



Royal Hospital for Neuro-disability Job Description

Job title:	Occupational Therapist
Department:	Rotational
Salary grade:	Band 6
Responsible to:	Head of Therapies via line manager
Behavioural Framework:	Employee

Scope

The RHN is a leading national centre of excellence, providing adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex neuro-disability and their families, underpinned by a strong research and education programme.

Occupational therapists work across all service areas at RHN, on a rotational basis, covering the following areas: Specialist Long Term Care Service, a 123 bed facility for people with severe and complex neurodisability including Prolonged Disorders of Consciousness; Brain Injury Service, a 49 bed unit for people requiring level 1 neurorehabilitation; and Specialist Services, comprising our Ventilator Dependent Service, our Neurobehavioural service and our Huntington's Disease Service. The postholder will work as part of a multidisciplinary team, as well as working alongside other OTs within the service area, and across RHN. The postholder will be accountable to lead OT for their service area and to the Head of Therapies.

Main Objectives of the role –

1. To provide specialist patient-centred assessment and treatment for a complex neurological clinical caseload as part of a specialist multi-disciplinary team
2. To participate in interdisciplinary working (meetings, reviews, discharge planning and reports).
3. To ensure professionalism and excellent communication with staff, patients and relatives.
4. Demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately.
5. Strive to improve efficiency in all areas of your work.

Key Responsibilities

1. To work effectively as part of a specialist multi-disciplinary team, demonstrating excellent joint working and communication, to achieve patient-centred goals and ensure optimal management and rehabilitation of patients with complex physical, cognitive and communicative needs.
2. To assess and treat a specific caseload of patients with complex needs, prioritising effectively to reduce risk and manage the patient's disability or rehabilitation needs

3. To assess and treat the patient's personal and domestic daily living functional activity level to maximise independence where possible
4. To participate in MDT assessment and provision or a 24 hour postural management programme, including assessment and provision of splints, participation in assessment of seating and bed positioning
5. Attend key meetings (CCG reviews, safeguarding, best interest meetings).
6. Provide support and supervision to the OTA in their designated areas, and be responsible for task allocation to them
7. To advise on, recommend and make provision for the installation of appropriate aids and adaptations where appropriate
8. To carry out community visits and complete timely reports on these, as part of rehabilitation, leisure, or discharge planning
9. To attend all relevant meetings, and complete all necessary documentation and outcome measures involved in a patients' admission, according to HCPC and COT standards, in order to facilitate optimal communication and patient management, and to meet Service requirements
10. To ensure excellent communication with patients and relatives, and within the team, including undertaking a key worker role as required ,

Person specification: Essential and Desirable

1. Diploma/degree/masters degree in Occupational Therapy recognised by COT & HCPC. **Essential**
2. Member of BAOT/College of Occupational Therapists. **Essential**
3. Minimum of 18 months practising as a qualified OT and minimum of 6 months working in the field of neuro-disability. **Essential**
4. An interest in the clinical management of severe neuro-disability. **Essential**
5. Demonstrates a proficient understanding of the role and need of evidence based practice **Essential**
6. Ability to prescribe and grade a detailed treatment plan. **Essential**
7. Able to demonstrate flexibility, able to respond to rapidly changing requirements and implement and initiate new ideas. **Essential**
8. An interest in postural management **Desirable**
9. A working knowledge of physical assessment of complex neuro presentations - **Essential**
10. A good understanding of long term neurological conditions - **Essential**
11. Ability to prioritise and manage a large caseload - **Essential**

Employee Behavioural Framework

Working Collaboratively for RHN

Demonstrating our values and working together to deliver the best possible service for patients and customers.

- I share information within my team.
- I will ask for assistance if I need help.
- I work with my team to resolve problems.
- I am willing to learn new skills.
- I offer help to my team if they need it.

Achieving our Potential

Developing our skills and knowledge, reflecting on successes and set-backs, and demonstrating a commitment to development at RHN.

- I take personal responsibility for my tasks
- I seek opportunities for personal development
- I am willing to carry out new tasks if required
- I suggest improvements and new ideas
- I know what I'm good at and where I need to improve.

Preparing for the Future

Looking forwards, reflecting on current activities, accepting change and being part of a culture of continuous learning and improvement.

- I know what areas I need to improve
- I am willing to learn to broaden my skills and knowledge
- I reflect on my team's successes and challenges
- I speak up in team meetings and express my views

Leading by Example

Acting as a role model and setting an example that motivates and inspires others at RHN.

- I take pride in what I do
- I am punctual
- I try not to let my team down and ask for support when I need it
- I'm a good team player
- I improve my knowledge by learning from others

Committing to our Patients & Customers

Providing high quality patient care and customer service to patients and customers, and treating them with respect, dignity and consideration.

- I demonstrate a positive attitude
- I am proud of the work I do
- I always promote a positive image of the RHN
- I respond in a timely manner
- I share knowledge with my team
- If I cannot answer a question, I'll ask my nearest colleague to help

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: