



Royal Hospital for Neuro-disability Job Description

| | |
|-------------------------------|---|
| Job title: | Clinical Lead Occupational Therapist |
| Department: | Brain Injury Service |
| Salary grade: | AHP – 8a |
| Responsible to: | Head of Therapy Services |
| Responsible for: | Band 7 staff or others as directed by Head of Therapies |
| Behavioural Framework: | Leadership Level 1 |

Scope

The RHN is a leading national centre of excellence providing brain injury rehabilitation and care to adults with complex neurological disabilities. The RHN provides services including post-acute rehabilitation services, supporting people with challenging behaviour and complex residential care needs and end-of-life care. We provide wrap-around care and support for people with complex neuro-disability and their families.

People with complex needs require more than clinical care. Our highly specialist services strive to maximise participation, provide life after brain injury and contribute to the global campaign for improved disability services. This is underpinned by our strong research and education programme.

This post is based in the Brain Injury Service which consists of two wards, delivering assessment, rehabilitation and management to patients with highly complex needs. This includes specialist level one rehabilitation to a population which includes people in a disorder of consciousness. The post holder will hold a leadership role and clinical caseload, working as part of the Brain Injury Service interdisciplinary team.

The post holder will be responsible for delivering a highly effective and responsive Occupational Therapy service and contributing to the ongoing evaluation and development of the Brain Injury Service.

Main Objectives of the role

1. Work with the Head of Therapy Services to be accountable for delivering the highest standard of Occupational Therapy service provision. This will be achieved through:
 - Exercising leadership with accountability for decision-making and service development, including decisions with a high degree of uncertainty. Adopting innovative approaches to service delivery and development.

- Strong team leadership which ensures the development of the Occupational Therapy department and each team member whilst maintaining efficiency standards and holding others to account when required.
 - Critical awareness of the political, economic and institutional factors which influence service delivery.
 - Active personal and departmental participation in audit and research with outcomes.
 - Constant reflection on departmental strengths and weaknesses with clear deliverable actions and measurable improvements to drive the Occupational Therapy department forwards.
 - Strong mentoring of the standards expected to create a positive culture of achievement.
2. Effectively work within the Brain Injury Services team:
 - Have an active role in trans-disciplinary service development which continually progresses to meet the needs of our service users, stakeholders and contractual requirements.
 - Contribute to the growth of the brain injury service – aiming to improve outcomes, reputation and relationships.
 3. Be an Occupational Therapy clinical expert:
 - To be responsible for specialist clinical Occupational Therapy within the Brain Injury Service, acting as expert clinical advisor to all Occupational Therapy and other multidisciplinary staff.
 - Innovatively maintain a specialist, complex clinical caseload in unpredictable contexts, and provide an exceptional standard of evidence-based care within your own practice
 - Ensure the Occupational Therapy team remains at the forefront of current knowledge through interpretation of new knowledge, adoption of innovation and evidence-led practice change.
 - Develop an externally facing role through the generation of new knowledge, research, wider Occupational Therapy education and support progress in complex disability knowledge and practice. Make an identifiable contribution to change and development within the profession and beyond – at a national or international level.
 4. Demonstrably work to the RHN's strategy and objectives and contribute to the continual progression of clinical services at the RHN.

Key Responsibilities

1. To participate in the development of innovative approaches to the assessment and rehabilitation of patients with severe neuro-disability.
2. To hold a clinical caseload and lead by example as a member of the interdisciplinary team undertaking treatments and activities.
3. To continually review and develop training and education to support evidence-based practice.
4. To participate in professional clinical audits and research.
5. To assist in developing, monitoring and maintaining appropriate professional standards of clinical practice.

6. To represent Occupational Therapy on internal and external working groups or committees.
7. To facilitate individual and departmental reflection on clinical practice; encouraging implementation and development of evidence base, identifying strengths and educational needs and strategically developing solutions.
8. To provide expert clinical care for the patients and residents of the RHN through the achievement, maintenance and development of an expert scope of practice. The Post Holder is required to understand their scope of practice, identify their own learning needs, and continue to reflect on and develop within their role. They are continually accountable to RHN and Occupational Therapy practice standards as an HCPC registered Physiotherapist.

Person specification: Essential and Desirable

1. Diploma/degree/Master's degree in Occupational Therapy recognised by the HCPC. Current HCPC registration. **E**
2. A minimum of 5 years' experience in the field of neurology. A minimum of 3 years' experience working as a Band 7 physiotherapist. **E**
3. Evidenced ability to practice autonomously within complex, unpredictable and specialised contexts demanding innovative work and decision making, sometimes at the limits of current practice. Ownership of a substantial body of knowledge which is at the forefront of professional practice and the current evidence base. **E**
4. Good working knowledge of all areas of clinical governance including quality, audit and risk management. Ability to recognise and critically appraise situations where the effectiveness, efficiency and quality of a service may be compromised and take appropriate action to resolve the situation and contribute to best practice. **E**
5. Demonstrated ability to use a broad range of advanced and specialised communication and IT skills to share complex information and ideas and engage a wide range of audiences in critical dialogue. **E**
6. Experience in complex respiratory management including tracheostomy weaning. **E**
7. Experience in leading teams including respecting and promoting diversity, post-graduate education, supervision, performance management and organisation of student placements. **E**
8. Postgraduate education (i.e. Master's modules or Master's degree) relevant to post. **D**
9. Experience in managing service improvement projects with evidence of outcomes which impacted service user experience. **D**

Leadership Behavioural Framework: Level 1

Working Collaboratively for RHN

Working Collaboratively for the RHN is about working together to deliver the best possible service for patients, carers and key stakeholders. It is about demonstrating our values, particularly in finding ability in disability, delivering excellence through personal responsibility, being pioneering and sharing knowledge, ensuring clarity and compassion, respect and constancy.

- I carry out my duties as part of a team working towards an agreed outcome.
- I share information with my colleagues and listen to their ideas.
- I offer help to my colleagues if they need it.
- I am not afraid to ask for help if I'm struggling with something.
- I work with patient, carers, colleagues and others to resolve problems.
- I am open to different ways of working.

Achieving our Potential

Achieving our Potential is about giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. It is about being able to develop our skills and knowledge and being able to take the time to reflect on successes and setbacks. It is about demonstrating a commitment to continuous professional and personal development and a flexible approach to working.

- I understand my role and the personal skills that are required to perform effectively
- Takes personal responsibility and seeks opportunities for personal development
- Prepared to be flexible in approach to work
- Acts pragmatically and decisively
- Shows willingness to embrace change
- Takes a risk aware rather than risk-averse approach to work
- Prepared to challenge the 'status quo and suggest improvements
- Aware of own strengths and development areas
- Finds time to reflect on personal performance

Preparing for the Future

Preparing for the Future is about being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. It is about taking the time to reflect on current activities and challenging the status quo. It will involve accepting the need for change and developing a culture of continuous learning and improvement.

- I will actively contribute ideas and suggestions whilst being receptive to the contributions of others
- I am curious about how developments outside my immediate working environment can be utilised to improve things
- I feel able to challenge the status quo
- Awareness of own development needs
- An open and positive attitude to change
- I will collaborate with colleagues from across the Organisation
- I will take time to reflect on my successes and challenges
- I actively participate in team meetings and in the staff awards scheme

Leading by Example

Leading by Example is about acting as a role model and setting an example that motivates and inspires others. It involves providing a clear direction that recognises and utilises the strengths of our people.

- I am able to achieve my set goals and seek self-development
- I am thorough in all aspects of my work, taking pride in what I do.
- I recognise that I am working as part of a team and balance my own needs with those of my team.

- I do my best to meet deadlines.
- I recognise when I cannot cope with a situation and am willing to seek help as necessary.
- I improve my knowledge by learning from others, keeping up to date with relevant issues and taking advantage of appropriate development opportunities.

Committing to our Patients & Customers

Committing to the patient and customer is about understanding who those people are and what their specific needs involve. It is about the provision of high quality patient care and/or customer service and the development of on-going relationships. It is about treating those people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

- I want to be part of a positive experience for our patients and customers.
- I demonstrate an 'I care and I want to help YOU' attitude
- I treat customers in a friendly way that puts them at their ease
- I always promote a positive image of my colleagues, the services we provide and the RHN as a whole
- I will share knowledge with my colleagues
- I am proud of the excellent service that I provide
- I treat customers with empathy, honesty and respect
- I respond to customers in a timely and effective manner
- I seek to widen knowledge levels so that I can improve the range and depth of my customer service skills
- If I cannot help I will find someone who can

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the postholder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: