

JOB DESCRIPTION

JOB TITLE:	Frailty Practitioner (Occupational Therapist)
PAY BAND:	Band 6
DEPARTMENT:	Older People's Medicines
RESPONSIBLE TO:	Advanced Frailty Practitioner
DATE:	April 2024

DIMENSIONS OF JOB:

This is an exciting role for an experienced Occupational Therapist to work within the multidisciplinary frailty team. The Frailty Team is responsible for providing Comprehensive Geriatric Assessments and advice to older people attending the acute hospital trust with a frailty syndrome (e.g., falls, reduced mobility, altered cognition, new incontinence, and polypharmacy). You will work collaboratively with, and be supported by, the Frailty team leads, Consultant Geriatricians, GPs and a team of multidisciplinary frailty practitioners that includes nurses, medics, physiotherapists, and a pharmacist).

You will work within the Emergency Department assessing older patients who have experienced a frailty crisis leading to hospital admission. You will also work within the hospital providing advice or a Comprehensive Geriatric Assessment for older people with frailty not admitted to geriatric medicine wards.

This post would suit an Occupational Therapist with experience of elderly care, emergency medicine and/or a rehabilitation background, but we would welcome applications from a variety of clinical backgrounds. Training will be provided to ensure that you are able to complete all aspects of the frailty practitioner role under the guidance of a senior clinician. The team has a warm supportive atmosphere with plenty of in-house training opportunities and potential for career development within the team.

The frailty service operates 7 days a week, currently 7am-5pm (but soon to expand to an 8-8 service model). The post holder will be required to work within these operating hours, including sharing weekend and bank holiday cover with the other members of the team.

PURPOSE OF JOB:

- To work closely with the Frailty team leads/ Consultant Practitioner for Older People, the Frailty Practitioners, medics and Consultant Geriatricians to proactively identify and manage patients with frailty and support them and their carers in the development of supportive management plans.
- To undertake Comprehensive Geriatric Assessments for individuals presenting with a frailty crisis and their carers where needs are highly complex. This will involve planning, implementing, and evaluating the care delivery according to changing healthcare needs.

- To provide evidence-based holistic assessment and treatment planning for patients with frailty referred to the service, without direct supervision.
- To work in conjunction with a wide range of clinical colleagues, specifically primary care and community teams and Social Care professionals, to lead and facilitate a patient focused, co-ordinated case management approach across primary and secondary care for people who are most vulnerable to, and at high risk of repeat admissions to hospital.
- To provide expertise in their own discipline to the wider team and seek professional supervision from colleagues within their professional discipline.
- To complete onward referrals to specialist teams, assess for and order any necessary equipment as appropriate for the longer-term maintenance and prevention of further frailty crises.
- To advise on the promotion of health and prevention of illness, providing information to individuals and groups to prevent disease, within own professional boundaries. Recognise situations that may be detrimental to health for example housing, social and economic factors and refer to an appropriate agency and liaise with members of the community care teams.

KEY TASKS & RESPONSIBILITIES:

Clinical

- To provide evidence-based holistic assessment and treatment planning for patients with frailty referred to the service, without direct supervision.
- Use assessment tools/skills that will ensure an appropriate level of recovery intervention so that patients who present with highly complex needs are timely referred to the appropriate clinicians/teams
- Complete complex risk assessments, both as an independent clinician and drawing on the wider MDT as appropriate
- Complex manual handling including urgent prescription of specialist equipment to manage immediate risks to patients during a crisis situation
- Profession-specific assessments, generalist assessments and, where appropriate and within scope of extended practice, cross-profession assessments to maintain patient safety during acute medical / social crisis
- Refer to appropriate clinical services to ensure patient safety is maintained

Non-clinical

- Promote and contribute to our open reflective learning culture by supporting and educating others within the multidisciplinary team, particularly those from different professional backgrounds.
- Review effectiveness of clinical care provided ensuring that patient safety is maintained and care delivery meets the standards required by the Trust and the Care Quality Commission.
- Monitor the quality of care planning, implementation and evaluation to ensure optimum quality is maintained.

- Maintain and always follow the standards within the HCPC code of conduct to ensure safe and effective delivery of patient care.
- To remain up to date and within guidelines for revalidation/re-registration as required by professional bodies at all times.
- Recognises own limitations in the provision of clinical care and urgency of patient's needs, referring to other healthcare professionals accordingly and is accountable for his/her own action.

This job description is an indication of the type and range of tasks that are expected of the post holder, and other duties may be required, in line with the role and the banding. It will be reviewed and amended from time to time in consultation with the post holder to take account of changing organisational need.

PERSON SPECIFICATION

JOB TITLE: Frailty Practitioner (Occupational Therapist)

PAY BAND: Band 6

DEPARTMENT: Medicine for Older People

CRITERIA	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered Allied Health Professional (Occupational Therapist) Post-registration experience (at Band 6) in a range of clinical areas 	<ul style="list-style-type: none"> Post registration experience of elderly care, emergency medicine and/or a rehabilitation background Evidence of teaching / mentorship roles Management/Leadership/Qualification/development programme
Experience	<ul style="list-style-type: none"> Relevant post registration experience Experience of caseload management including responsibility for complex care packages for vulnerable people Experience, underpinned by knowledge of working with and understanding the complex needs of patients in a primary care / community setting. Evidence of innovative practice Participates in regular clinical supervision 	<ul style="list-style-type: none"> Involved in the implementation and management of change. Experience of initiation of participating in clinical audit. Research relating to clinical practice. Experience of working with long-term conditions and frailty
Skills & Knowledge	<ul style="list-style-type: none"> Demonstrates an understanding and insight into current issues and developments within the NHS, and particularly within Frailty. Excellent communication and interpersonal skills Broad range of enhanced clinical skills Ability to advocate patient issues. Ability to demonstrate leadership skills. Demonstrates organisational skills: including the ability to make decisions and to priorities. Ability to understanding and interpret research findings/evidence-based care and applies to practice. 	

	<ul style="list-style-type: none"> • Good knowledge of health and safety and risk management • Computer literate including emails and spreadsheets. • Effective written and verbal communication skills 	
Special Requirements	<ul style="list-style-type: none"> • Ability to work well in stressful situations. • Assertive • Commitment to attend training as learning needs are identified. • Reliable and flexible • Innovative and adaptable 	

Values & Behaviours	<p>We will expect your values and behaviours to mirror those of the Trust, available at: https://www.fhft.nhs.uk/about-us/our-values/</p> <div> <div>Committed to excellence</div> <div>Working together</div> <div>Facing the future</div> </div>
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