

SHAPE YOUR STORY

Recruitment Information Pack



Band 6 Neurological Occupational
Therapist – Rotational



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



Job Particulars

Job Title	Neurological Occupational Therapist – rotational
Pay Band	Band 6
Location	Royal London Hospital & Mile End Hospital
Reports to	Band 7 Neurological Occupational Therapist Team & 8a Clinical Lead relevant to clinical area
Responsible to	Clinical Lead Occupational Therapist Neuro Trauma

1. Job Purpose

To provide specialist assessment and intervention to clients with neurological conditions, determining neurological impairment, activity limitation and participation / role restrictions and develop the occupational therapy treatment program required.

To work in an integrated way with inter team colleagues and external agencies spanning acute, primary care, community health services and the London Borough of Tower Hamlets.

To participate in the continued service development of the Neurological Occupational Therapy service.

2. Key Working Relationships

Internal	External
AHP Lead THCNT, clinical lead Neuro trauma OT, AHP lead stroke, AHP lead RAAR.	Inpatient neurorehabilitation units, e.g RNRU, Blackheath, Stanmore LSCIC, neuronavigators, community neuro teams
Neuro trauma multidisciplinary team , acute and community stroke teams, TH CNT.	Other external agencies e.g., Stroke Association, Headway, spinal injuries association
Acute / inpatient MDT including Neurologists, neurosurgeons, trauma surgeons, head injury & spinal clinical nurse specialists	GP's, Continuing Health Care
Complex discharge team	Community Health Services
	Care Navigation Service
	Adult Social Care
	Other health professionals



3. Main duties, responsibilities and results areas

Key result areas

To assess and provide intervention to patients living with neurological conditions, determining neurological impairment, activity limitation and participation / role restrictions and develop the occupational therapy treatment program required.

To keep up to date with new developments in the specialty and share these with the team.

To participate in service development.

To induct, supervise, appraise and develop junior staff members in the team including rehabilitation assistants and students as required.

To work in a way that facilitates achievement of service standards and escalate to senior staff any barriers to achievement identified.

Main Duties and Responsibilities

- Work autonomously to undertake standardised and non-standardised assessment of patients living with a range of neurological conditions, and multi-pathologies. This will include an assessment of physical, sensory, cognitive, perceptual, and psychological and social levels of functioning.
- Participate in the assessment of capacity and gain informed consent for occupational therapy assessment, intervention and information sharing as indicated. This includes consideration of legal frameworks such as DOLS regarding working with patients who lack the capacity to consent to treatment.
- Assess the impact of the presenting condition(s) on all aspects of the client's life (i.e. activities of daily living, community participation, vocation etc.) and determine an appropriate intervention plan including onward referral as appropriate.
- Formulate collaborative, client-centred and evidenced based intervention plans with clients, carers and colleagues.
- Provide training, education and advice to clients and carers relating to diagnosis, rehabilitation potential and management strategies and assist clients / carers to implement effective physical, psychological or cognitive coping strategies.
- Be professionally and legally accountable for all aspects of own clinical and professional work and be responsible for the maintenance and development of own CPD.



- Actively participate in evidence-based quality improvement initiatives (i.e. research and audit), contributing to the implementation and dissemination of successful outcomes locally and nationally.
- Induct, supervise, educate and assess the performance of occupational therapy students, working with universities to ensure all appropriate requirements and standards are adhered to.
- Induct, supervise and support junior staff as required. This will include following the Trust's formal appraisal process.
- Work in a highly diverse, multi-ethnic, multi-cultural and socio-economically varied environment to ensure intervention is of the highest standards regardless of cultural or language differences and support the staff you supervise in doing likewise.
- Work flexibly as the service requires such as weekend and bank holiday working.

Clinical

- Provide occupational therapy advice to multi-professional team colleagues, family, and carers regarding the appropriate management / support of clients who have complex neurological presentations and multipathologies i.e., prescription and use of appropriate equipment and environmental adaptation, work adaptation, upper limb programmes, cognitive strategies, and behaviour guidelines.
- Have a detailed understanding and practically apply the social model of disability to occupational therapy interventions promoting enablement, empowerment, and the idea of the expert patient as and when appropriate.
- To be confident in completing thorough neuro assessment of physical, cognitive, sensory, and visuoperceptual function.
- To be able to complete a basic seating and postural assessment for standard and specialist seating.
- To be able to complete upper limb assessment including power, coordination, sensation, and tone.
- Be familiar with assessments and treatment approaches including those used for post-traumatic amnesia, and disorders of consciousness.
- Be confident with completing and analysing functional assessment of activities of daily living including complex tasks such as multiple errands test (METS).



- Interpret findings of assessment to implement occupational therapy intervention plans based on current evidence and a knowledge of available treatment options / modalities such as cognitive rehabilitation, fatigue management, vocational rehabilitation, therapeutic handling, and positioning, splinting or prescription of equipment / minor adaptations.
- Utilise sound skills of persuasion, motivation and empowerment to encourage clients to actively contribute to their intervention plan.
- Deliver intervention plans directly or by supporting others to do so, either through delegation and mentoring providing the necessary support and supervision to allow safe practice.
- Evaluate client progress, reassess and review intervention plans as required. This will involve determining potential for rehabilitation, complex disability management and future care and support needs.
- Maintain an up to date knowledge of a range of health, education and social care policies and be able to utilise skills of analysis and interpretation to apply these policies to a variety of situations.
- Provide advice and education to clients, carers, junior staff and students for the prescription, safe and competent use, installation and maintenance of therapeutic, rehabilitative and assistive equipment and / or minor adaptations.
- Undertake specialist assessment of manual handling requirements and environmental considerations to prescribe appropriate specialist equipment to optimise a client's independence and rehabilitation while ensuring the safety of clients, staff, relatives and carers.
- Initiate and undertake risk assessments when assessing and treating clients. This will involve an assessment of the individual and the environment.
- Maintain an up to date knowledge of local statutory and voluntary services and utilise these as an additional resource for clients and their carers where appropriate to enable them to access ongoing support in the community.
- Maintain accurate and comprehensive client records ensuring that all documentation fulfils legal requirements, Trust policies and RCOT standards.

Professional



- Participate in the staff appraisal scheme as appraiser and appraisee. Be responsible for identifying, implementing, and achieving development needs and recommended actions from performance review and development plan.
- Demonstrate and apply a sound understanding of clinical governance and risk management and apply these to your own clinical and non-clinical practice.
- Be responsible for the maintenance and development of own competency to practice and professional registration, taking responsibility for ensuring own continuing professional development by attendance at in-service training and postgraduate training courses and actively supporting the learning needs of others. This will include maintenance of a CPD portfolio, which reflects development of knowledge, skills and evidence-based practice.
- Use supervision, mentoring and performance development plans to promote clinical and personal effectiveness including responsibility for own learning needs.
- Play an active role in departmental and multi-professional in-service training and clinical governance programmes through attendance and delivery of presentations and teaching sessions.
- Be actively involved with professional clinical groups, such as journal clubs, RCOT specialist sections such as RCOT SSNP, peer review groups and other professional developmental activities.
- Undertake the collection and collation of statistical and activity data for use in service audit and research projects.
- Maintain the highest clinical and professional standards and work within organisational clinical guidelines, RCOT rules of professional conduct, local and national standards for practice.
- Maintain and update understanding and knowledge of key government, national, local, and RCOT strategies, policies, legislation and guidelines and ensure adherence to these.
- Represent the occupational therapy service in a positive and professional manner at all times during inter-agency, multi-professional and external forums.

Organisational



- Prioritise and plan own workload to manage conflicting and competing priorities both clinically and professionally to ensure client care is conducted in an efficient and timely manner and allowing adequate time for non-clinical duties.
- Deputise for Band 7 staff in their absence on an agreed, short-term basis, taking responsibility for operational management of the team (juniors, assistants, students), allocating and organising the work-load to meet service priorities.
- Be flexible during the working day, allowing appropriate responses to unexpected situations, e.g. deteriorating clients, urgent referrals, safeguarding.

Communication

- Ensure that all relevant information is communicated in a timely, professional, effective and sensitive way, to colleagues, external agencies, clients and relatives, including information which may be distressing to clients and carers.
- Be flexible and effective in communicating information to a range of people with a variety of clinical knowledge, including clients, relatives, carers, other health and social care professionals and outside agencies.
- Give a concise and accurate handover of client information, including feedback from multidisciplinary initial assessments, complex case presentations, referrals to colleagues and other health and social care professionals.
- Facilitate effective verbal and non-verbal communication with those demonstrating communication barriers. This will often involve the use of advocates and co-operative work with Speech and Language Therapists, alongside other communication strategies.
- Work effectively with clients and families requiring a language interpreter and ensure effective assessment and treatment for all clients regardless of their spoken language or communication status.

General

- Attend / complete mandatory and statutory courses and any additional courses which may be essential to your role as required.
- Comply with all Trust policies including the Trust Information Governance Policy at all times, in particular ensuring that there are no breaches of confidentiality.



- Carry out any other such duties as may be required consistent with the responsibilities of the grade.

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the postholder.

The post holder might be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospital.

4. Working conditions

Criteria	Description
Physical	<p>To demonstrate good manual handling skills e.g. positioning and transferring clients throughout the day.</p> <p>To be able to withstand long periods of physical activity as part of the role of the post.</p> <p>To be able to withstand emotional load of working with client group and their families</p> <p>To be able to travel to / from community locations.</p>
Emotional	<p>To deal with clients who are anxious, afraid, aggressive due to illness and pain, and may have language difficulties.</p> <p>To provide a service to those nearing the end of life.</p> <p>To deal with the death of long-term clients as a result of progressive conditions.</p> <p>To manage the expectations of families who are struggling to come to terms with caring for loved ones with a progressive neurological disease.</p>
Working Conditions	<p>To be exposed to bodily fluids e.g. urine, faeces, sputum, blood, vomit and noxious smells on a daily basis.</p> <p>To work in community locations that may be lacking in hygiene or in high-risk areas of Tower Hamlets.</p>
Mental	<p>To exercise mental effort frequently during treatment sessions</p> <p>To manage many competing priorities with frequent, unpredictable interruptions.</p>



NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/

Person Specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<p>Diploma or Degree in Occupational Therapy</p> <p>State registered (HCPC)</p> <p>Evidence of a CPD portfolio</p>	<p>Member of the Royal College of Occupational Therapists</p> <p>Involvement in a relevant RCOT special clinical interest group (e.g. Specialist Section for Neurological Practice)</p> <p>Post graduate courses relevant to neurological rehabilitation or disability management</p> <p>Supervision training</p> <p>Fieldwork educators training</p>
Experience	<p>Clinical experience in the NHS or similar health service across a range of acute/rehab settings.</p> <p>Clinical experience in the field of Neurology, either in acute, rehab or community, ideally 6 months.</p> <p>Experience of working in a Multidisciplinary Team.</p>	



	<p>Experience of working with interpreters and / or health advocates.</p> <p>Experience of contributing to professional development / clinical education of junior staff, students and assistants.</p> <p>Experience of contributing to audit / service improvement projects and working to timescale.</p>	
Knowledge	<p>Knowledge of a range of neurological conditions and the impairments and functional difficulties which they may cause.</p> <p>Knowledge of key assessments and available treatment options (and their evidence base) in neurorehabilitation / disability management e.g. repetitive task specific training, cognitive rehabilitation, fatigue management, splinting and prescription of equipment / minor adaptations.</p> <p>Knowledge of relevant guidelines e.g National Clinical Guideline for Stroke,</p> <p>Understanding of the legal responsibilities of the profession.</p> <p>Understanding of Clinical Governance and its implications for</p>	<p>Understanding of National Service Frameworks, NICE guidelines and national strategy documents and their implementation in practice.</p>



	occupational therapy and client care.	
Skills	<p>Ability to undertake comprehensive standardised and non-standardised assessments of motor, sensory and cognitive skills.</p> <p>Ability to carry out risk assessments.</p> <p>Ability to assess for and review assistive or rehabilitative equipment. This includes safe handling, fitting and demonstration.</p> <p>Ability to maintain accurate electronic patient records.</p> <p>Ability to organise, prioritise and delegate.</p> <p>Good problem-solving skills</p> <p>Ability to supervise and develop others.</p> <p>Ability to meet the physical demands of the job on a day-to-day basis.</p> <p>Demonstrate effective communication skills, both written and verbal, in a clear and logical manner.</p> <p>Ability to deliver sensitive information and communicate with clients in an empathetic manner regarding their treatment, despite communication barriers.</p> <p>Ability to work in a culturally diverse environment.</p>	Presentation skills



	<p>Ability to work flexibly to meet the demands of the service.</p> <p>Proficient IT skills.</p>	
Other	<p>Participate in working over a 7-day roster, fulfilling contractual hours of 37.5 hours a week, should the service require it.</p>	



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK, a major dental hospital, and leading stroke and renal units.

We're also proud to be part of UCL Partners, Europe's largest and strongest academic health science partnership. The objective of UCL Partners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

