

<b>Job Title</b>	<b>Specialist Neuro-Occupational Therapist- Early Stroke Discharge Team (Secondment ends February 2025, maternity leave cover)</b>
<b>Band</b>	<b>6</b>
<b>Responsible to</b>	<b>Highly Specialist Occupational Therapist and Team Lead</b>
<b>Accountable to</b>	<b>Clinical Lead and Matron for Barnet Inpatients and Stroke Services</b>
<b>Base</b>	<b>Edgware Community Hospital</b>

### Job Purpose

The post holder will be responsible for:

- Responsible for providing an early comprehensive specialist stroke service to the residents of Barnet requiring rehabilitation in the community and managing student/junior occupational therapists and other support staff.
- Be an active member of the clinical team, providing a comprehensive occupational therapy service to residents of Barnet within the Early Stroke Discharge team.
- To perform Occupational therapy assessment of patients with neurological presentations (including stroke and other complex presentations) to develop and deliver an individualized treatment program.
- To work within professional standards and clinical guidelines, promote best practice and to undertake all aspects of clinical duties as an autonomous practitioner including assessing, treating, and managing own caseload of patients/clients and maintaining professional documentation.
- To work as part of a multidisciplinary team to facilitate positive rehab outcomes, timely and coordinated discharge planning which support initiatives aimed at reducing length of stay.
- Work in a variety of settings including clients' own homes, clinics, residential and care homes, community facilities, continuing care homes and community hospitals.
- To be responsible for the supervision and line management of junior staff, rehabilitation assistants, technical instructors and occupational therapy students.
- To support self and service development through active participation in continuing professional development (CPD) and by participating in any audit or research being undertaken by the service (such as SSNAP).

### Key Working Relationships

#### Internal

- Patients
- Ward MDT: Modern Matron, Clinical Therapy lead, Physiotherapists, Occupational Therapists, Dietician, Nurses, Health Care Assistants, and Rehabilitation Support Worker, Discharge coordinator, Flow coordinator, Ward Clerk
- Refer to services across CLCH including the Unplanned services (Discharge to assess, Non-Weight Bearing, Delirium, Rapid Response), Planned Care (community nursing, therapy and Falls Prevention, Continence, Phlebotomy, TVN services), Specialist services (Parkinson's Unit, Chronic Obstructive Pulmonary Diseases team, Learning Disabilities, Musculoskeletal Outpatient services); Inpatient and Stroke services (Barnet Stroke Support service and Early Stroke Discharge Team)
- Academy and AHP Lead, and Professional Development Nurse

#### External

- Family/ carers
- Social Services
- NCL referrers, Acute Hospitals and Rehabilitation Units (eg HASU, ASU at RFH, BGH, UCLH, NWPB, Tertiary Rehab Centres such as ECH)
- Equipment providers (eg NRS Healthcare, AJM Wheelchair services)
- Voluntary Sector Organisations (Age UK, Red Cross)
- GP

## Main Duties and Responsibilities

### • MANAGEMENT AND LEADERSHIP

- To be responsible for collection of data and producing reports when necessary.
- To be responsible for organising and prioritising own caseload and appointments to meet service needs.
- To monitor the waiting list in conjunction with other senior clinical staff, and to communicate with the team lead and operational lead when difficulties arise and decide together on appropriate actions.
- To use clinical reasoning skills to identify and prioritise appropriate referrals and follow the policy on urgent referrals.
- To be responsible for appraising and clinically supervising junior staff as delegated by the team lead.
- To facilitate partnership working and maintain key relationships within CLCH, other health providers and Social Services.
- To deputise for the Team lead or Highly Specialist Occupational Therapist during periods of absence.
- To assist in the day-to-day operation of BICS. This may include answering queries, fielding referrals, contributing to team discussions, responding to client needs, managing staff sick leave, delegating appropriate tasks, communicating with other team members and outside agencies and other operational activities.
- To participate with a lead/ other senior member of staff in the recruitment and selection of junior staff members including advertising, short listing, interviewing and liaising with HR throughout the process.
- To participate in and develop innovations in areas of risk management, quality standards setting and clinical effectiveness.

### • CLINICAL

- To be professionally and legally accountable for all aspects of own work and to ensure that work meets professional standards and clinical guidelines.
- To provide occupational therapy for the Early Stroke Discharge service. To take responsibility for allocated referrals, procedures, and operational running of the service along with the team lead, and the operational manager. Deputising for the team lead, highly specialist occupational therapist, or operational manager when required.
- To undertake stroke-specialist occupational therapy assessments using evidence-based outcome measures, in a variety of settings i.e., clients home, in the community, in-reaching at acute settings prior to hospital discharge, and falls clinics.
- Clients will be 18 years and over and are likely to have complex multi-pathologies (including acquired or progressive neurological conditions, musculoskeletal conditions, respiratory disease, cognitive and communication impairments, spasticity, pain management, psycho-social, and mental health disorders and age-related conditions). The caseload will primarily include people with stroke who require early specialist stroke rehabilitation as part of an Early Stroke Discharge Service.
- To be responsible for gaining valid, informed consent for assessment and treatment interventions, and sharing of information following legal and professional guidelines.
- To formulate diagnoses and establish impairments and disabilities where conflicting evidence is present following assessments.
- Following specialist assessment, to use clinical reasoning, analysis, assessment, and re-assessment skills; using a client-centred goal setting approach, to provide individual occupational therapy interventions and programmes.
- To participate in the Single Assessment Process, performing overview assessments and complex specialist assessments as appropriate, and to communicate relevant medical information, assessment details and advice across agencies following Central London Community Health (CLCH) guidelines for sharing of information and informed consent. These agencies would commonly include GP's, Social Services, Healthcare professionals and voluntary agencies.
- Through clinical reasoning and analysis, to identify clients' needs, establish clinical risk and to liaise and refer clients to relevant services including other healthcare services, healthcare professionals and voluntary agencies as appropriate.
- To prescribe appropriate equipment and educate clients in the safe use of this equipment, following the Integrated Community Equipment Store Procedures, to maximise clients' independence and safety.
- To work closely with other members of the inter-disciplinary community Rehabilitation Team to provide a comprehensive, seamless service, aiming to improve and maintain functional ability of clients referred to BICS.

- **COMMUNICATION**

- To communicate information related to complex conditions from assessment through treatment and discharge to clients, carers, and families.
- To motivate and persuade others through advanced communication skills and to be able to gain co-operation for treatment where there may be significant barriers to understanding such as a dementia and cognitive communication disorders.
- To demonstrate skill in managing conflict across a range of situations in a verbal, written, formal and informal manner.
- To develop, update and present occupational therapy specific patient and carer education presentations to clients and carers.
- To attend and lead where appropriate, relevant multi-disciplinary meetings and or case meetings related to client care.

- **PROFESSIONALISM**

- To be responsible for complying with legal and professional confidentiality guidelines at all times.
- To actively participate in the CLCH Appraisal Scheme, both as an appraiser and appraisee by identifying key performance objectives and continuing education needs.
- In conjunction with the team lead/ operational lead, ensure that only sound clinical reasoning, evidence-based, valid and reliable outcome measures and treatment techniques specific to the client group, are used during occupational therapy assessments and interventions.
- To actively participate in both clinical and operational supervision sessions to identify and develop professional, clinical and service needs.
  
- To have knowledge of clinical guidelines pertinent to stroke, spasticity, other neuro conditions and occupational therapy. To translate these guidelines into own practice and through supervision and education, assist junior staff members to translate the guidelines into their practice.
- To be responsible for maintaining own professional competency to practice through relevant CPD activities which have been identified in your Professional Development Plan and to maintain a CPD portfolio to reflect this.
- To be responsible for gaining valid, informed consent for assessment, treatment interventions and sharing of information following legal and professional guidelines and to follow these guidelines in circumstances where clients do not have capacity to provide informed consent.
- To be responsible for maintaining detailed and accurate patient treatment records in line with COT, legal standards and CLCH policies.
- To be responsible for recording your own statistics and ensuring junior members of staff are doing this in accordance with trust policy.
- To work as a lone practitioner, within the guidelines of the Lone Working Policy, when performing home visits.
- To attend compulsory core training as directed by the Specialist Occupational Therapist/ Team lead and to be aware of your responsibilities under the following Trust policies and legislation.

- **TEACHING AND TRAINING**

- To act as a specialist occupational therapist, providing education, training and advice to junior occupational therapists, rehabilitation assistants and staff from other disciplines through formal and informal training, advice and joint assessments.
- To provide clinical supervision and competency attainment for the junior staff and students by providing clinical training, theory and practical education sessions and advice on client needs and treatments.
- To participate in the student placement program, and following appropriate training, be responsible for student supervision and teaching.
- To organise and to attend both the occupational therapy and multi-disciplinary in-service training programmes and with the assistance of the Clinical Specialist Occupational Therapist, be responsible for teaching colleagues on a rotational basis.

- **CLINICAL GOVERNANCE**

- To maintain accurate databases to enable retrospective research projects.

- In conjunction with other team members to take an active role in service development and promotion by liaising with and educating referrers, ensuring that promotion/ information leaflets are up to date and accurate and developing and presenting presentations. May also be required to assist in other service promotion activities as delegated by the Team leads and operational lead.
  - To keep abreast in understanding and knowledge of new developments which are applicable to specific occupational therapy interventions, and to ensure that junior occupational therapy staff within the team do likewise.
  - To assist the team leads, highly specialist Occupational Therapist and other team members in the development of the Early Stoke Discharge Service to meet the National Service Framework objectives, Clinical Guidelines (NICE) and AHP targets. You will be required to contribute to team discussion and service meetings. You will be actively involved in service development tasks by educating, advising, and planning using leadership and communication skills.
  - To be responsible for completing and leading on designated Clinical Governance objectives and in conjunction with the team lead and operational lead.
  - To be responsible for delegating and monitoring progress of relevant Clinical Governance objectives and tasks to junior staff members
- **RESEARCH**
    - To initiate and undertake research /clinical governance/audit projects within an area of expertise with the assistance of the audit and research department (such as SSNAP).
    - To collect and provide research data as requested by the team leads or the operational lead.

**Person Specification**

**Job Title:** Specialist Neuro-Occupational Therapist (Early Stroke Discharge)

Factors	Criteria	Assessment
<b>Education/Qualification</b>		
<i>Essential</i>	<ul style="list-style-type: none"> <li>• Diploma/degree in Occupational Therapy</li> <li>• Current HPC registration</li> <li>• Current COT registration</li> <li>• Evidence of CPD relevant to assessment and treatment of neurological conditions</li> <li>• Evidence of up to date CPD portfolio</li> <li>• Involvement in Appraisal and KSF Scheme</li> <li>• Member other relevant special interest groups</li> </ul>	C/ AF/ IV/ P
<i>Desirable</i>	<ul style="list-style-type: none"> <li>• Other relevant post graduate degree</li> </ul>	C/ AF
<b>• Experience</b>		
<i>Essential</i>	<ul style="list-style-type: none"> <li>• Post-registration experience of 2 years working (including falls, neuro or stroke rehabilitation, and long term disability management).</li> <li>• Post-registration experience of facilitating hospital discharges.</li> <li>• Experience working within a multi-disciplinary team</li> <li>• Experience working with Social Services</li> </ul>	AF/IV
<i>Desirable</i>	<ul style="list-style-type: none"> <li>• Post-registration experience of working in a community rehabilitation setting.</li> <li>• Rotations at a Band 5 level in a wide range of clinical areas including elderly care, neurorehabilitation, musculoskeletal, community and orthopaedics.</li> <li>• Experience in supervising and appraising junior therapists or support workers.</li> <li>• Experience in supervising occupational therapy students.</li> <li>• Experience in service development projects.</li> <li>• Experience working with voluntary organisations.</li> </ul>	AF/IV
<b>Skills and Knowledge</b>		
<i>Essential</i>	<ul style="list-style-type: none"> <li>• Experience and skills to assess and treat people with neurological conditions, complex multi-pathologies (including cognitive communication deficits, spasticity, splinting and casting, NMES, vocational rehab).</li> <li>• Knowledge and understanding of the national guidelines for stroke rehabilitation, NSFs for Older People and Long-Term Conditions and relevant NICE guidelines.</li> <li>• Knowledge and understanding of the neuro rehabilitation process.</li> <li>• Ability to apply core occupational therapy skills across a range of clinical conditions within a client centred, goal setting approach.</li> <li>• Knowledge of outcome measures and evidence-based practice associated with stroke and neuro rehabilitation.</li> <li>• Ability to problem solve, prioritise, and demonstrate clinical reasoning.</li> <li>• Communication and report writing skills, in both verbal and written format.</li> <li>• IT skills – Microsoft Word, Power point, Excel, Outlook</li> <li>• Knowledge and understanding of Clinical Governance and its application to clinical practice.</li> <li>• An understanding of the importance of involving service users in their treatment and service development</li> </ul>	IV/AF

	<ul style="list-style-type: none"> <li>Remains up to date with own professional practice and new research</li> </ul>	
<i>Desirable</i>	<ul style="list-style-type: none"> <li>Qualifications in other post-graduate therapy modalities: spasticity management, splinting and casting, NMES, management of cognitive communication deficits</li> </ul>	IV/AF
<b>Other</b>		
<i>Essential</i>	<ul style="list-style-type: none"> <li>Personally, and professionally responsible</li> <li>Able to self-motivate</li> <li>Able to work as a team member.</li> <li>Flexible, adaptable, reliable, and diplomatic</li> <li>Able to work under pressure.</li> <li>Able to resolve situations of conflict.</li> <li>Able to implement change into own and others practice.</li> <li>To have occupational health clearance for the role specified</li> </ul>	IV/AF
	<ul style="list-style-type: none"> <li>Car owner and driver (hold a current UK license or equivalent)</li> </ul>	C
<i>Desirable</i>		
<p>* Assessment will take place with reference to the following</p> <p>AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</p>		