

Job Description

JOB TITLE	Rotational Occupational Therapist, Neurological Rehabilitation
GRADE	Band 6
REPORTS TO	Band 7 Occupational Therapist
ACCOUNTABLE TO	Divisional Therapy Manager
DEPARTMENT	Neurological Rehabilitation Department – In and Out Patients
DIVISION	Cancer, Diagnostics and Clinical Support
DATE	March 2021

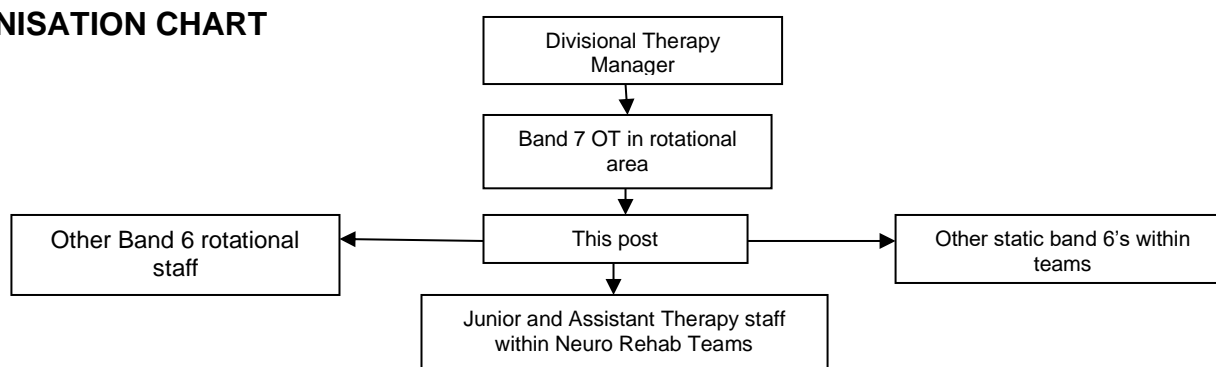
JOB PURPOSE

To provide leadership, specialist advice and Occupational Therapy interventions as part of the neurological rehabilitation services, working as a key member of a wider multidisciplinary team for both in and out patients. This will involve working flexibly throughout the Trust and working within a seven day therapy service. This post is part of the neurological Band 6 rotation through neuro specialist areas that include acute stroke, stroke rehabilitation, in patient neuro rehab (Kings Lodge), Neurology out-patient therapy services/Spasticity and neuro splinting and the Neuro Rehab in-reach team.

To be part of the Integrated Specialist Rehabilitation Services within the Trust, working throughout in and out patient neurological rehabilitation. To work as part of a multidisciplinary team to meet both Trust and national targets and standards.

To provide supervision and teaching for Occupational Therapists, students and assistants working within the speciality as well as providing multidisciplinary education, advice and support.

ORGANISATION CHART



DIMENSIONS

1. To use specialist skills to perform advanced assessment of patients with diverse presentations and complex physical, cognitive, psychological and social needs.
2. To develop and deliver individualised treatment programme to patients with neurological conditions.
3. To hold responsibility for own caseload, working without direct supervision. Supervision takes the form of regular reflective and clinical reasoning sessions.
4. To delegate work to Junior and support staff.
5. To supervise, educate and assess the performance of Occupational Therapy students; this would be to a graduate level standard and involve working with the Universities to meet the standards required.
6. To be an integral part of the multidisciplinary team, liaising and working with other Trust staff in the management of the patients' care appropriate to the service area.
7. To liaise with other Occupational Therapy and MDT colleagues to provide a flexible service during pressure times, due to workload or staffing difficulties.
8. To participate in the training and supervision of Junior Therapists and Assistants.
9. To work and liaise with external agencies as required.
10. To undertake routine administrative tasks as agreed with senior staff.
11. To undertake specific projects as delegated by more senior staff e.g. in service training.
12. To act in a key working role. This involves planning, co-ordinating and facilitating the patient's admission, rehabilitation and discharge as well as facilitating the effective delivery of a rehabilitation programme.
13. To work constantly as a key member of the multidisciplinary team to deliver a holistic, patient centred approach to care. This is achieved through advanced communication skills, joint working and an excellent understanding of MDT roles.

KEY RESULT AREAS

CLINICAL

- To undertake all aspects of clinical duties as an autonomous practitioner and take overall accountability for Occupational Therapy clinical intervention.
- To be able to carry out advanced Occupational Therapy assessments to patients with diverse and complex presentations/multiple pathologies involving neurological conditions with physical, cognitive, psychological and social needs.
- To be able to assess, fabricate and evaluate a range of neurological splints incorporating clinical reasoning, specialist knowledge of normal movement, tone management and medication. (this point kept same but placed higher up on list of clinical duties as it is more of a priority)
- Formulate and deliver an advanced individual Occupational Therapy treatment programme based on sound theoretical knowledge of evidence based practice and treatment options using clinical assessment and reasoning skills.
- To interpret and analyse clinical and non-clinical facts to form an accurate Occupational Therapy treatment plan/intervention in a wide range of highly complex neurological conditions. To recommend the best course of action and develop comprehensive discharge plans with the MDT.
- To provide continual formal and informal advice, teaching and instruction of relatives, carers and other professionals (including other members of MDT) to promote understanding of the aims of Occupational Therapy and ensure a consistent approach to patient care.

- To be able to assess posture and balance in order to provide appropriate specialist seating, wheelchair provision and pressure relieving systems.
- To plan, oversee and run therapeutic groups for patients with multiple pathologies addressing physical, cognitive, psychological, educational and social needs.
- To support and deputise for Band 7 Occupational Therapists as required.
- To work in conjunction with Senior staff to ensure the provision of an effective service.
- To represent the Occupational Therapy service at MDT meetings and patient review meetings to ensure the delivery of a co-ordinated MDT service and integrate Occupational Therapy into the treatment programme.
- To work consistently as an integral part of the MDT which includes daily joint working, team goal setting, case conferences and family meetings in order to ensure a co-ordinated service,
- To effectively utilise all available resources in order to complete thorough assessment and relevant treatment of all patients, such as liaison with medical, nursing and therapy colleagues, gaining a thorough subjective history from patients/carers, use of medical and interdisciplinary notes.
- To provide specialist advice, teaching and training to other members of the MDT regarding treatment, handling and management of the patient's neurological difficulties.
- Following evidence of competence to include complex, highly skilled procedures for example therapeutic handling and splint manufacture where appropriate within assessment and treatment.
- To be skilled in goal setting alongside the patient and MDT ensuring goals are realistic and appropriate.
- To communicate effectively and work collaboratively with medical, nursing and therapy colleagues to ensure delivery of a co-ordinated MDT service. This includes case conferences, ward rounds and discharge planning,
- To contribute to the delivery of a co-ordinated MDT service and to integrate specialist Occupational Therapy treatment into the overall treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.
- To be responsible for assessment and management of clinical risk within own and delegated caseload.
- To be professionally and legally accountable for all aspects of professional and clinical work. Must maintain accurate, comprehensive and up to date treatment notes in line with legal, Trust, departmental and College of Occupational Therapy requirements for each patient.
- When appropriate to communicate timely and informative verbal and written reports and discharge summaries to other agencies for example Social Services.
- To communicate effectively with patients, gain informed consent to treatment and to agree expected treatment outcomes. To assess patients' understanding of treatment proposals and to have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
- To motivate patients and where appropriate carers, to comply with treatment programmes where there may be significant barriers to understanding. This may include dementing illness, cognitive impairment, hearing or sight impairment, dysphasia, cultural/language barriers, behavioural problems, mental illness, depression or aggression. In those situations communication will require the expert use of a range of verbal and non-verbal skills.
- To demonstrate the ability to communicate highly complex and sensitive information in an understandable form to patients. This may include giving unwelcome or difficult to accept information in relation to their functional ability, discharge plans and degenerative nature of a condition.
- To communicate effectively to both MDT and carers in order to train them as appropriate in the handling and treatment of patients with neurological conditions.

- To be highly competent in prescribing equipment and services needed for safe discharge and prevention of admission. This also includes maintaining accurate stock records and following correct ordering procedures.
- To ensure appropriate use and maintenance of equipment and stock. To be responsible for the safe and competent use of all equipment, treatment modalities, appliances and aids by self and others within the team.

PROFESSIONAL

- To be professionally responsible for ensuring that Juniors, support staff and students work within their level of agreed competence and to assess and evaluate competence of junior and support staff.
- To undertake fieldwork education training and take responsibility for designate students.
- To provide clinical education and training to Occupational Therapy students to graduate level.
- To take an active part in the induction and training of staff and students placed in the department.
- To be responsible for maintaining competence to practice through continuous professional development activities and maintain a portfolio which reflects personal and professional development and evidence of learning beyond registration and to facilitate other Occupational Therapists to do the same.
- To reflect and evaluate your own work and current practice through the use of evidence based practice projects, audit and outcome measures.

DECISION MAKING

- To hold responsibility for own caseload, working without direct supervision.
- To undertake all aspects of clinical duties as an autonomous practitioner and take overall accountability for Occupational Therapy clinical intervention.
- To interpret and analyse clinical and non-clinical facts to form an accurate Occupational Therapy treatment plan/intervention in a wide range of highly complex neurological conditions. To recommend the best course of action and develop comprehensive discharge plans with the MDT.
- To support and deputise for Band 7 Occupational Therapists as required.
- To contribute to the delivery of a co-ordinated MDT service and to integrate specialist Occupational Therapy treatment into the overall treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.
- To be responsible for assessment and management of clinical risk within own and delegated caseload.
- To be professionally and legally accountable for all aspects of professional and clinical work.