and service development. Effective written and oral communication skills. Ability to reflect and critically appraise own performance. Car Driver	IT skills. Presentation skills.	
EXPERIENCE	Significant post-registration experience incl experience within stroke and physical health. Use of functional assessment and activity analysis.	Experience of working with patients with physical disability e.g. stroke and reduced mobility. Team management. Experience in supervising staff.	
QUALIFICATION	Degree/Diploma in OT. State registered with Health Professions Council. Post graduate experience	Member of BAOT	
PERSONALITY/ DISPOSITION	Flexible approach to working practices. Excellent communication and interpersonal skills. Motivated to consolidate and develop skills in practice. Willingness and ability to learn. Open to change. Research minded.		
PHYSICAL	Able to cope with physical demands of post including using wheelchairs & hoists, therapeutic handling of patients, range of functional assessments and associated disability equipment.		

CANDIDATE:
SIGNED BY:
DESIGNATION:

REFERENCE NO:
DATE: