

<b>Job Title</b>	<b>Specialist Occupational Therapist</b>
<b>Band</b>	<b>Band 7</b>
<b>Responsible to</b>	<b>Clinical Lead Parkinson's Service</b>
<b>Accountable to</b>	<b>Head of Service – Specialist Service</b>
<b>Base</b>	<b>Edgware Parkinson's Service, Edgware Community Hospital</b>

## Job Purpose

- To provide a highly specialist Parkinson's disease Occupational Therapy Service as part of of Parkinson's Multi-disciplinary Team.
- Work autonomously and in collaboration with the specialist Parkinson's other health care professionals, statutory and voluntary agencies, and HCC to deliver excellent standards of patient care.
- Take a lead for occupational therapy in the rehab program of People with Parkinson's Disease.
- Assess and treat own caseload of clients who have a diagnosis of Idiopathic Parkinson's/Parkinson's Syndrome and may have a complex presentation.
- To work as a fully integrated team member sharing in administrative, co-ordination and liaison responsibilities.
- To assess clients' referred to the teams to determine suitability for equipment and rehabilitation and communicating outcomes to referrers.
- To deputise for the team leaders as requested.
- To regularly supervise OT staff and other members of the team in Bands 5 and below, to ensure high quality service provision that meets standards for practice.
- To supervise OT students on practice placement by providing support aimed at maintaining and developing standards of practice.
- To undertake a community occupational therapy role with adults who have complex health and social needs referred to the Team.
- To provide a specialist response in complex cases formulating and implementing intervention plans aimed at reducing the impact of disability and ill health.
- To independently manage a caseload of complex cases evidencing high level problem solving, reasoning skills and judgement.
- To manage a defined caseload using evidence based/client centred principles to assess, plan, implement and evaluate interventions.

## Key Working Relationships

### Internal

- Head of Service, Clinical Service Manager, Modern Matron, Team Lead Therapists and Nurses, Acute Trusts, Facilities & Estates, GPs, Consultants, Adult Services, Clinical Lead Therapists, Patients, Carers, Commissioners.

### External

- Neurologist, GP, PDNS, Parkinson's UK, PD volunteers, acute hospitals, social service, external research partners,

## Main Duties and Responsibilities

### Clinical Responsibilities

- To complete Parkinson's specialised OT assessments in patient's homes, using evidence based tools and approaches to identify physical, cognitive and psychosocial skills and the impact of impairments on functional (ADL) tasks
- To collaborate and negotiate with clients to formulate goals as part of the overall care plan using a client centred approach, advanced clinical reasoning skills, analysis of the outcomes of assessment and specialist outcome measurement tools.

- To develop and implement treatment plans for clients based on a goal setting approach, in conjunction with other members of the rehabilitation team. These clients will present with a variety of complex multi-pathologies that may include falls, trauma, neurological conditions, organ failure, musculoskeletal conditions, age related disorders, osteoporosis.
- To provide a specialist, flexible and timely response in complex and highly complex cases as part of the Single Assessment Process. To communicate relevant medical information, assessment details, advice and recommendations across agencies and with clients in compliance with Trust Guidelines for sharing of information and informed consent. These agencies include General Practitioner's, Social Services, other Healthcare professionals, voluntary agencies, and residential homes.
- To manage a defined caseload of complex and highly complex cases as an autonomous practitioner evidencing high level problem solving, clinical reasoning skills and independence of judgement.
- To prioritise OT cases for intervention within an agreed framework, delegating appropriate cases to more junior OT staff.
- To monitor, evaluate and modify interventions in order to measure outcomes and quality of intervention.
- To use communication reasoning and negotiation skills to establish a therapeutic relationship in complex and highly complex cases managing barriers to communication including mood changes and cognitive difficulties
- To be responsible for gaining valid, informed consent for assessment, treatment interventions and sharing of information in compliance with legal and professional guidelines. To be able to interpret and follow these guidelines in circumstances where clients do not have capacity to provide informed consent.
- To assess clients referred to the team to determine suitability for team interventions and safety at home, liaising with the team and referrers, communicating outcomes of assessment and offering advice on resources.
- To use knowledge and experience to assess for, recommend and prescribe assistive technology and adaptations which support independence. To share information with Social Services following Trust guidelines on information governance and informed consent, in order to achieve timely and efficient provision of major adaptations.
- To be able to receive and communicate complex information sensitively to clients and carers and demonstrate compassion, empathy and sensitivity towards clients who may have complex emotional and physical conditions such as fear of falling, anxiety, pain and other physical psychological and social concerns or when delivering unwelcome news around their condition or rehabilitation prognosis.
- To ensure that up to date written and electronic records and activity data are maintained in accordance with professional and trust standards.
- To provide risk assessments in complex moving and handling situations formulating moving and handling care plans based on risk and client choice.
- To provide comprehensive OT assessments of vulnerable adults providing written reports which identify adults at risk of abuse and initiating Adult Protection procedures where appropriate.
- To seek opinions from other relevant professionals to inform analysis and reasoning where appropriate.
- To assess for and prescribe wheelchairs and seating or refer on to specialist services in more complex cases.
- To provide specialist OT reports relevant to the practice setting and which, where appropriate, inform the relevant services of the clients care and other needs.
- To identify and select with clients and their carers the most appropriate intervention options that balance the complex interaction of risk, safety, client choice, independence, areas of conflict, eligibility for services and cost effectiveness
- To have a high level of understanding of moving and handling legislation and thorough knowledge of current moving and handling best practice and associated equipment.
- To supervise, prompt or otherwise encourage clients to take prescribed medication liaising with health and pharmacy services to ensure clients' safety and compliance.

#### Educational Responsibilities

- To contribute to the induction and training of students and staff within the teams.
- To supervise Band 6 and Band 5 OT staff in line with the Trust Supervision Policy.
- To be responsible for the supervision and written assessment of OT students on practice placement within the Trust.
- To provide help, advice and training to clients, their families and other carers, teaching and demonstrating the use of disability equipment and undertaking moving and handling and other techniques to optimise clients' functional ability and independence.

- To carry out formal and informal education with care and rehabilitation staff and other professionals both internally and externally
- To contribute to the development and monitoring of competencies for assistant staff ensuring ability to practice safely.

#### Managerial Responsibilities

- To deputise for the team leader co-ordinating and managing the teams caseload.
- To participate in the operational planning and development and implementation of policy and service development within the team leading on delegated projects.
- To be responsible for maintaining stock, advising on resources to carry out the job including the responsible management of team resources.
- To co-ordinate the day-to-day activities of Band 3 – 5 staff where applicable.
- To contribute to the Trust's, team's and service's clinical governance arrangements and quality agenda, including the setting and monitoring of practice and standards and the participation in audits
- To apply national guidelines/legislation relating to health and social care in continuing care provision.
- To keep required statistical information and submit it at regular intervals.
- To use knowledge, skills and judgement in delegating OT interventions to assistant staff within an agreed framework.
- To lead the therapy team, managing Annual Leave requests, sickness reporting, and day to day operations for that locality, feedback any anomalies to the team leader
- To participate in the analysis, synthesising and planning of service developments both within Intermediate Care and across the OT service within the trust.
- To identify unmet needs and gaps in service provision and highlight these to the appropriate person.

#### Professional Responsibilities

- To comply with the College of Occupational Therapy Code of Ethics and Professional Conduct and national and local policies and procedures.
- To respect the individuality, values, cultural and religious diversity of clients and ensure the provision of service is sensitive to these needs.
- In line with local guidelines, review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- To provide effective guidance, supervision and appraisal for other occupational therapy, care and assistant staff as agreed.
- To apply specialist skills and knowledge in order to establish professional competence and fitness to practise as a Senior OT.
- To demonstrate ongoing personal development through participation in internal and external development opportunities recording learning outcomes in a portfolio.
- To undertake research and/or audit projects relevant to OT and/or service area disseminating findings at local level.
- To broaden research and development skills through participation in local audit and research projects.
- To comply with legal responsibilities in issues of consent and lacking capacity to consent.
- Any other duties commensurate with the grade

## Person Specification

**Job Title:** Specialist Occupational Therapist

Factors	Criteria	Assessment Method
<b>Education/Qualification</b>		
Essential	<ul style="list-style-type: none"> <li>Diploma/Degree in Occupational Therapy</li> <li>Registration with the Health Professional Council</li> <li>Post-graduate training in Approaches to Rehabilitation/Cognitive rehabilitation/Neurological rehabilitation or equivalent.</li> </ul>	AF/C
Desirable	<ul style="list-style-type: none"> <li>Masters level study</li> </ul>	AF/C
<b>Experience</b>		
Essential	<ul style="list-style-type: none"> <li>A minimum of 5 years post-graduate experience with a minimum of 2 years in working in Neuro Parkinson's disease /rehabilitation and Community services</li> <li>Experience in working with people with complex health and social issues</li> <li>Experience in working collaboratively across agencies in planning care for people</li> <li>Experience in assessing for assistive technology including wheelchairs and ADL equipment</li> <li>Experience in planning complex discharges, co-ordinating services and resources</li> <li>Experience in working with adults in their own home</li> <li>Experience of supervising/managing junior and assistant staff</li> </ul>	AF/I
Desirable	<ul style="list-style-type: none"> <li>Rotational experience at Band 5 or Band 6 level in acute trusts and community services</li> </ul>	AF/I
<b>Skills &amp; Knowledge</b>		
Essential	<ul style="list-style-type: none"> <li>Advanced skills in the assessment and treatment of people with Parkinson's Disease and neurological conditions complex multi-pathologies</li> <li>Advanced knowledge and understanding of the national guidelines for Parkinson's Disease rehabilitation, NSFs for Older People and Long Term Conditions and relevant NICE guidelines</li> <li>Able to lead a team</li> <li>Able to appraise staff</li> <li>Knowledge of philosophy and key issues within the profession</li> <li>Actively promotes OT services</li> <li>Skills in managing complex cases and advising other staff on management</li> <li>Ability to work as part of a team</li> <li>Knowledge of moving and handling legislation and procedures</li> <li>Skill in providing risk assessments and care plans in moving and handling</li> <li>Knowledge or range of assistive technology and its application</li> <li>Ability to establish good working relationships with clients and carers</li> <li>Good communication skills</li> <li>Ability to problem solve in a creative manner and to make clear and realistic decisions with clients and their carers</li> <li>Able to consider recommendations that deliver value for money</li> <li>Knowledge of key legislation within health and social care service</li> <li>Knowledge of care rehabilitation techniques</li> </ul>	AF/I
Desirable	<ul style="list-style-type: none"> <li>Participation in recent NHS Leadership training programme or similar</li> </ul>	AF/I
<b>Key Attributes</b>		
Essential	<ul style="list-style-type: none"> <li>Flexible to suit the needs of the service</li> <li>Able to work under pressure</li> <li>Sets a professional example to others</li> <li>Ability to undertake safe manual handling</li> <li>Understanding the importance of Equal Opportunities policies of both the Trust and promote non-discriminatory and cultural sensitivity practices</li> <li>Commitment to the organisation Values and Policies</li> </ul> <p>Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010)</p>	AF/I/C

**Assessment will take place with reference to the following  
AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate**