

Job description

POST

Occupational Therapist

SALARY

Band 6
(pro rata where applicable)

CARE GROUP

Clinical Support Services

BASE

William Harvey Hospital

CONTACT

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Welcome to East Kent Hospitals

Assist Therapy Team Leader in the planning, co-ordinating, delivering and evaluating the Therapy service provided to patients within the clinical speciality on a day-to-day basis. To take a major role for the Therapy team in the advanced assessment and treatment of patients within the speciality who may have complex and/ or chronic presentation. To manage daily a clinical specialist caseload in the therapy field, and be responsible for the assessment, formulation and treatments and to give highly specialised therapy advice to members of the MDT. To deputise for Team Leader on clinical and managerial issues within the team To be actively involved with training within the Department.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Occupational Therapist

Role specific duties

Band 6 Occupational Therapists work closely with all users of our services and their families, friends and carers who all play an invaluable contribution in how our users experience our services. Band 6 therapists are expected to be kind and responsive but professional and informative and contribute to the quality of the services provided across the health economy by:

- Keeping the people who using our services as safe as possible through the use of sound clinical skills and effective risk assessments
- Ensuring the best possible clinical outcomes by using up-to-date skills and adhering to evidence-based policies and procedures
- Ensuring the people using our services have a good experience by respecting, empowering and working in partnership with people throughout the care planning process

Occupational therapists who work in all these services require a range of core skills as follows:

- Assessment, diagnosis, treatment and evaluation of holistic therapy intervention
- The development of integrated care programmes and discharge plan with the patient.
- Line management (including clinical supervision) of staff (e.g. Band 5, therapy assistants)
- Provide professional advice and leadership
- Actively work as a multi-professional team to provide quality therapy intervention to patients.
- Manage a caseload of patients on a daily basis consisting of patients with complex needs associated within a specific speciality.
- Evaluate their outcomes, review nonresponding cases either with their peers or clinical specialists and refer on as appropriate using documented clinical reasoning.
- Awareness of the commissioning priorities in their locality

Dimensions

- To ensure that resources are used effectively, planning workload to meet the priorities of patient care by the most efficient use of time, equipment and manpower and other resources (medical devices, equipment)
- To comply with the Health & Care Professions Council (HCPC), relevant professional body codes of conduct (e.g. BAOT, CSP, RCSLT) and relevant organisational policies and procedures.

Band 6 Occupational Therapists contribute to the effective delivery of services by:

- Providing skilled, evidence-based therapy intervention which adheres to agreed policies and procedures
- Working with patients and families in all stages of the treatment process including assessing risks and needs



- Acting as a patient advocates in the multi-disciplinary team and overseeing the work of others to ensure that they are also responding to the needs of patients and providing clinically effective intervention
- Working as autonomous practitioners and taking responsibility for the treatment they prescribe to patients but within their own limits of competency and confidence

Contributing to creating and maintaining high performing teams by:

- Communicating well with all members of the team
- Understanding their role in the team and how they help the team achieve its' objectives
- Reflecting on their own practice regularly and encouraging the whole team to reflect on their practices in handovers and team meetings
- Identifying how intervention could be improved

Band 6 therapists contribute to the people using our services feeling respected and empowered to make decisions about their health and wellbeing by:

- Working in partnership with patients and their families and carers
- Gaining consent and, as far as possible, involving people in all decision making
- Signposting patients and carers to alternative services to support behaviour changes with improving current and potential health states
- Reassuring people by being professional, responsive, knowledgeable and confident
- Responding to complaints or concerns effectively and quickly in line with the services' policy

Engaged staff are more productive and Band 6 therapists play a role in engaging fellow health professional peers and the work we do by:

- Participating constructively in their own supervision and annual appraisal processes
- To demonstrate commitment to optimising their continuation of clinical learning whilst undertaking and maintaining clinical caseloads in different healthcare settings
- To develop mentorship and professional leadership skills so they can support band 5 therapists, assistants and students
- To review and reflect on own competence and performance through effective use of operational supervision and appraisal and identifying any personal training needs



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Andrea Reid, Inpatient Therapy Site Lead, William Harvey Hospital. Andreareid1@nhs.net or 07825 053569



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	BSc Occupational Therapist HCPC registration	Member of BAOT	Application Form.
Clinical skills and experience	18 months post graduate experience in relevant clinical area Proven record of providing high quality intervention for high risk patient. Able to support the implementation of local and national agenda's for health under the guidance of the team lead / service manager. Ability to prioritise care delivery in a professional manner, considering Trust policies and procedures. Ability to organise own work Ability to cope with change and use initiative		Interview and application form
Governance	Awareness of professional issues and recent developments in the NHS and Primary Care including Clinical Governance, NICE and CQC Knowledge of up to date clinical / evidenced based practice.		Interview and application form
Personal/professional attributes	Ability to motivate and organise others to ensure best practice. Ability to work under pressure Flexible and adaptable		Interview and application form
Other requirements	To be aware of and adhere to the Trust's Vision, Mission and Values. Able to travel around East Kent, and between Trust hospital sites		

The small print

Band	Band 6
Salary Scale	<p>£35,392- £42,618per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	37.5 hours per week including weekend working.
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>

Dimensions

Financial and Physical	Manages	To be cost aware, utilising equipment and resources in an appropriate manner Maintain stock levels. Maintain security and care of equipment To adhere to processes and systems e.g. standing financial instructions. To ensure Department systems and processes are fit for purpose and staff are trained and equipped to operate them.
	Impacts	
Workforce	Manages (Bands and WTE)	Responsible for supporting AHP support workers and qualified Therapy colleagues in delivery of patient care.
	Located	
	Impacts	
Other		Flexible approach to working patterns to meet service needs. All terms and conditions in accordance with Agenda for change, national terms and conditions.

Communications and working relationships

Internal	All colleagues within the therapy department Members of the multidisciplinary team, including admin and clerical staff Patients, carers and families
Other	Consultants (other specialties & Directorates) General Practitioners Other NHS Trusts

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Unpleasant working conditions such as highly unpleasant bodily fluids (possibly infected),	Frequent
	Occasional exposure to parasites.	Occasional
	Verbal and physical aggression.	Occasional
	Exposure to unpredictable environmental and occasional hostile pets within patient's home.	Occasional
	Whilst participating on home visits, lone working will take place.	Occasional
	Use of VDU	Daily

Physical Effort	<p>To carry out treatments continuously throughout the day and to move patients and equipment regularly. This requires moderate physical effort and prolonged periods of concentration.</p> <p>This job entails frequent (daily) manual handling of awkward loads of both patients and equipment. It requires frequent repetitive movements in restricted and confined spaces including bending, reaching, crouching, walking and kneeling.</p> <p>Occasional, intense physical effort is required when handling patients</p>	<p>Daily</p> <p>Occasional</p> <p>Occasional</p>
Mental Effort	<p>Frequent concentration is required when treating patients, interpreting information and record keeping. Concentration also required when delivering training sessions.</p>	<p>Daily</p>
Emotional Effort	<p>To deal sensitively with patients and relatives who may have high levels of anxiety and aggression, and/or other challenging behaviours which may be due to pain, dementia, neurological condition or limited mobility, or may have verbal complaints. Dealing with dying patients/bereavement/terminal illnesses.</p>	<p>Frequent</p>

Most challenging part of the job

To deliver a therapy service to a particular clinical speciality to meet the Trust and government priorities. To provide highly skilled clinical advice to the team and other therapy teams within the Department. To use initiatives and demonstrate a calm sensitive disposition in face to face contacts with patients and clients and to be professional in all dealings with the multi-disciplinary teams.

To develop skilled staff that follow evidence-based practice. To use initiative and demonstrate a calm and sensitive disposition in face to face contacts with patients and clients and to be professional in all dealings with them and healthcare professionals. Communicate effectively with all internal and external agencies to ensure best patient care.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

