



Job Description and Person Specification



Job Description

Job Title	Occupational Therapist, Sussex Spinal Cord Injury Rehabilitation and Care Service
Band	Band 6
Hours	30 hours
Department	Spinal
Division	Specialist
Location / Hospital Site	Across Sussex. Hosted at Royal Sussex County Hospital
Responsible to	Sussex SCI (Spinal Cord Injury) Rehab and Care Lead
Accountable to	Sussex SCI Rehab and Care Lead
DBS Level	Enhanced
DBS Barring	Adult and Children
DBS Workforce	Adult and Children

Role Summary

To be part of a dynamic networked team across Sussex delivering needs-based rehabilitation, care and support for people living with a spinal cord injury. This role will:

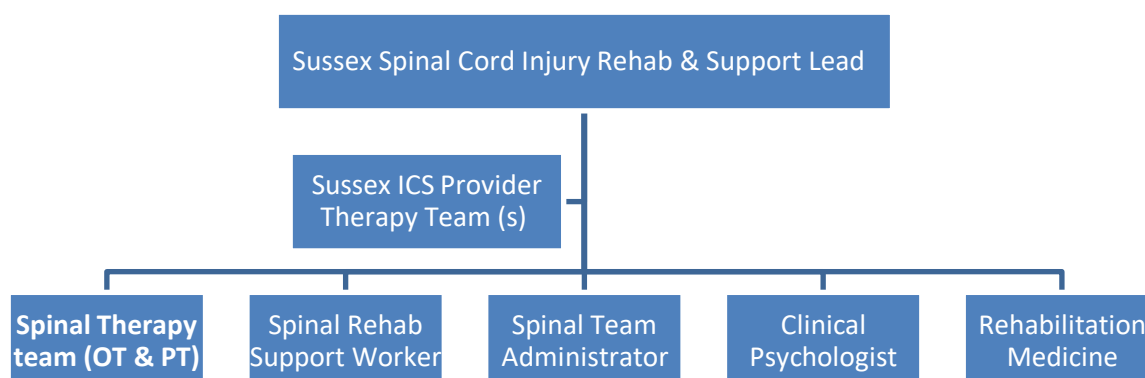
- Work as part of intra-provider multi-professional team to provide a personalised comprehensive programme to achieve the highest attainable level of independence.
- This role will require be required to work across a number of health care providers. This role will require travel across Sussex as require based clinical need.

Communication and working relationship

With whom	Frequency	Purpose
Carers / clients	Daily / as required	<ul style="list-style-type: none"> • Uses a shared decision-making communication skill to deliver personalised care and rehabilitation. • Is required to demonstrate empathy and sensitivity towards clients as s/he may come across a range of unexpected personal circumstances • Educates, liaises with, and works in partnership with clients, and carers on a daily basis.
Sussex Spinal Cord Injury	Daily	<ul style="list-style-type: none"> • Communicates daily to understand caseload and working base

Rehabilitation & Care support lead		<ul style="list-style-type: none"> Provides regular updates around rehabilitation and support progress To access supervision and clinical support
Multi-professional teams across Sussex	Daily / Weekly / as required	<ul style="list-style-type: none"> Works in an integrated way with the multi-professional health teams to delivery (deliver) rehabilitation programmes and support to people with Spinal cord Injury. Provides regular updates on rehabilitation progress to the clinical team.
External community partners & voluntary agencies	As required	<ul style="list-style-type: none"> Communicates regularly with support partners and voluntary agencies to deliver a personalised programme of support to people with Spinal cord Injury

Structure Chart



Main Duties and Responsibilities

- To work as an experienced Occupational Therapist within the Sussex Spinal Cord Injury Rehabilitation and Support Service where you will be responsible for providing assessment, rehabilitation, re-evaluation, advice and equipment for patients, carers, and other professionals
- To work as an autonomous professional according to the Royal College of Occupational Professional codes of conduct and Health and Care Professions Council (HCPC) regulations, working without the need for direct supervision, access to advice and support from a more senior occupational Therapist if required, but work is not routinely evaluated.

- To work collaboratively with all healthcare professionals within each setting to ensure a seamless, co-ordinated service that meets the needs of the person with Spinal cord injury.
- To provide supervision, education and participate in the appraisal of junior staff as required.

Patient Care Delivery

- To deliver comprehensive assessment and rehabilitation of patients with Spinal Cord Injury using advanced clinical reasoning skills of this condition and shared decision-making skills to provide a comprehensive management plan.
- To assess for neurological changes e.g. sensation, tone, contractures, positioning, upper limb function and how these impact on ADL's.
- To recommend treatment plans for upper limb rehabilitation.
- To advice on/provide adaptive aids and assistive technology to promote independence with ADLs and use of electronic devices.
- To be responsible for the safe and competent use of all adjuncts to Occupational Therapy e.g. kitchen and bathroom equipment, moving and handling equipment and appropriate issue of ICES equipment and wheelchairs. This will include providing informal training to relatives, carers, and other healthcare professionals.
- To assist with the development of cross profession competencies to facilitate timely access to equipment, and improve discharge
- To provide planned and spontaneous advice and practical demonstration on specific aspects of patient care to other health care professionals, relatives, and carers e.g. positioning, safe methods of transfers and use of wheelchairs to promote understanding and ensure a consistent approach to rehabilitation.
- Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- Use a range of verbal and non-verbal communication tools and use shared decision-making skills to communicate effectively with patients, relatives and carers to progress rehabilitation and treatment programmes.
- Formulate and deliver rehabilitation programmes based on a broad knowledge of evidence-based practice and treatment options. From clinical assessment and diagnostic evaluation provide specific treatment approaches.
- To evaluate patient progress on a day-to-day basis using a range of PROMs (Patient Reported Outcome Measures) and PREMs (Patient Reported Experience Measures) and alter programmes of rehabilitation to maximise patient engagement and outcome.
- To manage clinical risk within own patient caseload.
- To take delegated responsibility from the Spinal Cord Injury Rehabilitation and Care Service Lead and partner organisation Team Leads to be responsible for providing advanced occupational Therapy assessment, rehabilitation, and advice for patients with Spinal Cord injury.
- When working in the community and domiciliary settings, to adhere to local lone worker policy.

Service Delivery and Improvement

- To work as part of a networked team across Sussex to deliver enhanced care and rehabilitation for people with Spinal Cord injury. This will require enhanced communication skills and integrated professional practice.
- To contribute to discussions on quality improvement / service development and evaluation.
- To work within local trust clinical guidance and have a good working knowledge of national guidelines, policy, and standards within this clinical field.
- To undertake as directed / required the collection of data for use in service audit and research projects. To participate in research into specific areas of clinical practice
- To undertake the measurement and evaluation of own work and current practices using evidence-based practice projects, audit, and outcome measures, either individually or with more senior colleagues.

People Management and Development

- To participate in the staff appraisal scheme as an appraiser and be responsible for complying with your agreed personal development programmes to meet set knowledge competencies.
- To supervise, teach and contribute to the performance assessment and appraisal of newly qualified Occupational Therapists, experienced junior staff, student Occupational Therapists and Rehabilitation Support Workers in line with HCPC and RCOT standards of practice.

Learning and Development

- To maintain and develop current knowledge of evidence-based practice within the clinical area of spinal cord injury and associated pathology, developing advanced knowledge of this particular presentation.
- To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development
- To attend and actively participate in the training programme, tutorials, individual training sessions, journal reading, external courses and peer review.
- Attend mandatory training updates as required.
- Undertake training as necessary in line with the development of the post and as agreed with the line manager as part of the personal development process.
- Achieve and demonstrate agreed standards of personal and professional development within agreed timescales.
- Identify own learning needs and jointly plan training requirements with your line manager
- Participate in the Trust's appraisal process to discuss how your role will help deliver the best possible care to our patients and help to deliver any changes in service.

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to flexibly undertake other duties that are consistent with your role and banding, including project work, internal job rotation and absence cover.

The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the department and the organisation.

Mission and values

The mission of University Hospitals Sussex – what we are striving to achieve – is to provide:

‘Excellent care every time’

All our efforts to do this put the interests of our patients first and foremost, and are underpinned by our values:

- Compassion
- Communication
- Teamwork
- Respect
- Professionalism
- Inclusion

These values were selected by our staff, patients and public when we were talking about the merger and the sort of organisation, we want University Hospitals Sussex to be.

Our mission and values are extremely important to us, and we expect everyone who works at University Hospitals Sussex in any capacity to share and uphold them.

Patient First

- Patient First is our Trust-wide approach to improving the quality of care for patients and to build and embed a culture where staff can be confident that their views matter and will be heard.
- The aim is to empower all staff to lead change, raise issues, concerns, identify and implement areas for improvement within the workplace and find solutions collectively as part of a team.
- Staff will be equipped with skills to identify improvement opportunities and supported to see those through
- It encourages all staff to be innovative and drive forward quality improvement and positive changes in their areas.
- The philosophy behind this is centred on:
 - Standardisation, system redesign and the improvement of patient pathways to eliminate error and waste and improve quality
 - The patient being at the heart of every element of change
 - Embedding cultural change across the organisation, where everyone is passionate about delivering exceptional quality every time and “where better never stops”.
 - Continuous improvement of our services through small steps of change
 - Constantly testing the patient pathway to see how we can develop
 - Encouraging frontline staff to lead the redesign processes

- Equal voices for all
- Engagement of staff is a big factor in job performance.
- Good engagement leads to improved quality, mortality and safety measures

Safeguarding Children and vulnerable adults

UHSussex is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for staff working with children, adults, and families in their care. Staff are required to comply with Trust policies on Safeguarding and to undertake the appropriate level of mandatory in-service training in this area.

Equality, Diversity, and Inclusion

Inclusion and respect are core values at UHSussex, and we are committed to diversity and equality. This means treating colleagues and patients with professionalism, ensuring everyone feels welcome and included, valuing different backgrounds and experiences, and challenging inequalities. Having all our staff feel safe, supported, included and valued will lead to better care and outcomes for our patients – our True North Objective. All staff have a duty to report any behaviours which contravene this to their managers.

Workplace and Environmental Factors

Physical	<p>Ability to utilise a wide range of highly advanced manual treatment techniques and specialist treatment skills such as specific soft tissue, joint mobilisation and exercise prescription.</p> <ul style="list-style-type: none"> • Occasionally working between plinths to support unstable patients and working in the restricted space around patient's bedside e.g. when patients require assistance of two or more to stand. • Using electrical hoists to move patients, and regularly lifting limbs (averaging 10kg) as part of therapeutic treatment. • Little opportunity to sit down through the day.
Emotional	<p>Able to work collaboratively with the Multidisciplinary Team.</p> <ul style="list-style-type: none"> • Occasionally required to provide emotional support to staff who have been verbally abused or affected by stress at work. • Occasionally informing patients and/or carers of likelihood of permanent disability and/or chronic pain and its implications. • Regularly for patients who are severely disabled, suffering pain or who are critically unwell

	<ul style="list-style-type: none"> • Can demonstrate motivation, drive, enthusiasm, flexibility, reliability, empathy and confidence
Mental	<ul style="list-style-type: none"> • Highly developed clinical reasoning skills. • Frequent analysis and assessment of patients • Ability to analyse performance and statistical information • Regularly attending staff meetings and senior speciality meetings contributing to discussion • Ability to maintain judgement and make decisions under pressure • Frequently carry out clinical diagnosis through comprehensive assessment and clinical reasoning
Working Conditions	<p>Occasional exposure to highly unpleasant working conditions including but not limited to;</p> <ul style="list-style-type: none"> • Attending to and treating patients in bed who are incontinent including treatment techniques to assist clearance of infected sputum. • Smell of faecal matter and infected urine, and close physical contact with patients who have poor personal hygiene for a no. of reason

Person Specification

<u>Requirements</u>	<u>Level required</u>	<u>How assessed</u>	<u>Level required</u>	<u>How assessed</u>
	<u>Essential</u>		<u>Desirable</u>	
Professional Registration	Registration with the HCPC	Application form (AF) Selection interview (I) Assessment (A)	Membership of relevant RCOT special interest group.	Application form (AF) Selection interview (I) Assessment (A)
Experience/Qualifications	Diploma or Degree in Occupational Therapy Evidence of recent and relevant CPD (CPD Portfolio)	Application Interview Portfolio	Speciality Specific Post registration training Experience of audit/research Experience of teaching in a clinical setting	Application Interview Portfolio

	<p>Proven experience as an Occupational Therapist</p> <p>Clinical experience in areas relating to speciality/post or able to demonstrate acceptable equivalent</p>			
Skills	<p>Knowledge of the OT role, relevant standardised OT assessments and interventions in conditions relating to various specialities.</p> <p>Knowledge of OT models of practice</p> <p>Working knowledge of current legislation, government initiatives and current practice affecting OT</p> <p>Understanding of OT outcome measures</p> <p>Knowledge of the principles of clinical governance and its application</p> <p>Basic knowledge of good resource management</p> <p>Basic Life support</p>	<p>Application Interview</p> <p>Portfolio</p>	<p>Presentation and training skills</p> <p>Ability to use Microsoft Excel and Powerpoint</p>	<p>Application Interview</p> <p>Portfolio</p>

	<p>High level verbal and written communication skills</p> <p>Good command of English</p> <p>Ability to construct complex written reports, protocols, guidelines etc</p> <p>Ability to establish and maintain communication on complex, potentially stressful topics in a range of situations, with individuals or groups</p> <p>Ability to develop effective working and therapeutic relationships, team working</p> <p>Computer literacy</p> <p>Ability to analyse complex assessment outcomes, identify problems and offer solutions</p> <p>Ability to reflect and critically appraise own and other's performance</p> <p>Organisational skills to enable prioritisation of caseloads</p>			
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	<p>Ability to work alone and as a member of the team</p> <p>Understanding of basic neuro assessments</p> <p>Assessment for and prescription of environmental adaptations and equipment provision; including skills in home visit assessment and function/ task analysis</p> <p>Ability to organise and respond effectively to complex information</p> <p>Ability to plan, implement and evaluate OT treatment programmes</p> <p>Evidence of having undertaken own development to improve understanding of equalities issues</p>			
People Management and Development	<p>Supervision and mentoring skills</p> <p>Experience of Multidisciplinary working and partnership working with other agencies</p>	<p>Application Interview Portfolio</p>	<p>Experience of Student and staff supervision</p> <p>Audit and research skills</p>	<p>Application Interview Portfolio</p>

Equality, Diversity, and Inclusion	Evidence of having championed diversity in previous roles (as appropriate to role).	Interview		
Specific Requirements	<p>Own Transport and a current/valid license</p> <p>Commitment to patient centred, non-discriminatory practice</p> <p>High professional standards</p> <p>Commitment to lifelong learning</p> <p>Self-motivation</p> <p>Enthusiasm</p> <p>Ability to work under pressure and stay calm in a crisis</p> <p>A good team player</p>	<p>Application</p> <p>Interview</p> <p>Portfolio</p>		Application
Freedom to Act	<p>Ability to prioritise clinical and non-clinical work</p> <p>To work within boundaries and standards of practice laid out by professional bodies (RCOT and HCPC)</p> <p>Responsible for own professional actions and have sufficient</p>	<p>Application</p> <p>Interview</p> <p>Portfolio</p>		

	autonomy for the delivery of the role			
	Able to interpret national and local guidance and to develop local policies to reflect these standard			