

Job Description

Job title: Occupational Therapist - Unplanned Care and Discharge Home to Assess
Grade: Band 6
Responsible to: Band 7 Therapist
Accountable to: Clinical and Operational Lead for Unplanned Care and Discharge Home to Assess
Base: Hemel One (HQ), Hertfordshire

JOB PURPOSE

- To Provide urgent high-quality, short-term programs of care for vulnerable adults in their own home with acute health needs, and to facilitate timely discharge from urgent and acute care settings.
- Work within professional standards and clinical guidelines, promote best practice and to undertake all aspects of clinical duties as an autonomous practitioner including assessing and treating own caseload of patients/clients and maintaining professional documentation.
- To work as part of a multidisciplinary team to facilitate timely assessment and co-ordinated discharge planning, liaising with appropriate team members when patient's are acutely unwell.
- To hold responsibility for own caseload, working with and without direct supervision.
- Provide support, teaching and clinical supervision for other team members, student Occupational Therapists.
- To work flexibly, being willing to work on other Unplanned Care pathways when required.

MAIN DUTIES AND RESPONSIBILITIES

Clinical

- To undertake specialised multi-professional assessments, develop and implement treatment plans for clients referred to the Unplanned Care services. These clients will present with a variety of complex multi-pathologies within specialist areas, including neurological conditions.
- Participate in triaging referrals and allocation of visits appropriately.
- 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.
- Following specialist assessment, to use advanced clinical reasoning, analysis, assessment and re-assessment skills and using a client-centered goal setting approach, to develop and provide individual occupational therapy treatments and programmes for clients. These treatment techniques may include functional activities, manual occupational therapy treatment techniques or patient and care giver education.
- To 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 comply with local risk assessments when dealing with complex clients with challenging behavioural needs and high risk environments.
- To be responsible for organising and prioritising own caseload to meet service needs and to communicate with your supervisor if the service needs cannot be met.
- To prescribe appropriate equipment to clients in order to maximise their independence and safety.
- Travel to client's homes taking necessary assessment and treatment equipment as required.
- To work as a lone practitioner, within the guidelines of the Lone Working Policy, when performing home visits.
- To identify clients who need support from outside agencies, using clinical reasoning and analysis skills. To liaise with, and to refer clients to these services which include other Healthcare Services, Social Services and Voluntary agencies as appropriate.
- To participate in 7 day working.
- To contribute to and participate in training events with other members of the team.

Management / Leadership

- To support the members of the team in the day-to-day operation of the service. This may include answering queries, fielding referrals, contributing to team discussions, responding to client needs, delegating and

supervising appropriate tasks to Rehabilitation Assistants and administrative staff, communicating with other team members and outside agencies and other operational activities.

- To maintain close working relationships with all primary care and social care agencies, Accident & Emergency departments, specialist community and secondary care services and therapy services active within CLCH; accepting and making referrals to these groups as needed.
- To participate in the multi-professional team meeting within each service area, actively contributing and chairing as required.
- To respond to inconsistent work patterns and to be able to manage a diary and re-priorities as required.
- To provide clinical supervision, appraisal and competency attainment for the rehabilitation support workers/ occupational therapy students in the team, by providing theoretical and practical clinical training, education sessions and advice on client needs and treatments.
- Participate in the development, implementation and review of policies, guidelines, and integrated care pathways and/or service redesign of intermediate and community care services.

Educational

- To develop, update and present occupational therapy specific education presentations to other health professionals, clients and carers.
- To attend appropriate education and training programs to develop/maintain enhanced clinical skills.
- To participate in the induction of new staff, in house training, support of colleagues, students, medical staff, AHPs and others as required.
- To participate in the student placement program, and following appropriate training, be responsible for student supervision and teaching.

Research and audit

- To participate in and lead on clinical and organizational audit and research activities.
- To critically evaluate and interpret evidence-based research findings from diverse sources, making informed judgments about their implications for developing or re-designing services and clinical practice.

Professional

- To be responsible for maintaining detailed and accurate patient treatment records in line with RCOT and legal standards.
- To be responsible for complying with legal and professional confidentiality guidelines at all times.
- To be professionally and legally accountable for all aspects of own work ensuring that the standard of professional work meets professional standards and clinical guidelines.
- To actively participate in CLCH Appraisal Scheme, both as an appraiser and appraisee, by identifying key performance objectives and continuing education needs.
- To actively participate in both clinical and operational supervision sessions with your supervisor and to identify and develop professional, clinical and service needs.

PERSON SPECIFICATION

Job Title: Specialist Occupational Therapist

Factors	Criteria	Assessment Method
Education/Qualification		
Essential	<ul style="list-style-type: none"> Diploma/degree in Occupational Therapy Current UK AHP HCPC registration 	AF/C
Desirable	<ul style="list-style-type: none"> Post graduate degree in relevant area 	AF/C
Experience		
Essential	<ul style="list-style-type: none"> Post registration as an occupational therapist working with older adults, falls prevention Supervising staff/students Working in a multi-disciplinary team In-service teaching 	AF/IV
Desirable	<ul style="list-style-type: none"> Experience working in a wide range of specialist services eg. falls services, wheelchair services, neurology, and orthopaedics Leading appraisals Experience working in the community setting Experience of implementing evidence-based care and developing others to do so. 	AF/IV
Skills & Knowledge		
Essential	<ul style="list-style-type: none"> Good communication and report writing skills. Ability to manage own workload and plan the workload of others, to work autonomously. Ability to make decisions and prioritise actions. Working knowledge of clinical governance and evidence based practice. Able to develop and maintain team working. Ability to work under pressure. Evidence of comprehensive range of clinical skills and expertise relevant to the role, applying core occupational therapy skills across a range of clinical conditions within a client centered, goal setting approach. Able to deal with conflict and manage appropriately. Able to identify own and other's learning and development needs and actively seek ways to meeting those needs. Basic IT skills including use of Microsoft Office package and email. Clinical knowledge across a range of long term and enduring conditions. Aware of current issues and recent developments in Occupational Therapy/ Care/NHS. Detailed knowledge of Primary Health Care and collaborative working with other care providers, e.g. social care and voluntary services. 	AF/IV
Desirable	<ul style="list-style-type: none"> Knowledge of the audit process Knowledge of clinical governance processes, assessing and managing risk. Knowledge of adult protection and safeguarding issues. Knowledge of National Service Frameworks and NICE guidance on areas relevant to the post. Able to lead and motivate a team 	AF/IV
Key Attributes		
Essential	<ul style="list-style-type: none"> Evidence of commitment to continuing professional development maintained in portfolio. Evidence of involvement in service delivery improvement. 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) 	AF/IV/C
Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		