

# Sandwell and West Birmingham Hospitals NHS Trust

## JOB DESCRIPTION

PTA0030

JOB TITLE:	<b>Specialist Occupational Therapist – Frailty Intervention Team</b>
BASE:	<b>Sandwell Hospital / Midland Metropolitan Hospital</b>
CONTRACTED HOURS:	<b>37.5</b>
GRADE:	<b>Band 6</b>
RESPONSIBLE TO:	<b>Therapy Team Leader</b>
ACCOUNTABLE TO:	<b>Frailty Therapy Lead</b>

### JOB PURPOSE

Provide specialist assessment and treatment of patients with diverse and complex presentations within all emergency care and assessment units, and other areas of acute medicine as required.

Contribute to the development of the service within the Rapid Response Therapy Service and Frailty Intervention Team

Contribute to the supervision & education of Occupational Therapists, Physiotherapists, Student Therapists & Support Workers and other professionals within the multi-disciplinary team.

Support other inpatient teams if required.

### JOB SUMMARY

Perform specialist Occupational Therapy assessment of patients with diverse medical presentations and complex physical and psychological conditions, to provide a diagnosis and to develop and deliver a specialised individual treatment programme.

Hold responsibility for own caseload and be responsible for a defined area of service or a particular patient type, working without direct supervision. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review and case conferences. Access to advice and support from a more senior therapist is available when required. Clinical work and documentation will be routinely evaluated.

Undertake all aspects of clinical duties as an autonomous practitioner.

Supervise and educate undergraduate Occupational Therapy students and assess their performance as required to ensure their standard of practice and knowledge meets the standards set by the degree level qualification.

Undertake evidence based audit and research projects to further own and team's clinical practice and make recommendations to the clinical lead of that service regarding changes in practice by the team.

Contribute to the implementation of specific changes to practice and service protocols.

Deputise for the Band 7 in the Frailty Intervention Team as required.

## **MAIN RESPONSIBILITIES**

### **Clinical**

Be professionally and legally accountable for all aspects of own work, including the management of patients in your care.

Undertake specialist assessments of patients with diverse or complex medical presentations and multi-pathologies using analysis, clinical reasoning skills, manual assessment techniques and listening skills to receive complex & sensitive details from patients to provide an accurate diagnosis of their condition.

Assist in the responsibility for the delivery of the therapy service to the area coordinating, allocating and organising the work of junior and assistant colleagues to meet service priorities on a daily basis and ensure a high standard of clinical care.

Formulate comprehensive individual therapy treatment programmes based on specialist knowledge of evidence based practice and treatment options using clinical assessment, analysis and reasoning skills and knowledge of a range of treatment options

Take delegated responsibility from senior therapy colleagues for managing patients with particular conditions

Discuss treatment options and recommend best course of intervention to patients and carers using negotiating, persuasive, motivational and reassurance skills. This may include dealing with situations which are potentially hostile or highly emotive when patients and/or carers are unable or unwilling to accept the outcomes of their rehabilitation.

Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.

Be responsible for organising and planning own caseload to meet service and patient priorities, readjusting plans as situations change.

Demonstrate highly developed dexterity, co-ordination and palpating senses for assessment and manual treatment of patients

Use a range of verbal and non-verbal communication techniques to communicate effectively with patients to progress rehabilitation and treatment programmes. This will include the communication of information to patients who have difficulties in understanding or communicating e.g. where English is not the first language, dysphasic, depressed, unmotivated, deaf, blind patients and those unable to accept the outcomes of rehabilitation or diagnosis. This may also include those who have been subjected to extremes of physical and mental abuse.

Communicate complex and sensitive patient-related information effectively to ensure collaborative working with MDT colleagues across health & social care sectors to ensure delivery of a coordinated multidisciplinary service and assist in developing comprehensive discharge plans.

Contribute to safe and competent use of all appropriate equipment & patient appliances & aids by patients, junior and assistant staff and undergraduate OT students through training, teaching and supervision of practice. This includes the assembly and demonstration of equipment for patient use.

Evaluate patient progress, reassess and alter treatment programmes if required.

Manage clinical risk within own patient caseload and working environment.

Contribute to the development and implementation of policy and service changes within the Rapid Response Therapy Service to ensure delivery of best practice.

Maintain accurate and comprehensive patient treatment records in line with departmental standards and the Royal College of OT (RCOT) and Health and Care Professions Council (HCPC) Standards of Practice.

Supervise juniors', assistants' and student Occupational Therapist's record keeping according to professional and therapy Service Standards.

Represent the Therapy Service and/or individual patients at multi-disciplinary meetings to ensure the delivery of a co-ordinated multi-disciplinary service integrating therapy treatment into the programme. This will include discussion of patient care, patient progress and, where appropriate involvement in discharge planning.

Be an active member of Rapid Response Therapy Service providing therapy service 12 hours per day, across 7 days per week, and willingly support any future developments and initiatives within the therapy service as they evolve.

## **Professional**

Adhere to RCOT Code of Professional Conduct and Practice at all times

Be responsible as required, in liaison with senior colleagues, for teaching undergraduate therapy students to graduate level on therapeutic skills and knowledge within core clinical areas during student placements

Assist in clinically educating and evaluating the clinical competence of junior therapists and support staff, providing support and guidance and delegating tasks appropriately

Maintain and develop specialist knowledge of evidenced based practice. Critically evaluate own work and current practices through the use of evidence based practice projects, audit and outcome measures

Contribute to the development of improvements in service delivery and clinical practice using evidence based practice to recommend and implement changes in liaison with the team leader

Be an active member of the integrated in-service training programme participating in and leading sessions and feeding back information from appropriate external courses

Be actively involved in professional clinical groups such as Journal Clubs, Clinical Interest groups, Peer Review Groups and other professional development activities.

### **Organisational**

Work within Trust clinical guidelines and RCOT guidelines and to have a working knowledge of national and local standards monitoring own and others quality of practice as appropriate.

Deputise for senior colleagues in their absence contributing to the operational management of the team by co-ordinating, allocating and organising the work of junior and assistant staff to meet service priorities on a daily basis.

Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet set knowledge standards and competencies.

Participate in the staff appraisal scheme in appraising Junior therapists and support workers.

Undertake the collection of data for use in service audit and research projects.

Participate in the recruitment, induction & training programmes for new staff, undergraduate therapy students, locum staff and work experience students.

### **Educational**

Maintain competency by participating in identifying own training needs, engaging in continuous learning and development activities, including attending appropriate courses and taking part in peer reviews. This includes maintaining a portfolio which reflects personal development and provides evidence of application of learning to practice and fitness for purpose.

### **Effort**

This job involves:

- The carrying out of concurrent activities involving moderate to intense physical effort manoeuvring patients (including patients who are clinically obese and those with paralysis or gross weakness) and equipment throughout the working day
- Frequent contact with patients presenting with chronic, terminal and critical conditions and those with limited recovery potential. Also frequent contact with the carers of these patients.
- Frequent, long periods of medium-intense concentration carrying out assessments, supervising more junior therapists and support workers and dealing with complex equipment
- Occasional interruptions from telephone call, bleeps and unpredictable work patterns
- Daily exposure to unpleasant working conditions including soiled linen, sputum and body odour and occasional exposure to vomit, blood, contaminated equipment, patients with infections or infestations and physical & verbal aggression

### **CONFIDENTIALITY:**

The post holder must maintain confidentiality of information relating to patients, staff and other Health Service business.

### **HEALTH AND SAFETY:**

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

If you are a manager you will be responsible for the Trust's policy on Health and Safety and for taking all reasonable steps to maintain and where necessary to improve health and safety standards. This will include training to ensure that all employees are able to carry out their health and safety responsibilities effectively.

### **RISK MANAGEMENT:**

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

### **EQUAL OPPORTUNITIES:**

The trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy.

### **CONFLICT OF INTEREST:**

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal

gain or to benefit their family or friends. The Trust's Standing Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

### **USE OF INFORMATION TECHNOLOGY:**

To undertake duties and development related to computerised information management to meet the changing needs and priorities of the Trust, as determined by your manager and in accordance with the grade of the post

### **SMOKING**

This Trust acknowledges its responsibility to provide a safe, smoke free environment for its employees, service users and visitors. Smoking is therefore not permitted at any point whilst on duty, in accordance with the guidelines set down within the Trust Smoking Policy

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post-holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post-holder in the light of service needs and will be commensurate with the grade and competencies of the post.