

Occupational Therapist

MAIN PURPOSE AND SCOPE OF THE JOB:

It is recognised that independence and mobility are an important factor in maximising quality of life for patients. The role of the Occupational Therapist is to support Pilgrims Hospices patients to achieve maximum independent function and to help them retain that independence for as long as possible while under Pilgrims' care.

POSITION IN ORGANISATION

Reports to: Therapies and wellbeing services manager
Responsible for: Therapy Technician

DUTIES AND KEY RESPONSIBILITIES

A Clinical

- To use evidence based knowledge and advanced clinical reasoning to undertake highly complex clinical assessment, in a relevant location, e.g. nursing/residential home, hospital or in a patient's own home, identifying needs, treatment aims and goals in collaboration with the individual patient and the MDT.
- These may be in-patients, out-patients, community based or in the Therapy Centres. Assessment and treatment may include advanced skills in therapeutic handling / hoisting and discharge planning in a busy and unpredictable environment.
- To use specialist skills to engage patients with challenging behaviour, psychological and psychiatric needs in purposeful treatment programmes, in collaboration with the MDT, to ensure the provision of holistic care.
- To determine patients' level of understanding of treatment plan to ensure valid patient consent and work within legal framework with patients who lack capacity to consent.
- To use recognised outcome measures and goal setting measures to motivate challenging clients.
- To use advance level specialist assessment and analytical skills. To utilise expert clinical reasoning, in order to interpret and analyse clinical and non-clinical facts to form comprehensive treatment plans in a range of highly complex conditions.
- To formulate and implement graded treatment plans.
- To oversee treatment plans delegated to support staff, maintaining responsibility for overall care of patient.
- To analyse patients' progress and adjusts treatment programmes as appropriate.
- To manage clinical risk within own patient caseload and in team work area.
- To be professionally and legally responsible and accountable for all aspects of own work including the management of patients on the caseload.
- To ensure a high standard of clinical care for all patients of the service by all members of the team.
- To plan and lead group and individual specialist education, advice and support sessions for patients/carers.
- To make referrals, reports and recommendations verbally and in writing to the MDT, external agencies and services as required.
- To prioritise and manage own clinical caseload, delegating as appropriate.

- To maintain and develop knowledge of evidence based practice and own competencies through CPD activities (e.g. peer review, in-service training, external courses), maintaining a portfolio, which reflects personal development.
- To maintain expert clinical reasoning skills and evidence based clinical knowledge by using relevant literature and research.
- Develop appropriate treatment plans and agreed goals. To monitor and evaluate treatment and identify when treatment requires modification.
- To maintain accurate, comprehensive and up-to-date documentation, in line with legal, organisational and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines verbally or in the form of timely reports and letters using the appropriate IT systems within the trust and the therapy division.
- Manage patient safety and clinical risk within own caseload, being aware of the boundaries of own practice and support the management of patient safety across the service
- To complete Pilgrim's occupational therapy competencies in order to evidence level of skill and speciality

B Service

- To undertake and participate in complex audits to improve services and ensure practice/service developments are evidence based.
- To participate in the continual evaluation and development of practice through research projects and/or audits' occurring in the Therapy division within the field of occupational therapy.
- To evaluate own work and service through the use of audit and validated outcome measures. To collect and analyse statistical results and findings using research methodological experience to draw conclusions and to make recommendations for change based on these evaluations.
- To use specialist knowledge of current evidence to drive the clinical audit and research programme in occupational therapy and to identify source areas where research is necessary.
- To keep abreast of national agendas and published frameworks, guidelines, standards, protocols and policies and international research and evidence, both clinical and professional relating to this specialist area. To use this knowledge to inform and develop service delivery.
- To identify and utilise appropriate outcome and service impact measures, which accurately evaluate patient response and service development needs.
- To be part of promoting a research environment within Pilgrims Hospices and offer support and guidance to others.
- Develop positive and productive working relationships with other care providers that enable mature partnership working

C Resource Management

- To monitor stock levels of equipment and materials for own clinical area and co-ordinate ordering process as required.
- To check OT equipment is in working order within manufacturers' guidelines and reports need for repair if required.
- Together with the Therapies and Wellbeing Services Manager ensure clinical services are delivered in line with commissioned activity and planned income.

D Management

- To direct and supervise the activity of Occupational Therapy Technicians.
- To maintain a caseload overview for more junior members of the Occupational Therapy team and provide appropriate training and support.

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GENERAL RESPONSIBILITIES

Corporate Governance –

The post holder must, at all times, act honestly and openly and comply with relevant corporate governance requirements, employment legislation and standards of business conduct.

Post holders are expected to be familiar with and comply with all policies and procedures published by Pilgrims Hospices in East Kent.

Health and Safety –

Under the Health & Safety at Work Act (1974), it is the responsibility of the post holder at every level to take care of his/her own health and safety and that of others who may be affected by his/her acts at work.

Flexibility –

The post holder is expected to work flexibly to be able to meet the challenges and opportunities of working within Pilgrims Hospices in East Kent.

This Job Description is not exhaustive. This job description is a reflection of the current position and the post holder is expected to view it as a guide rather than an exact description of all duties and responsibilities. It may be subject to variation from time to time. The post holder will be required to undertake any other duties that may be required by the Line Manager, commensurate with the level of the post.

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Edited 2023

PILGRIMS HOSPICES – PERSON SPECIFICATION

Senior Occupational Therapist

This person specification sets out the essential, minimum qualities we are seeking for this post. Please ensure that your application demonstrates how you meet the criteria. You may include voluntary, unpaid and paid work.

Attribute	Essential	Desirable	Evidence to support assessment
Qualifications	<p>DipCOT/ Degree in Occupational Therapy.</p> <p>Member of RCOT or recognised equivalent.</p> <p>Registered with HCPC.</p> <p>Evidence of relevant CPD.</p> <p>Full clean driving licence</p>	<p>Clinical supervisors course.</p> <p>Member of relevant special interest group.</p>	Application
Experience	<p>2 years minimum post-qualification experience as an occupational therapist.</p> <p>Relevant clinical experience to the post, preferably including experience of Palliative Care.</p> <p>Experience working in MDT.</p>	<p>Teaching experience.</p> <p>Experience in supervising staff and students.</p> <p>Experience in clinical audit and outcome measures.</p>	Application Interview
Skills	<p>Good written and spoken English.</p> <p>Able to communicate with a variety of people, occasionally in emotional distress.</p> <p>Good organisation of self and time.</p> <p>Basic skills in: Therapeutic patient handling & discharge planning.</p> <p>Advanced skills Relevant OT skills for work area. Able to demonstrate clinical leadership skills.</p>	Good presentation skills	Application Interview / Presentation Skill test References
Knowledge	<p>Detailed knowledge of biomechanical and /or neurological treatment approaches.</p> <p>Up to date knowledge of adaptive equipment.</p>	<p>Working knowledge of research methodologies.</p> <p>Up to date knowledge of specialist equipment relevant to the post.</p>	Application Interview

Effort and Environment	<p>Physical and mental fitness to fulfil job description (Able to access all areas of the hospice independently and undertakes moderate physical activity for frequent short periods during a shift).</p> <p>Able to maintain concentration in a busy clinical environment with constant interruptions.</p> <p>Willing & able to deal with body fluids, odours, fleas/lice occasionally, using appropriate protective clothing.</p>	Access to own transport	Occ Health
Disposition and Attributes	<p>Reflective practitioner</p> <p>Neat and professional appearance.</p> <p>Willingness to take appropriate level of responsibility.</p> <p>Desire to provide highest quality service.</p> <p>Self motivated and able to motivate others.</p>		Application Interview

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