

Job Description and Person Specification
Community Occupational Therapist – INT
Band 5
Salary Range: xxxx

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high-quality specialist health and care services. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of equitable care that we'd expect for ourselves and our families.

Sirona's vision is to improve health outcomes for all and are committed to providing accessible services and reducing healthcare inequalities.

We have embarked on an ambitious journey of service improvement and transformation across services for all age groups and are committed to working as part of the Integrated Care System being developed across Bristol, North Somerset and South Gloucestershire. We are also working closely with GP colleagues to support the on-going development of Primary Care Networks and the Integrated Care Partnerships as well as working closely with the VCSE sector.

Summary about the Service

The aim of the Integrated Neighbourhood Team (INT) is to:

- Fully integrates as an out of hospital service, delivered in close collaboration with primary and social care
- Support and empower people to stay and age well, reduce the demand for emergency hospital services and long term care placements.
- Targeted approach in areas where health outcomes are poor, supporting carers and care homes.
- Increased focus on prevention and reducing inequalities across physical and mental health.
- Continuous quality improvement of services and improved outcomes for individuals.
- Ensure the consistent, efficient and effective utilisation of resources.

Each INT will be made up of:

- Advanced Clinical Practitioners (ACP) - Long Term Conditions
- Clinical Lead Therapist
- Community Nurses
- Allied Health Professionals including Occupational Therapists and Physiotherapists
- Nurse Associates, Assistant Practitioners
- Highly skilled support staff

- Administrative staff

Supported by:

- ACP – Urgent
- Specialist Services
- Health Visitors for Older People
- Community based pharmacists
- External partners including primary care, social care and third sector

Job Purpose

To maintain accurate, informative, legal and contemporaneous records of all interventions in accordance with HCPC and the RCOP- Royal College for Occupational Therapists.

- To provide a safe, patient centred, effective and evidence-based Occupational Therapy service in the community setting
- You will work within the Adult Service to deliver both acute and long term therapy and clinical activities, supported by a robust competency framework to adults within their own home and other settings
- You will be part of an integrated multi-disciplinary team (MDT), which includes Nurses, Physiotherapists and other Allied Healthcare Professionals
- To work variable days and shifts over 7 day period between the hours of 08.00 – 20.00 in order to meet the needs of the service.
- In order to provide organisational and service resilience, you may be expected to support other teams or services, both within the locality and Sirona wide when the need arises at short notice working on a rota basis
- Be able and willing to travel throughout the service delivery geographical area

Key Responsibilities

- With the support of senior staff be responsible for the initial holistic assessment, implementation and evaluation of programmes of care for patients who are acutely and chronically unwell; often with complex needs arising from the frail elderly cohort
- Use clinical reasoning skills to assess, plan, implement and evaluate, patient- centred intervention programmes incorporating physical, psychological, social, leisure and employment needs, using an evidence based practice approach, promoting high quality and harm free care.
- Collaborate and negotiate with service users, carers and family in identifying appropriate and achievable goals as part of the overall care plan, which will maximise quality of life and independence.
- Facilitate appropriate referrals to other services or investigations based on your assessment to ensure holistic patient care

- Work within a multi-disciplinary team, to provide integrated skills and sharing knowledge providing holistic and specialist skills supported by a robust competency framework
- To apply theoretical and working knowledge of medical, neurological, surgical, psychological, trauma and terminal conditions, then work with the implications of these on the quality of life of patients and carers.
- To use occupational; therapy skills, techniques in functional and standardised assessment & interventions as an autonomous practitioner
- Create person centred, goal based treatment plans using outcome based approach which can be delegated and supported by INT colleagues.
- To develop additional competencies within the requirements of the multi-disciplinary approach to the INT
- To assess and arrange the provision of equipment and/or adaptations from appropriate agencies ensuring this is provided in good working order and fitted correctly; reporting any issues appropriately
- Supervise members of the team including peers, students and unregistered workforce in occupational therapy competencies
- To maintain accurate, informative, legal and contemporaneous records of all interventions in accordance with Sirona care & health policy and the Royal College of Occupational Therapy's principles and practice.
- Actively participate in training; this may involve assisting in the delivery of training both within the service and to other health professional as appropriate. Support the development of additional competencies within the requirements of the multi-disciplinary approach of the INT, following appropriate training.
- Work within your scope of practice
- Identify risks and act accordingly to minimise risk to self, service users and colleagues in line with Organisational policy and procedures
- With the support of senior colleagues, identify and work towards specific objectives and to actively participate in service development projects and audit as required.
- Work flexibly to meet the service needs and undertake any other duties that may be reasonably requested to help the service run smoothly
- Be able and willing to travel throughout the service delivery geographical area

Scope of Accountability:

- Number of direct reports - to be agreed with INT Manager/ALM

Budget holder - No

Team Structure Diagram



Skills, Experience and Knowledge Required

Essential:

- Effective communication skills – written, verbal and no-verbal
- Able to adapt communication for individuals with communication difficulties
- Able to function effectively as a team member
- Able to make clinically reasoned judgements when working with a variety of conditions
- Able to work autonomously, and ability to know when to seek appropriate advice / guidance from senior staff
- Good problem solving skills
- Effective time management and caseload management
- Able to reflect and critically appraise own performance
- Competent IT skills

Desirable:

- Community work (either student or postgraduate) demonstrating a broad range of clinical undergraduate experience
- Experience of the application of health, safety and risk management policies
- Working with a range of professionals in Health or Social Care

Qualifications and Training Required

Essential:

- BSc or equivalent in Occupational Therapy
- HCPC Registered
- Evidence of continuing professional development and commitment to lifelong learning

- Working knowledge of OT outcome measures
- Knowledge of the principles of Clinical Governance and its application
- Full driving licence and access to car in work time (with business use car insurance)

Desirable:

- Up to date knowledge of Evidence Based Practice, local and national standards

Required Membership and/or Registrations relevant to post:

- N/A

Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support
- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services

- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.

Infection Prevention and Control

Infection Prevention and Control is everybody's responsibility.

Compliance with all infection control policies, procedures and guidelines will form an integral part of practice for all staff.

All staff will be responsible for familiarising themselves with the Infection control policies and guidelines on the Intranet site.

Staff must keep up to date with new policies and guidelines and the subsequent implementation in practice.

Staff must seek support and advice from the Infection Prevention and Control Team in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance in the policies is not applicable.