

## Job Description

Job Details	
Job Title:	Senior Occupational Therapist (Stroke)
Business Unit:	Community Services
Department/Ward:	Stroke Unit
Location:	Trustwide
Pay Band:	Band 6
CAJE No:	COM1098
Main Purpose of the Job	
<ul style="list-style-type: none"> <li>To provide a comprehensive Occupational Therapy service in the specialised area of stroke, managing a caseload of patients (often with highly complex needs), using evidence based clinical reasoning to assess, plan, implement and evaluate interventions.</li> <li>To role model compassionate and inclusive leadership in order to shape the creation of a collective leadership culture within the trust. This means demonstrating a consistent leadership style which (a) engages, enables and empowers others (b) uses coaching to promote ownership of learning and quality improvement and (c) facilitates team working and collaboration within teams / departments and across organisational boundaries.</li> </ul>	

Dimensions
<ul style="list-style-type: none"> <li>• To ensure that stroke OT service provision is prioritised and service delivery is made effectively within resource constraints.</li> <li>• To practice within the multidisciplinary team, providing specialist Occupational Therapy assessments, diagnosis and treatment using clinical reasoning skills.</li> <li>• To manage a defined caseload of patients (often with highly complex and long-term needs), using evidence based clinical reasoning to assess, plan, implement and evaluate interventions.</li> <li>• To undertake highly complex assessments, plan, implement and evaluate therapeutic interventions. This work will take place both in patients' homes and hospital.</li> <li>• To provide leadership for junior and support staff, through supervision and mentoring.</li> <li>• To carryout appraisals with junior and support staff, as delegated by Line Manager.</li> <li>• To participate in the planning, development and evaluation of Occupational Therapy services within a designated area/team, holding responsibility for defined projects through specialist interest and steering group.</li> <li>• To contribute to the maintenance and development of the Occupational Therapy service.</li> <li>• To regularly supervise undergraduate Occupational Therapy students on practice placement and participate in placement experience of other professionals.</li> <li>• To take a lead in the decision making process for discharge planning through assessment and the analysis of treatment outcomes.</li> <li>• Operationally responsible to Clinical Lead Occupational Therapist</li> <li>• Professionally responsible to Clinical Lead Occupational Therapist</li> <li>• Responsible for: Own clinical practice, delegating work to support staff and supporting students on clinical placements.</li> <li>• When required, to work Trustwide across the Stroke Service, ranging from Hyper Acute, inpatient assessment/rehabilitation and community.</li> <li>• To work as part of a 7-day roster, and support in covering annual leave and sickness when required</li> <li>• You will be working in a variety of settings, working with a variety of agencies within Health &amp; Social Care, local Authorities and Housing.</li> <li>• Your clinical expertise will be used flexibly as directed by your line manager.</li> </ul>
Organisational Chart
<div style="text-align: center;"> <p><b>Clinical Lead Occupational Therapist</b></p> <p><b>Senior Occupational Therapist (this post)</b></p> <p>Occupational Therapist</p> <p>Technical Instructor</p> </div>

## **1. Communications and Relationships**

- To communicate highly complex and sensitive information effectively with users and carers, team members, Occupational Therapy colleagues and other agencies.
- To participate in discussions and decisions with regard to patient care programmes as a member of the Multidisciplinary team.
- Liaison with other members of the multidisciplinary team in order to effectively plan client care and to request further investigations or suggest changes in medication.
- To be responsible for the transfer of information regarding the patient to other agencies following OT intervention, e.g. manual handling plans and risk assessments.
- To provide support, education and advice regarding aspects of Occupational Therapy.
- To gain a patient's explicit consent to the undertaking of assessments and interventions often where there are barriers to communication.
- To implement therapeutic interventions with patients with highly complex needs, this may require the use of negotiation and/or reassurance skills.
- To frequently communicate the outcome of Occupational Therapy assessments in easily understood language, which may involve the imparting of unwelcome news. This may then lead to dealing with difficult family situations or circumstances e.g. helping a patient come to terms with their illness and the consequent adaptations and equipment to facilitate independence or support.
- To communicate complicated and sensitive information re Occupational Therapy intervention to those with communication and/or understanding difficulties in easily understood language.
- To use effective advanced communication skills to motivate and encourage participation in treatment and achievement of client-centered goals where there may be barriers to understanding, e.g. speech or cognitive impairments.
- To facilitate adjustment to the disease process.
- To provide written reports of assessments and of recommendations which clearly demonstrate clinical reasoning.
- Must be able to demonstrate the English language proficiency level required for this post.

## **2. Knowledge, Skills, Training and Experience**

### **Essential**

- Diploma/Degree in O.T.
- Post Graduate training/experience relevant to specialist area.
- State registered with Health Professions Council.
- Documented evidence of continuing professional development
- Substantial post registration experience with relevant experience in specialist area including individual and group work.
- Experience and working understanding of audit procedures.
- Working knowledge and use of evidence-based practice and implementation of current research in a specialist area.
- Detailed knowledge of current best practice, government initiatives and legislation in Occupational Therapy and specialised area.
- Specialist skills and knowledge of the theory and application of Occupational Therapy assessments and interventions relevant to patient group.
- Understanding and working knowledge of Occupational Therapy outcome measures and models of practice.
- Supervisor/appraisal skills.
- Excellent written and oral communication skills.
- Comprehensive knowledge and skills in patient moving and handling which will require moderate physical effort for short periods of time on a frequent basis.
- Knowledge of current research in specialist area.
- Knowledge of the range of specialist equipment available and its appropriate use.
- Computer literacy.
- Detailed applied knowledge of health and social care legislation and its impact on current practice.
- Detailed knowledge of the principles of clinical governance and its application.
- To lead, inspire and motivate others to high performance by agreeing clear goals and objectives, providing support and guidance and creating opportunities for development
- To contribute to the development of a culture of high engagement, where staff are empowered and entrusted to provide the best services and care for patients
- To promote and facilitate innovation and continuous improvement to deliver better services for service users and patients
- Accountability or the leadership of post holders staff / teams / departments
- It is an essential requirement of the role that the post holder has a valid driving license and is either a car owner and able to use the car for work purposes, or has a Trust personal lease vehicle which may be used for the role. However, the Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role

### **Desirable**

- Knowledge of or experience in coaching and mentoring practices and tools
- Knowledge of or experience in Quality improvement tools, techniques and methods

<p><b>3. Analytical Skills</b></p> <ul style="list-style-type: none"> <li>• To have good understanding of explicit consent and capacity to consent, taking these into account within working practice.</li> <li>• To work with patients who are often in vulnerable situations, whilst taking into account the complex wider issues.</li> <li>• To take full responsibility during the home visit for patients who may become medically unstable, while outside of the hospital environment.</li> <li>• To be able to work autonomously.</li> <li>• To absorb work from junior members of staff who are working outside their skills and competencies due to an unexpected change in client complexity.</li> <li>• Be responsible for workflow of support staff and professionally accountable for any interventions delivered by them.</li> <li>• To take the ultimate responsibility for the care of the patient during a home assessment visit, at which time risk is managed (patients may become medically unstable).</li> <li>• To be aware of, understand and respect the skill mix of each discipline with the Multidisciplinary Team in order to promote multidisciplinary and cohesive working.</li> </ul>
<p><b>4. Planning &amp; Organisational Skills</b></p> <ul style="list-style-type: none"> <li>• To be responsible for maintaining, planning and prioritising patient caseloads (often with highly complex needs) and to organise/control this caseload effectively, flexibly and economically.</li> <li>• To coordinate multidisciplinary activities i.e. case conferences, discharge planning and goal setting with other professionals and agencies.</li> <li>• To manage competing demands upon working time, this may involve reprioritising work activities and schedules i.e. request from ward for urgent assessment, supporting other members of staff, deputising for Clinical Lead Occupational Therapist, and prioritising a waiting list.</li> </ul>
<p><b>5. Physical Skills</b></p> <ul style="list-style-type: none"> <li>• Daily therapeutic handling of patients using highly developed physical therapeutic handling skills and expert skills, requiring dexterity, coordination and sensory skills. This may be undertaken in restrictive conditions, e.g., patients' homes/hospital cubicles.</li> <li>• Intervention will involve daily manual handling and supporting clients, e.g., assisting clients to stand or to facilitate walking, supporting of limbs during exercise, positioning clients in bed or transferring clients. Treatments may also include static posture, bending and twisting.</li> <li>• Rehabilitation often involves close personal contact with clients. This will involve working with clients with poor personal hygiene or continence problems.</li> <li>• Fitting equipment/slings/splints with a high degree of accuracy and expertise, at times this may need to be undertaken in unpleasant environments, e.g., toilets.</li> <li>• To carry out home assessment visits when required, of a complex nature. Transporting equipment/patients/carers from hospital to car to house.</li> <li>• Show developed key board skills for the use of departmental computers, accessing basic computer systems such as word, power point, excel. A degree of accuracy is required when entering client contact notes.</li> <li>• Dexterity, manipulation, and accuracy relating to driving is required for all posts, in order to meet the transport requirement of the job.</li> <li>• Lone driving on frequent basis sometimes in isolated places and/or inclement weather.</li> </ul>

## **6. Patient/Client care**

- To undertake highly complex and detailed assessments of patient skills, occupational needs and need for specialist assistive devices and/or building adaptations. Consideration is given to a patient's views and wishes, medical history and prognosis, sensorimotor skills, communication skills, social skills, manual handling aspects, postural management, assessment of risk, daily living skills, cognitive abilities, behaviour, safety issues, environmental and psychosocial factors, and where appropriate the viewpoints, abilities, and other issues of carers – these multiple factors are often conflicting and contentious.
- To analyse the results of the above assessments diagnosing the cause of problems, consider a range of options, formulate professional judgements, develop and implement strategies, which are appropriate for the patient and others, involved in their lives.
- To undertake complex and detailed assessments, analysis, diagnosis, and management of risk (risk assessments) and advise and/or implement strategies in relation to the outcomes.
- To take the ultimate responsibility for the care of the patient during a home assessment visit, at which time risk is managed (patients may become medically unstable).
- To carry out home assessment visits, when required, of a complex nature transporting equipment/patients/carers from hospital to car to house.
- To work with patients to identify treatment goals as part of the overall care using specialist assessment tools.
- To be highly skilled and experienced in the design, implementation, prescription, and evaluation of the individual and Occupational Therapy component of the multi – disciplinary treatment plan.
- To plan and implement individual and where applicable group interventions, in collaboration with the patient and other professionals, using graded activity to achieve therapeutic goals.
- To identify those aspects of a treatment programme that can be undertaken by generic rehabilitation workers and to ensure that the rehabilitation worker is able to do this safely and effectively.
- To use a high level of specialist Occupational Therapy approaches in the designated area and to carry out interventions, which will also include provision of aids and adaptations as appropriate.
- To assess for and facilitate the provision of assistive devices (sometimes specialist).
- To order and supply appropriate assistive devices and equipment and ensure their safety for use.
- To assess for, advise and facilitate minor adaptations and/or specialist equipment where appropriate and in line with local government criteria taking into account cost effectiveness, reliability, quality, patient need and wider strategic issues. For example, specialist seating and access.
- To carry out client centered approaches to setting goal specific rehab programmes within a specified time frame, using specialist assessment tools, to promote optimum independence whilst in hospital and in the community.
- To monitor, evaluate and modify interventions for patients in order to measure progress and ensure effectiveness of interventions.
- To apply a high level of understanding of the effect of disability and provide education and advice on lifestyle and adaptations to the patients environment in which the patient functions.
- To assess the occupational needs of a defined patient group and establish and evaluate appropriate intervention.
- Identify the need for major adaptations and refer to the appropriate agency.



<p><b>7. Policy &amp; Service Development</b></p> <ul style="list-style-type: none"> <li>• The provision of quality Occupational Therapy service making the most effective use of resources whilst maintaining high professional standards.</li> <li>• Participating in service development and leading on projects delegated by the Clinical Lead Occupational Therapist driven by current legislation and guidelines.</li> <li>• To lead on the planning, evaluation and audit of practice, clinical pathways and protocols within the specialised area.</li> <li>• To lead in meetings and projects, where delegated, for the Occupational Therapy service within the Trust.</li> <li>• To work closely with the Clinical Lead Occupational Therapist and other Senior Therapists to plan, develop and evaluate Occupational Therapy Services within Stroke, holding responsibility for defined projects through specialist interest and steering group.</li> <li>• To contribute to the Trust's and team's clinical governance arrangements and quality agenda, including the setting and monitoring of practice standards.</li> <li>• To apply national guidelines and legislation relating to health and social care service provision.</li> <li>• To lead on specific clinical governance projects for Occupational Therapists within the Care Trust.</li> <li>• To implement current research best practice adhering to Trust clinical government protocols.</li> </ul>
<p><b>8. Financial &amp; Physical Resources</b></p> <ul style="list-style-type: none"> <li>• To follow departmental guidelines when requiring petty cash.</li> <li>• To be responsible for maintaining stock, advising on resources to carry out the job.</li> <li>• To be responsible for the ordering and supplying of equipment used with patients and ensure its safe use. To ensure safe use of any assessment equipment/department stock.</li> <li>• To be responsible for the safe fitting and demonstration of equipment and provision of mobility aids, transfer aids and moving and handling equipment, e.g. hoists.</li> </ul>

## 9. Human Resources

- To deputise for and support the Clinical Lead Occupational Therapist. This may include signing time sheets, annual leave requests etc.
- To exercise good time management and punctuality and monitor that of others.
- To coordinate day to day activity of more junior and non-qualified staff where applicable, providing daily support, advice and monitoring to rehabilitation workers assisting with clients' programmes.
- The ability to inspire and motivate others within the specialised area.
- In line with local guidelines review and reflect on own practice and performance through effective use of the professional and operational supervision and appraisal systems.
- To provide effective guidance, supervision, and appraisal for staff.
- To regularly be responsible for the supervision and written assessments of Occupational Therapy students on practice placement.
- To be an assessor and/or mentor to NVQ candidates.
- To act as a specialist clinical resource for the multidisciplinary team/the Trust, providing support, education, and advice regarding neurological Occupational Therapy to carers (formal and informal), support staff and other professionals both inside and outside the organisation.
- To contribute and lead when appropriate the induction, training and education of students and other staff in this area.
- To provide in-service training and education to Occupational Therapy staff, other professionals and students and provide support to the failing student.

## 10. Information Resources

- To be familiar with and competent in assessment for and issuing equipment to clients accessing equipment loan services.
- To be computer literate and develop ability to access basic computer systems including System-One, Nervecentre, Clinical Noting and other system as required/identified.
- To ensure that all written and electronic records (e.g. OT documentation, manual handling risk assessment forms, IR1 forms/datix) are up to date and maintained in accordance with Professional and Trust standards.
- To record statistical data as required.
- To countersign OT student record keeping.
- To provide written reports of assessments and of recommendations which clearly demonstrate clinical reasoning.
- You will be expected to have basic functional skills, including literacy, mathematics and digital skills. Digitally literacy is the ability to locate, organise, understand, evaluate and analyse information using digital sources. This is in line with 'digital readiness indicator for health and social care', which has been developed in the Building a Digital Ready Workforce Programme (BDRW), between Health Education England (HEE) and NHS Digital, and is part of the Government's Digital Transformation Portfolio (DTP) (2019)



<b>11. Research &amp; Development</b> <ul style="list-style-type: none"> <li>• Required to undertake research and/or audit projects relevant to Occupational Therapy and/or service area and disseminate findings at a local and national level.</li> <li>• To lead on and implement current research best practice adhering to Trust clinical governance protocols.</li> <li>• To develop research and audit skills through participation in audit and research projects which may influence regional and national strategies.</li> <li>• To find and/or actively seek up-to-date research and disseminate throughout the team.</li> <li>• To continually update specialist knowledge, skills and experience within specialised area.</li> <li>• To demonstrate ongoing personal development through participation in internal and external development opportunities, recording learning outcomes in a portfolio to further develop existing skills, knowledge and expertise.</li> <li>• To maintain evidence of reflective practice which influences improvements in clinical practice.</li> </ul>
<b>12. Freedom to Act</b> <ul style="list-style-type: none"> <li>• To work within the specialised area of Stroke.</li> <li>• To comply with the College of Occupational Therapists Code of Ethics and Professional Conduct and National and Trust procedures.</li> <li>• To work autonomously respecting the individuality, values, cultural and religious diversity of patients and contribute to the provision of a service sensitive to these needs.</li> </ul>

## **Standards**

The statements outlined below are the standards of which all employees of Northumbria Healthcare Trust are expected to comply.

Works to the standards expected in the Northumbria Healthcare NHS Foundation Trust statement of values.

**Risk Management** - to deliver the quality standards and targets outlined in the Trust's Risk Management Strategy and local operational policies

### **Infection Control:**

It is your responsibility to adhere to infection control policies and guidelines in order to promote cleanliness and reduce infections. Hand hygiene must be undertaken correctly to prevent the spread of infection. Personal protective equipment must be used in accordance with Trust policy. You must contribute to the cleanliness of the work environment and keep it "clutter free" and tidy. You must also attend mandatory training and updates to ensure you receive training appropriate to your role

### **Health and Safety:**

Managers have a duty to ensure that safe systems of work are used within their area of responsibility; to investigate accidents and incidents; to arrange for risk assessments to be conducted annually, and to ensure staff attend appropriate health and safety training.

All employees have a duty to take reasonable care for their own health and safety, and that of others who may be affected by their activities; to cooperate with the Trust by complying with all health and safety rules and safe systems of work; and to inform their line manager of any work situation, or practice which may be considered a danger to health and safety.

### **Patient, Carer & Public Involvement:**

Managers have a duty to ensure that the principals of patient, carer and public involvement are adhered to throughout all areas of responsibility in line with Section 242 of the NHS Act 2006 (as amended by the Act 2012) which requires the duty to involve and consult users. A 'user' is defined as someone who is using services, or someone who may use them. In addition, this requires NHS organisations to involve and consult patients and the public in; The planning and provision of services and the development and consideration of proposals for changes in the way services are provided.

This ensures that patients are the focus of everything we do, we share good practice in line with Trust policies and procedures, this includes learning from complaints and concerns.

### **Safeguarding:**

The safeguarding of all those who are vulnerable is an enormous obligation for all of us who work in the NHS and partner agencies.

Safeguarding children and adults at risk of abuse or neglect is complex, frequently under review and we must all take responsibility to ensure that it works effectively.

Safeguarding is everyone's responsibility. It remains the responsibility of every NHS organisation and each individual healthcare professional working in the NHS to ensure that the principles and duties of safeguarding adults and children are holistically, consistently and conscientiously applied with the needs of adults at risk or abuse or neglect at the heart of all that we do.

Partnership working is also key and it is vital that local practitioners continue to develop relations and work closely with colleagues across their local safeguarding system to develop ways of working that are collaborative, encourage constructive challenge and enable learning in a sustainable and joined-up way.

NHS England will continue to seek assurance that the safeguarding arrangements across the health system are effective.

### **Environment and Sustainability:**

The trust aims to be an exemplar organisation that embraces sustainability and meet its corporate responsibility. It is the responsibility of all employees to support the Trusts' vision for sustainable development. To undertake their duties in a way that is not wasteful of environment, financial and social resources throughout their daily activities.

## Appendix 1

**NOTE: This appendix is not intended to form part of the 'official' Job Description, but is intended for Job Evaluation purposes only.**

### Effort and Environment:

#### **Physical**

- *Intervention will involve daily manual handling and supporting of clients, e.g. assisting clients to stand or to facilitate walking, support of limbs during exercise, positioning clients in bed or transferring clients. Treatment may also involve static posture, bending and twisting.*
- *Daily therapeutic moving and handling of patients will be required. This could occasionally happen in restricted spaces e.g. stairs, patients homes, hospital cubicles.*
- *Working alone in a community setting where environments are unpredictable and unknown*
- *Delivery and fitting of equipment often in small cramped spaces will take place. This will involve transporting equipment from buffer store to car to house.*
- *Frequent transportation of patients, carers, equipment*

#### **Mental**

- *Driving regularly in urban locations, at times in unfamiliar locations, which will require high levels of concentration.*
- *Frequent distractions from colleagues, telephones will occur.*
- *Justification of clinical practice / decision making at MDT meetings.*
- *Prolonged periods of concentration on a daily basis whilst carrying out specialist assessments and interventions (up to three hours at a time).*
- *Implementing therapeutic plans where there are barriers to understanding.*

#### **Emotional**

- *To regularly communicate complex and highly sensitive information effectively with users, carers, team members, Occupational Therapy colleagues and other agencies.*
- *Dealing regularly with clients, carers, other staff and agencies where there is a potential for conflict, verbal abuse and aggression.*
- *Discussion with patients and carers regarding long term prognosis e.g. breaking bad news.*
- *Dealing with clients with long term conditions whose abilities may deteriorate. The postholder may need to assist clients and their families to manage the effects of long-term disability on family life.*
- *Managing competing demands on your time on a daily basis. This can often occur frequently within the same day.*

#### **Working Conditions**

- *Rehabilitation often involves close personal contact with clients who may have poor personal hygiene or continence problems.*
- *Lone driving on frequent basis sometimes in isolated places and/or inclement weather.*
- *Unpredictable hygiene levels in patients homes*
- *Frequent exposure to pets*
- *Frequent exposure to passive smoking*
- *Repeated exposure to bodily fluids e.g. Urine, faeces, vomit, sputum*
- *Rare exposure to infestation*
- *Regular driving alone, occasionally in isolated places and/or inclement weather.*

## Appendix 2

### **Grid**

	DUTIES AND RISK FACTORS OF THE POST	Yes	No
1.	Exposure Prone Procedures (EPP's)*		X
2.	Manual Handling Operations	X	
3.	Dust, Dirt, Smells	X	
4.	Chemicals, Fumes or Gasses (Glutaraldehyde, fixer, anaesthetic gases, reconstitution/handling of cytotoxic drugs)		X
5.	Patient Contact	X	
6.	Babies/Children Contact		X
7.	Food handling / Preparation	X	
8.	Driving	X	
9.	Fork Lift Truck Driving		X
10.	User of Display Screen Equipment	X	
11.	Noise	X	
12.	Infestation		X
13.	Blood and Body Fluids/Waste/Samples/Foul Linen	X	
14.	Excessive Cold		X
15.	Excessive Heat	X	
16.	Inclement weather		X
17.	Radiation		X
18.	Laser Use		X
19.	Heights over 2 metres		X
20.	Confined Spaces		X
21.	Vibration i.e. Power Tools		X
22.	Using machinery with moving/exposed parts		X
23.	Shift work		X
24.	Use of latex products	X	
25.	Physical violence / aggression	X	
26.	Employment of young people		X
27.	Any other hazards please specify		X
28.	<b>Other</b>		

If any hazard is identified above please give details below.

2: manual handling of patients involving the use of equipment. Training will be provided as part of Trust induction and ongoing within the team. Medical Devices self-assessment completed yearly.

3: dust/dirt/smells. Part of the role will be ward working therefore various different smells can be common in this environment.

5: Patient contact. This role is for therapy therefore daily patient contact is required both in hospital and in patients own homes. Ongoing training can be provided in post.

7: Food handling/preparation: Food handling will be required as part of patient assessment and rehab e.g. rehabilitation around meal preparation/hot drink preparation.

8: As part of the role will be community based, driving is an essential criteria to be able to visit patients in their own homes.

10: Use of display screen equipment. The use of computers is required daily. DSE assessment can be completed if required.

13: Blood and Body Fluids/Waste/Samples/Foul Linen. Part of the role will be assisting patient with their personal care, this can involve supporting people at times who have been incontinent, have wounds/dressings. Training will be provided around supporting patients and guidance on the correct use of PPE equipment which is readily available.

15: Excessive Heat: This is not regular, however when supporting patients with personal care, particularly in the shower in conjunction with PPE, this can become hot. Risk assessments are in place for this.

24: Use of latex products. Gloves are required to be used as part of PPE. Any latex allergies should be reported to line manager so the correct measures can be put in place and latex free PPE ordered.

25: Physical violence/aggression: This is uncommon, however patients on the ward can become confused, delirious or experience an altered state of mind. This very rarely results in violence however workplace risk assessments and training in de-escalation are in place.

\*Definition of Exposure Prone Procedures (EPP's)

Exposure prone procedures are those where there is a risk that injury to the Health Care Worker may result in the exposure of the patient's open tissues to the blood of the HCW. These procedures include those where the HCW's gloved hands may be in contact with sharp instruments, needle tips and sharp tissue (spicules of bones and teeth) inside a patient's open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.

## Person Specification

Job Title:	Senior Occupational Therapist	
Department:	Stroke Unit	
Location:	Trustwide	
<b>Specification</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications / Professional Registration</b>	<ul style="list-style-type: none"> <li>• Diploma/Degree in O.T.</li> <li>• Post Graduate training relevant to specialist area.</li> <li>• State registered with Health Professions Council.</li> </ul>	<ul style="list-style-type: none"> <li>• Practice placement qualification.</li> </ul>
<b>Experience and knowledge</b>	<ul style="list-style-type: none"> <li>• Documented evidence of continuing professional development</li> <li>• Substantial post registration experience with relevant experience in specialist area including individual and group work.</li> <li>• Experience and working understanding of audit procedures.</li> <li>• Working knowledge and use of evidence based practice and implementation of current research in a specialist area.</li> <li>• Postgraduate training relevant to the specialist area.</li> <li>• Detailed knowledge of current best practice, government initiatives and legislation in Occupational Therapy and specialised area.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of providing O.T. in varied settings.</li> <li>• Experience of working in a community setting.</li> <li>• Experience of working in an acute and/or in-patient rehabilitation setting.</li> <li>• Supervision of more junior staff and students.</li> <li>• Extensive post registration experience.</li> <li>• Experience of research procedures.</li> <li>• Extensive postgraduate training relevant to specialist area.</li> <li>• Knowledge of or experience in coaching and mentoring practices and tools</li> <li>• Knowledge of or experience in Quality improvement tools, techniques and methods</li> </ul>



<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Specialist skills and knowledge of the theory and application of Occupational Therapy assessments and interventions relevant to patient group.</li> <li>• Understanding and working knowledge of Occupational</li> <li>• Therapy outcome measures and models of practice.</li> <li>• Ability to set effective client-centred rehabilitation goals.</li> <li>• Ability to analyse professional and ethical issues.</li> <li>• Supervisor/appraisal skills.</li> <li>• Ability to reflect on and critically appraise own and others performance.</li> <li>• Excellent written and oral communication skills.</li> <li>• Comprehensive knowledge and skills in patient moving and handling which will require moderate physical effort for short periods of time on a frequent basis.</li> <li>• Knowledge of current research in specialist area.</li> <li>• Ability to implement evidence based research into practice.</li> <li>• Ability to work as lead specialist O.T.</li> <li>• Knowledge of the range of specialist equipment available and its appropriate use.</li> <li>• Computer literacy.</li> <li>• Detailed applied knowledge of health and social care legislation and its impact on current practice.</li> <li>• Detailed knowledge of the principles of clinical governance and its application.</li> <li>• Planning and coordination of O.T. intervention.</li> <li>• Ability to manage risk when working in patients homes e.g. loose carpets, confined spaces, unkempt environments.</li> <li>• Application of Health and Safety and risk management policies.</li> <li>• Must be able to demonstrate the English Language proficiency level required for this post.</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation and training skills.</li> <li>• Knowledge of standardised assessments relevant to specialist area.</li> <li>• Taking a lead role in the implementation of current</li> <li>• Research in a specialist area, both formally and informally.</li> </ul>
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<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Commitment to client centred, non-discriminatory practice.</li> <li>• Good time Management skills</li> <li>• Highly developed skills in working as part of a team.</li> <li>• Ability to lead decision making.</li> <li>• Ability to work autonomously and set own and others priorities.</li> <li>• Ability to coordinate where appropriate multidisciplinary input.</li> <li>• Ability to organise and respond efficiently to highly complex and changing information.</li> <li>• Ability to cope with the emotional demands made when assisting patients to come to terms with illness or long-term disability.</li> <li>• Ability to manage own work caseload.</li> <li>• Learning agility and commitment to self-development</li> </ul>	
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to life long learning.</li> <li>• Exemplary application of professional code of conduct (COT).</li> <li>• Ability to cope with repeated exposures to bodily fluids and to implement risk reduction measures.</li> <li>• Ability to work under pressure.</li> <li>• Willingness to work flexibly.</li> <li>• It is an essential requirement of the role that the post holder has a valid driving licence and is either a car owner and able to use the car for work purposes, or has a Trust personal lease vehicle which may be used for the role. However, the Trust would consider making reasonable adjustments to the role, if necessary, to enable a disabled person to undertake the role</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of Professional body.</li> <li>• Membership of special interest group</li> </ul>