

## **JOB DESCRIPTION**

<b>Job title:</b>	Specialist Occupational Therapist, Intermediate Care
<b>Band:</b>	Band 6
<b>Responsible to:</b>	Team Leader, Intermediate Care
<b>Accountable to:</b>	Clinical Team Leader, Intermediate Care Services Intermediate Care Manager
<b>Responsible for:</b>	band 5 staff Rehabilitation Assistants

### **Main Purpose of the Post:**

The post holder will be responsible for providing highly specialist assessment time limited treatment for patients in the community who have been discharged from the acute sector or have been identified as needing occupational therapy input as part of an integrated, multi-professional and multi-agency Intermediate Care service.

The post holder will follow agreed protocols for ensuring appropriate and timely input and ensuring pathways of care and communications with all agencies working with the service ensure continuity of care.

The post holder will work as a member of the Intermediate Care Team, ensuring individual needs are met, enabling choice, participation in care and an improved quality of life for the patient.

The post holder will aim to prevent re-admission to hospital or inappropriate admission to residential or nursing homes by maximising function and independence of patients in their own homes and their community, whilst respecting individual choice and autonomy.

## **Main Duties**

1. To perform a specialist Community Occupational Therapy role for adults who have complex health and rehabilitation needs referred to the Intermediate Care Service
2. To provide a highly comprehensive occupational therapy service, formulating and implementing client centered interventions aiming to reduce the impact of disability and ill health, through comprehensive assessment, rehabilitation interventions, the recommendation of equipment and minor and major adaptations.
3. To manage a caseload of service users with complex needs using evidence based/client centered principles, to assess, plan, implement and evaluate interventions.
4. To participate in the planning, development, and evaluation of occupational therapy services within Intermediate Care.
5. To provide professional advice on occupational therapy issues to a wide range of agencies and carers involved in a patient's care.
6. To provide leadership for junior and assistant staff through supervision and appraisal.

## **Clinical Responsibilities**

1. To use knowledge and experience of clinical conditions, together with clinical judgment and reasoning skills, to determine a service users fitness for rehabilitation at the time of assessment. To re- evaluate as their condition changes.
2. To act as a key worker and assess, plan, implement and evaluate rehabilitation interventions for service users with complex presentations/ multiple pathologies referred to the service, using advanced analytical and clinical reasoning skills.
3. To address service users broader occupational needs. This could include assessment of skills and functional ability to undertake paid/unpaid employment or recreational and leisure activities.



4. To undertake assessments and interventions in a range of community settings e.g. within residential Intermediate Care facilities, the service users own environment or public settings such as shops.
5. To work with service users to identify occupational therapy goals as part of the overall multidisciplinary care plan.
6. To use activity analysis to grade activity to achieve client centred therapeutic goals, in areas of self care, productivity and leisure.
7. To monitor, evaluate and modify interventions in order to measure progress and outcomes to ensure effectiveness of intervention.
8. To identify and manage risk; to provide training and advice on safe moving and handling for service users with complex physical needs, and informal carers, within Intermediate Care settings and the home environment
9. To instruct and demonstrate to service users and carers safe moving and handling techniques e.g. wheelchair to bed and/or bath. This could incorporate installation and demonstration of disability equipment e.g. training in correct use of a wheelchair.
10. To apply a high level of understanding of the effect of disability and provide training and advice on lifestyle changes to the persons social and physical environment e.g. energy conservation programmes for service users with chronic breathing difficulties
11. To carry out assessments for specialist disability equipment.
12. To carry out complex cognitive and perceptual assessments using standardised tests.
13. To be able to use expert knowledge to analyse and interpret data from multiple sources including standardised tests to inform clinical diagnosis. The information will also be used to develop effective treatment plans and ensuring their implementation.
14. To identify the need for input from other professions/disciplines e.g. physiotherapy, speech and language therapy, and refer as appropriate.

## **Clinical Communication**



1. To use clinical knowledge, expertise, and highly developed communication skills to provide emotional and psychological support to service users and their carers. This frequently involves liaisons with carers and families of clients who have complex emotional, physical, and psychological conditions e.g. clients suffering trauma following falls, degenerative neurological condition.
2. To communicate complex information to people for whom English is not a first language, or where communication is a problem.
3. To identify, select and document therapy goals. These will be negotiated with service users and carers considering risk, safety, choice, and independence.
4. To maintain accurate and up to date written and electronic documentation in accordance with the Professional and Trust standards. This will include providing specialist occupational therapy reports to other professionals e.g GPs, consultants, social workers.
5. To demonstrate a high level of negotiation and interpersonal skills, in order to ensure that service priorities and service users goals are met. This may be in situations where there is conflicting opinion.

### **Responsibilities for Human Resources**

1. To give advice, teaching and training to patients, carers and other health and social care workers as appropriate, to ensure provision of good patient care.
2. To contribute to the induction, clinical supervision, ongoing development and training of other staff and students both within or external to the Service
3. To delegate work appropriately so that resources are maximized.
4. To participate in and contribute to the appraisal system
5. To develop and lead sessions which contribute to in-service training programmes e.g. medical conditions, rehabilitation awareness.
6. To comply with organizational and departmental policies and procedures and to contribute to reviewing and updating

### **Responsibility for Physical and Financial Resources,**

1. To be responsible for the assessment of patient and carer need and ordering of specific equipment as appropriate taking into account risk management and effective use of resources.
2. To comply with organizational guidelines regarding the safe use of equipment. Ensure safe use by others through teaching, training, and supervision of practice.

### **Communication and Leadership**

1. To decide priorities for and limitations of own work area, in conjunction with senior colleagues, as part of a multi professional, multi agency team, balancing patient related and professional demands.
2. To ensure effective internal and external two-way communication with patients, carers and all other health and social care professionals regarding all aspects of patient care, providing advice and support as appropriate to meet the patient or service needs.
3. To provide specialist assessment and advice for the multi-disciplinary team and actively participate in M.D.T. meetings as appropriate.
4. To contribute to the planning and development of the service and assist managers in achieving the service and trust objectives.
5. To communicate information to people for whom English is not a first language or where communication is a problem.
6. To understand and value the roles of other team members within the intermediate care service.
7. To promote the role of Occupational Therapy both within the Intermediate Care service and the wider health community.

### **Planning and Organising**

1. To autonomously plan student training and induction of under-graduate occupational therapy students and students from other professions.
2. To contribute to monitoring the appropriateness of referrals, obtaining information relevant to patient care, and ensuring appropriate discharge/ongoing care.



- To accept clinical responsibility for designated caseloads of patients, and to organize this efficiently and effectively with regard to clinical priorities and use of time.
  - To manage and prioritise referrals and workload capacity at all times.
  - To provide an intensive, time limited, rehabilitation intervention.
3. To maintain accurate, comprehensive, and up to date patient held documentation, in line with legal and organisational requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters as appropriate.
  4. To balance patient related and professional demands in own area of work.
  5. To provide ongoing reports on own area of work and make recommendations for change.
  6. To plan and manage workload to fit in with a 5 in 7 working

### **Partnership Working**

1. To actively promote a multidisciplinary team approach, including partners..
2. To contribute to the development of occupational therapy within intermediate care services, through ongoing involvement in joint initiatives and training.
3. Actively promote partnership working with groups and organizations outside of the NHS to enable rehabilitation to be provided in a community setting.
4. Participate and promote partnership working between primary, secondary, social care and the independent sectors.

### **Analysis and Data Management**

1. To participate in collection and analysis of activity data and service user satisfaction surveys.
2. To use IT skills to prepare teaching materials and presentations as required.
3. To analyze patient, local and national health statistics to support changes in service delivery

4. To be responsible for maintaining accurate and comprehensive patient treatment records using manual and computerised systems.

### **Research, Development and Audit**

1. To contribute to the evaluation of the service through the use of audit, outcome measure and in-service research projects, and where appropriate take a lead in implementing these. To disseminate findings to colleagues locally.
2. To keep up to date with research and developments within field of own practice, disseminate information and ensure evidence-based practice.

### **Clinical Governance/Professional Development**

1. To actively participate in supervision and appraisal using reflection and analysis to inform practice and identify training needs.
2. To demonstrate ongoing professional development, recording learning outcomes in a personal portfolio in order to maintain state registration.
3. To use evidence-based practice in order to establish professional competence and quality of service provision.
4. To apply national guidelines/legislation related to the service and keep up to date with developments and changes.
5. To be willing to develop specialist skills within the occupational therapy service,
6. To comply with and contribute to the development of protocols, procedures, and guidelines, both clinical and departmental.
7. To comply with the Data Protection Act and Caldicott recommendations
8. To promote and maintain high professional standards and abide by the College of Occupational Therapists Code of Ethics and Professional Conduct and practice as well as organisational policies and standards.

### **Equality and Diversity**

1. To work with patients with a wide variety of cultural and ethnic backgrounds and ensure equity of service.

2. To carry out occupational therapy treatments in a manner that respects an individual's privacy and dignity in an environment that is appropriate to their physical and emotional needs.

Signature of Post Holder \_\_\_\_\_ Date \_\_\_\_\_

Signature of Manager \_\_\_\_\_ Date \_\_\_\_\_

**The above indicates the main duties of the post which may be reviewed in the light of experience and developments within the service. Any review will be undertaken in consultation with the postholder.**

### Person Specification

**Post:** Senior 1 Occupational Therapist, Intermediate Care

**Band:** Band 6

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Registration</b>	Registration with the Health Professions Council.	
<b>Training/ Qualifications</b>	Diploma/degree in Occupational Therapy.	Postgraduate
<b>Skills/Knowledge</b>	<p>Knowledge of occupational therapy models of practice.</p> <p>Knowledge and application of assessment and interventions relevant to physical disabilities.</p> <p>Ability to analyze professional and ethical issues.</p> <p>Understanding of clinical governance and risk.</p> <p>Ability to reflect and critically appraise own performance.</p> <p>Ability to prioritize, delegate and</p>	<p><i>Experience of supervising junior staff and students.</i></p> <p><i>Experience of teaching junior staff and students.</i></p> <p><i>Presentation skills.</i></p>





	<p>organize.</p> <p>Ability to respond efficiently to complex information.</p>	
<b>Work Experience</b>	<p>Clinical experience of working within a community setting in the NHS</p> <p>Case holding responsibilities.</p> <p>Documented evidence of continuing professional development.</p> <p>Ability to work autonomously and set priorities.</p> <p>Good understanding of and ability to work within a team</p>	<p><i>Four years Post registration experience in relevant clinical setting.</i></p> <p><i>Experience of rehabilitation &amp; Intermediate care</i></p>
<b>Personal Capabilities</b>	<p>Ability to build effective working relationships.</p> <p>Ability to work in a variety of different and unpredictable environments in the community, where space may be limited.</p> <p>Ability to use I.T. skills to prepare teaching materials, presentations, and case records.</p> <p>Ability to support and advise families and carers.</p> <p>Ability to reorganize workload at short notice.</p> <p>Ability to deal with conflict. Able to work to a supervised caseload.</p> <p>Good communication skills with ability to communicate effectively with people of all ages and abilities.</p>	<p>Ability to assemble and dismantle equipment. E.g. bath equipment.</p> <p>Change management experience</p> <p>Critical appraisal training</p>



	<p>Awareness of challenges of partnership and multi agency working</p> <p>Ability to work to time pressures as part of caseload management to allow safe discharge and prevent readmission, and to facilitate throughput within intermediate care.</p> <p>To carry out risk assessments and ensure safe working conditions and practice</p>	
<b>Other Requirements</b>	<p>Flexibility</p> <p>Ability to work on own initiative and in a team.</p> <p>Full driving license and access to a vehicle</p>	