

# Job Description

<b>Job Title:</b>	Clinical Lead Occupational Therapist in Stroke		
<b>Band:</b>	7		
<b>Department:</b>	Occupational Therapy		
<b>Care Group:</b>	1		
<b>Reports To:</b>	Senior AHP Operational Manager		
<b>Accountable To:</b>	Senior AHP Operational Manager		
<b>Professionally Accountable To:</b>	Professional Lead for Occupational Therapy		
<b>Responsible For:</b>	To take the role of lead specialist clinician in the specialty of Occupational Therapy in Stroke; advancing clinical practice in this area of work and taking a lead in evolving and embedding best practice.		
<b>Main Base/ Site:</b>	York Teaching Hospitals		
<b>Contract Status:</b>	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Fixed Term	<input type="checkbox"/> Other:
<b>AfC Reference Number:</b>			



## JOB SUMMARY/PURPOSE

This Band 7 Clinical Lead Occupational Therapy post at York and Scarborough Teaching Hospitals NHS Foundation Trust will cover the clinical speciality of Stroke, but you may also be required to provide specialist advice to other speciality areas such as Elderly Medicine, Cardiology, Vascular Surgery and Trauma & Orthopaedics, Oncology, Respiratory Medicine/ITU and community. The base will be at York Hospital site.

The clinical lead occupational therapist will provide visible leadership, providing assurance in evidence based and effective occupational therapy clinical practice in the specialist area of stroke. You will take responsibility for supporting the development of appropriate knowledge and skills of the staff working in this area (which will include both registered and non-registered workforce).

To oversee the evaluation of service experience and effective occupational therapy delivery.

To take a lead in reviewing, developing, and monitoring the specialist clinical services offered by the occupational therapy team aligned to local and national strategic direction and guidelines including the Sentinel Stroke National Audit Programme (SSNAP). This will include collecting, reporting, and evaluating data regarding service performance and quality, including waiting times, patient flow, discharge, and outcome measures to identify service development and other priorities. It will also involve monitoring workload of staff, critically reviewing the skill mix in occupational therapy and participating in service evaluation, workforce modelling and development and funding activities (for example, business cases).

To provide support from a professional perspective to the team manager who may be of a different AHP profession and not always be aware of the professional standards and practice by which the profession abides.

To provide an occupational therapy 'objective lens' on practice, provide a space for reflection on practice, improving the quality and safety of occupational therapy.

To undertake comprehensive assessments of stroke patients; including those with highly complex needs; using investigative and analytical skills to formulate an appropriate individualised management and treatment plan using clinical reasoning, experience, and evidence-based practice; providing, highly specialist Occupational Therapy programme for stroke patients in the in-patient, outpatient, or community setting and within their own homes.

To work as an autonomous practitioner, holding responsibility for a caseload of patients and having oversight of those patients within area of expertise with highly complex physical, psychological, cognitive, behavioural, and social difficulties.

Be able to analyse and interpret clinical and /or social information from a range of sources, make reasoned recommendations for other professional intervention if required and to integrate this information into patient management.

To assess for and provide wheelchairs, accessories, and cushions to ensure clients' seating and positioning needs are met on the ward.

To act as a resource within the department and Trust; providing highly specialist information and advice for those complex cases.

To ensure that within this specialist area staff have the right skills, knowledge, and training to deliver the occupational therapy assessment and intervention that the service users require

To contribute to interdisciplinary team management of long-term disability and its consequent problems by use of specific clinical skills e.g., cognition, perception and visual deficits, behaviour, tone, and movement disorders.

To participate in a project of interest and benefit to the Stroke service and team, that has been identified in consultation with other senior staff.

To embed service standards to provide assurance of quality of occupational therapy provision within the specialist area of stroke. To identify areas for improvement and prioritise aspects of occupational therapy on which to focus, in-line with local, regional, and national strategies.

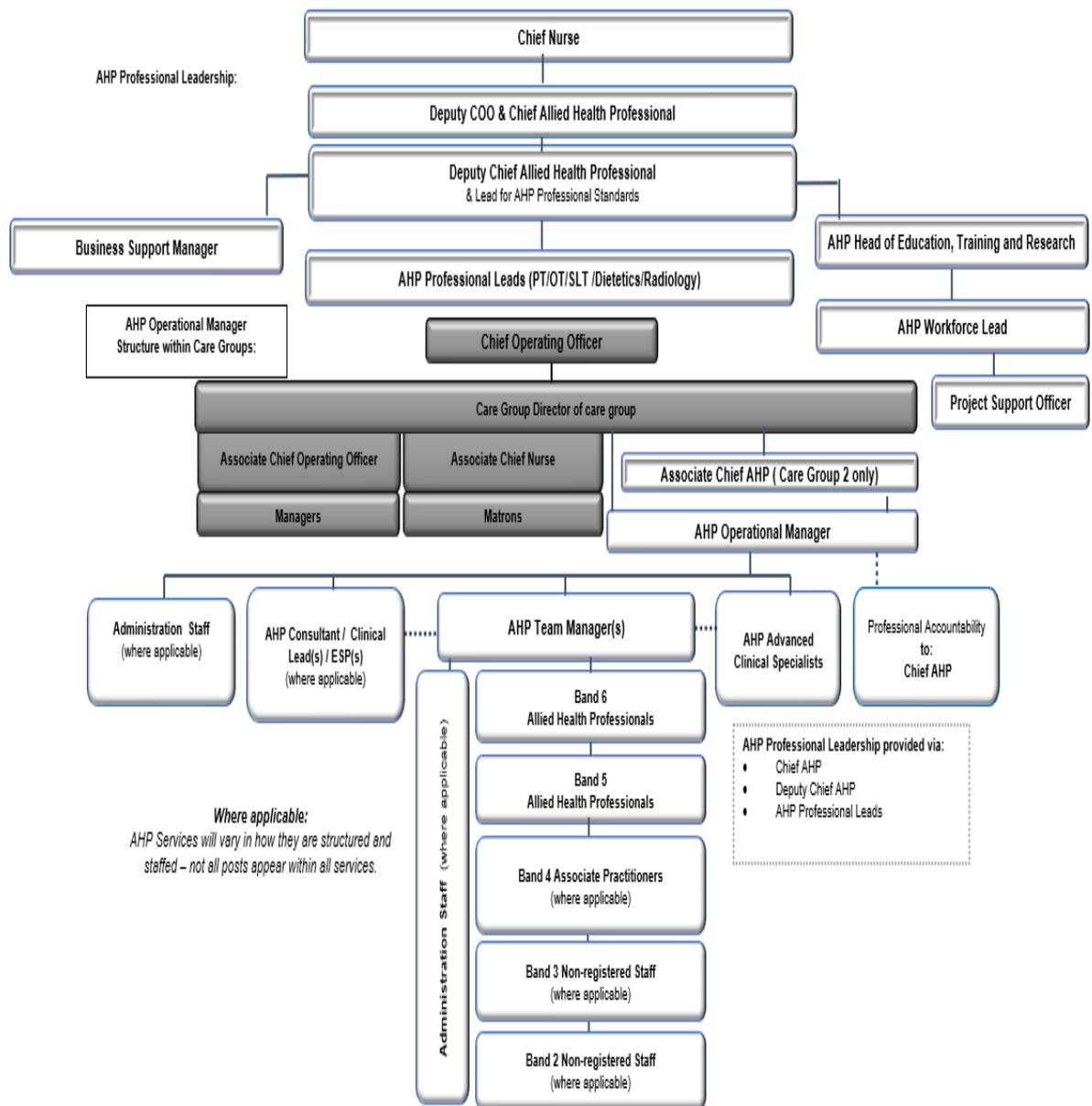
To identify and initiate evidence-based audit and projects (such service user, carer and multi-disciplinary team education, upper limb rehabilitation, technological innovations, etc. within the specialist area of stroke) to evaluate and improve clinical practice and evaluate user involvement implementing local service changes where appropriate.

To build relationships and trust with staff to understand the pressures within the teams, to challenge clinical reasoning in the moment and to hold occupational therapists to account for their practice.

To be readily available to junior members of staff to provide informal and formal clinical supervision. To provide balanced, in the moment feedback to improve staff confidence and competence.

To contribute to and undertake activities, including research, that monitor and improve the quality of healthcare and the effectiveness of practice.

## ORGANISATIONAL CHART:



## KEY RELATIONSHIPS:

Multidisciplinary Team  
 Patient, family members, carers  
 Community services and providers

## **KEY DUTIES/RESPONSIBILITIES**

### **KEY PILLARS OF PRACTICE**

#### **1. Clinical Pillar**

As a senior occupational therapist, you will use well developed clinical skills, advanced theoretical knowledge, and extensive practical experience. Will undertake assessments of patients who may present with complex presentations/ multiple pathologies.

Practice safe and effective care both within their scope of practice and more broadly considering the professions' legal and ethical boundaries and support others to do so.

Able to work closely with colleagues and modify plans; in highly complex situations to provide holistic, efficient, and evidence-based care.

Appropriately plans, prioritises, and manages a highly complex clinical caseload completing the occupational therapy process using occupation focused assessment/s and identifies and evaluates key occupational performance and participation needs working to an appropriate timescale.

Able to demonstrate expert occupational therapy clinical reasoning and professional rationale (in relation to the enhancement of health and wellbeing through the promotion of occupational performance, engagement, and participation in life roles) of assessment, intervention or activity and records accurately.

Has advanced knowledge of the underpinning skills relevant to the application of occupational therapy practice and actively seeks out opportunities to advance their practice for the benefit of service users and colleagues.

Takes ownership and leads on the evaluation and/or design of new developments/innovations utilising appropriate outcome measures and service users as active participants

Embraces innovation in clinical practice keeping informed of technological advances in care and solutions to patient related problems.

Completes the occupational therapy process using advanced decision-making skills within complex contexts where protocols and pathways may not exist.

Able to identify and proactively manage risks associated with their clinical practice and wider service provision including positive risk-taking; actively leading and seeking solutions to mitigate any such risk, escalating where necessary.

Role models service user safety throughout practice and supports others to adhere to safe practice.

Role-models' ways to teach and learn about the value of occupations for health and wellbeing

Confidently communicates highly complex information to a varied audience in sometimes distressing situations and creates a climate of trust and openness with others.

Uses well-developed communication skills including active listening, non-verbal communication, empathy, and respect to advance best practice and influence local/national/international policy decisions.

Actively seeks to reflect on and review own practice against professional standards, national guidelines, and expected good practice required to maintain fitness to practice and demonstrates the impact of advanced level practice within the team.

## **2. Leadership Pillar**

Able to work as an effective autonomous practitioner in a rapidly changing environment and actively seeks out new opportunities for occupational therapy input taking a lead on embedding developmental work relating to their practice area.

Maintains professional curiosity to continually develop practice in response to changing population needs and challenges.

Actively seeks leadership roles and participates in local, regional, and national committees that seek to improve the quality of services.

Acts as an advocate and lead for the occupational therapy profession and can clearly articulate the impact of their practice to relevant stakeholders and decision makers within local and regional spheres of influence.

Able to lead and manage change taking into consideration, culture, political landscape, equality and diversity, and practices in a non-discriminatory manner. Is consciously aware of own values, culture and position, and the impact these have on own work and on others.

Understands the importance of and can maintain confidentiality. Promotes good practice in relation to data protection and information management.

Works well with others and engages their team and other stakeholders effectively, addressing areas of concern and involving them in the change process.

Actively leads on the integration of a variety of communication methods including social media, supporting others to do the same to disseminate evidence-based information to stakeholders.

Actively contributes to national and regional strategies including those which challenge stigma and discrimination and that promote inclusivity and participation for people who access occupational therapy services, their families, and their carers, in line with their choices, and support others to do so.

Leads local strategy/policy planning and development and encourages others to understand and commit to being involved in the development of local strategies. Contributes to development of policies and procedures within specialist area where required liaising with multi-disciplinary team or other clinical specialities.

Provide innovative and visionary leadership to promote the occupational therapy profession, founded on person-centred, compassionate, and values-based leadership principles, influencing a cultural shift where needed.

Effectively collaborate and develop partnerships with others within and across organisational and agency boundaries, including local community groups and charities, to promote health and wellbeing using occupation.

### **3. Education/Training Pillar**

Act as a role model to inspire, supervise, mentor, and educate others (including learners) seeking to instil and develop confidence.

Able to design and deliver a range of appropriate education and training programmes to individuals and multi-professional teams to support the delivery of evidence-based practice in-line with the strategic aims of the Trust.

Able to evaluate and improve education and training programmes to ensure that the information delivered serves to improve knowledge.

Actively seeks to develop and embed a culture of learning and education across teams and the organisation.

Recognise and act where performance and practice of self and others should be improved or reported and where aspects should be recognised and celebrated, to facilitate a culture within which people can excel.

Takes a lead identifying relevant resources and ensures these resources are quality assured, clearly communicated, evidence-based, impactful, and accessible.

Understands how to produce 'good' information and can identify reliable resources relating to occupational therapy that can be utilised to meet the needs

of service users and staff with different levels of health literacy and learning styles.

Actively engages in ongoing learning, including orientation, induction, mandatory training and relevant educational/developmental opportunities, and support others to do so.

Regularly accesses supervision and opportunities for reflection. Seeks to participate in activities and record relevant continuing professional development activities to address their developmental needs across the four Pillars of Practice, aligning personal objectives to organisational strategy and professional standards. Empowers others to improve processes and/or practice encouraging a solution-orientated approach.

Advocates for, and facilitates the creation of, a culture in which everyone is encouraged to reflect and learn (including from mistakes), to receive and give constructive feedback and to learn from and with each other.

Takes responsibility for pre-registrant student training and engages in supervision and/or mentoring of both registered and non-registered staff.

#### **4. Research & Audit Pillar**

Has an in-depth understanding of the evidence base in their area of practice, profession and other relevant fields and is actively involved in quality assurance activities and the embedment of evidence into practice.

Actively uses systems such as governance, quality assurance and measurement for improvement. May undertake and or contribute to research projects and activities.

Actively promotes a culture of evidence-based practice, clinical effectiveness, and evaluation; anticipating and providing support to others as required. Coordinates large scale service evaluation and audit projects.

Provides support to the occupational therapy team in measuring, collating, analysing, and evaluating data in support of clinical effectiveness and research endeavours.

Able to identify key aspects of service delivery and determine what changes can be made to improve occupational therapy services. Can formulate critical question(s) that warrant further audit or research, proposing pragmatic ways to address them.

Actively makes links between local outcomes and quality measures and regional and national priorities. Communicates the ways in which local outcome measures are contributing to regional and national priorities by actively benchmarking progress.

Takes a lead on and contributes to local, regional, and national evidence-based guidelines. Seeks to disseminate relevant evidence to multi-professional groups across institutions, other NHS Trusts, local charitable organisations, Higher Education Institutes.

Takes responsibility for the development of service evaluation and audit activity drawing on others' expertise in support of this where appropriate. Can articulate how service evaluation and audit activity is integrated into broader aspects of quality improvement.

Challenges areas of practice they observe to be undermining the quality of care/services.

Mentors and teaches others about improvement methodology and facilitates/leads teams to improve the quality and safety of care and services.

Demonstrates an understanding and complies with research governance processes, including ethics, data protection and confidentiality, and supports others to do so.

### **1. Additional Responsibilities**

To lead a defined area of service working without direct supervision; clinical work will be evaluated in line with Trust and service objectives.

To engage in regular clinical/managerial supervision and undertakes education and training, to develop oneself and others.

To maintain accurate Occupational Therapy records in accordance with Trust guidelines, Health and Care Professions Council (HCPC) requirements, the Royal College of Occupational Therapy (RCOT) requirements and our Trust guidance and policies.

To lead and contribute to the collection of business-related information to inform service development and priorities.

To work flexibly as a member of the department responding to relevant service needs supporting inpatient, outpatient, and community services as appropriate. This may include input outside core hours and travelling to other sites where services are required.

Consistently acts with honesty and integrity in alignment with the Trust values; kindness, openness, excellence and supports others to develop a service user focus.

Actively contributes to the recruitment of staff, learners, and/or volunteers.

Identifies and develops opportunities which may cross professional boundaries to create a future workforce which meets the patient needs.

Takes responsibility for purchase and selection of equipment for use by self and others, may have delegated responsibilities for financial authorisation. To have awareness of managing resources and sustainability.

Actively contributes to the recruitment of staff, learners, and/or volunteers.

## **KEY VALUES**

The Trust would expect all employees to demonstrate our values as part of their day to day working lives:

- We are **kind**
- We are **open**
- We pursue **excellence**

These values are underpinned by behaviours:

We are **kind**, this means we:

- **Respect** and value each other;
- Treat each other **fairly**;
- Are **helpful**, and seek help when we need it.

We are **open**, this means we:

- **Listen**, making sure we truly understand the point of view of others;
- Work **collaboratively**, to deliver the best possible outcomes;
- Are **inclusive**, demonstrating everyone's voice matters.

We pursue **excellence**, this means we:

- Are **professional** and take pride in our work, always seeking to do our best;
- Demonstrate high **integrity**, always seeking to do the right thing;
- Are **ambitious**, we suggest new ideas and find ways to take them forward, and we support others to do the same.

## **STANDARD GENERIC ITEMS:**

The post holder will uphold and support these values in accordance with the Behavioural Framework. To this end, in our goal to promote and embed equality and diversity throughout the organisation, the post holder will ensure that everyone is treated as an individual, with dignity and respect.

In addition to observing the departmental rules and procedures, which all staff are required to observe and follow, the post holder is also required to follow the Trust's general policies and procedures that apply to the employment relationship. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of the post holder to accept personal responsibility for the practical application of these policies, procedure and

standards. The post holder should familiarise themselves with these, and ensure they have an understanding of them, and adhere to them.

The Trust has a No Smoking Policy. All its premises are considered as non-smoking zones.

In order to ensure the Trust's ability to respond to changes in the needs of the service, the Trust may make changes on a temporary or permanent basis, that are deemed reasonable in the circumstances, to the duties and responsibilities outlined in the job description. Any changes will be made with reasonable notice, taking into account the circumstances of the Trust and the post-holder.

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*This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change as the organisation and services develop and wherever possible change will follow a consultation with the post holder.*

**JOB AGREEMENT:**

<b>Job Holder</b> (PRINT NAME)	
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<b>Job Holder</b> (SIGNATURE)	
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<b>Date</b>	
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<b>Recruiting Manager</b> (PRINT NAME)	
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<b>Recruiting Manager</b> (SIGNATURE)	
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<b>Date</b>	
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## PERSON SPECIFICATION

### Band 7 Clinical Lead Occupational Therapist in stroke

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education, Qualifications and Training</b>	<p>Degree or diploma in pre-registration Occupational Therapy</p> <p>HCPC Registered Occupational Therapist</p> <p>Evidence of relevant CPD activities</p> <p>Post graduate qualification relevant to post or willingness to complete</p> <p>Evidence of significant post graduate training within specialist area</p>	<p>Practice placement supervisor qualification</p> <p>Post graduate qualification relevant to post</p> <p>Membership of Professional body</p> <p>Membership of RCOT specialist section of neurological practice</p> <p>Masters level study within relevant area of practice or research and evidence-based practice.</p> <p>Leadership qualification</p> <p>Evidence of progression through occupational therapy career pathway or framework</p> <p>Course in wheelchair prescription and seating</p>
<b>Experience &amp; Knowledge Required</b>	<p>Experience in specialist role, including the management of a range of specialist conditions, with substantial evidence of additional knowledge acquired through formal and informal clinical supervision</p> <p>Evidence of ability to lead and act as an authority on the management of complex clinical presentations in a wide range of neurological conditions</p> <p>Substantial experience of assessment and provision of</p>	<p>Highly developed specialist clinical skills within stroke</p> <p>Significant experience of training/supporting others (including students) within specialist clinical area</p> <p>Evidence of having led the delivery of relevant audit/research projects</p> <p>Experience of assessing for wheelchairs and seating</p>

	<p>specialist equipment for neurological patients.</p> <p>Significant experience of delivering clinical occupational therapy assessment and intervention with stroke patients.</p> <p>Highly experienced in the identification and use of outcome measures to evaluate clinical treatment.</p> <p>In-depth understanding of current issues in health care</p> <p>Knowledge and understanding of occupational therapy Standards of Professional Practice</p>	
<b>Skills &amp; Attributes</b>	<p>Highly proficient organisational and prioritisation skills</p> <p>Evidence of ability to lead engagement activities with others and understanding of the importance of good communication when implementing change</p> <p>Ability to work within multidisciplinary teams acting as an advocate for occupational therapy and is an authority in the specialist area of stroke</p> <p>Excellent communication skills both written and verbal</p> <p>Presentation skills</p>	<p>Evidence of enhanced communication skills and the ability to use different communication methods and styles, relevant to specialty</p> <p>Evidence of significant personal development in specialist area of stroke</p> <p>Car driver with valid UK licence and/or ability to transport self across the community</p> <p>Wheelchair and seating assessment skills</p> <p>Upper limb assessment skills</p> <p>Cognitive rehabilitation skills</p> <p>Coaching skills</p> <p>Counseling skills</p>
<b>Aptitude &amp; Personal Qualities</b>	<p>Flexible &amp; adaptable</p>	

	<p>Demonstrates professional curiosity, innovation, initiative, and proactivity</p> <p>Ability to lead and work as part of a team</p> <p>Compassionate</p> <p>Always demonstrates professional demeanour and inspires others</p>	
<b>Values, Drivers &amp; Motivators</b>	<p>Ability to demonstrate our organisational values and behaviours:</p> <ul style="list-style-type: none"> <li>• We are <b>Kind</b></li> <li>• We are <b>Open</b></li> <li>• We pursue <b>Excellence</b></li> </ul>	