



Job title:	Basic Grade (band 5 OT)
Department:	BIS
Salary grade:	Band 5
Responsible to:	OT Clinical lead via line manager
Responsible for:	Provision of occupational therapy treatment programmes.
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.

This role involves working for a year in a fixed term contract across a range of specialist units in the Brain Injury Service.

The post-holder will work as part of a multidisciplinary team, as well as working alongside other OTs across RHN.

Main Objectives of the role

1. To put in place effective interventions arising from assessment
2. To contribute to the patient's care plan
3. To participate in MDT working (meetings, reviews, discharge planning and reports) as required.
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.
6. To provide a flexible occupational therapy service for both individual patients and groups within a multidisciplinary team environment.
7. To be responsible for organising and running therapeutic individual sessions and groups with a designated caseload of patients using specific technical knowledge/skill, modifying and adapting therapeutic programmes, according to patient need and agreed aims, with support and liaison from line manager.
8. To communicate complex information related to treatment programmes.
9. To assist in organising and running departmental training sessions.
10. To demonstrate the ability to reflect on practice with peers and supervisors, to maintain own knowledge base and to identify own areas for development.

11. To undertake administrative responsibilities appropriate to the needs of the service.

Key Responsibilities

1. Demonstrates an understanding and skills for the need of developed interpersonal and presentation skills.
2. Demonstrates concise and articulate verbal communication.
3. Demonstrates a competent understanding of the role and need of evidence-based practice.
4. Demonstrates a competent ability to devise clear and 'smart' graded clinical goals that are specific and appropriate to OT.
5. Evidence of competent ability to clinically reflect in terms of own practice.
6. Evidence of a competent understanding and skill of team working at discipline and MDT level.
7. To maintain appropriate, accurate and up to date patient records in line with policies and standards in both written and electronic format.
8. To record in patient's records, patient's progress in accordance with the specific aims and objectives.
9. To monitor continually and evaluate changes in the client's responses.
10. To work collaboratively with patients, families and colleagues in an effort to meet agreed clinical objectives and patient goals.
11. Assessment of need within first 2 weeks of admission
12. Contribution to initial care plan, and regular updating of this.
13. Link therapist role, to attend meetings on designated ward and cascade information to other MDT members
14. Onward referrals to specialist clinics and services (tone clinic, postural management clinic, mealtime clinic, AAC, art room services) and to other disciplines (eg SLT, clinical psychology) as indicated
15. Respond to clinical concerns raised by other members of the MDT
16. Attend key meetings (CCG reviews, safeguarding, best interest meetings) and complete key documentation as required by the Service Manager
17. Provide support and supervision to the OTA in the designated area, and be responsible for task allocation to them
18. Hand over specific tasks and activities to ward staff and/or Leisure and Families Service volunteers as appropriate
19. Effective joint working with other MDT members (nursing, PT, SLT, Psychology etc) to ensure effective management of the patient
20. Take a lead in community assessments, including home visits where applicable.

Person specification: Essential and Desirable

Essential

1. English GCSE or equivalent, grade 7 and above from English proficiency testing.
2. Diploma/degree/masters degree in Occupational Therapy recognised by RCOT & HCPC.
3. State Registered OT with HCPC in UK.
4. Member of Royal College of Occupational Therapists.
5. Current Professional Portfolio demonstrating continued professional development through clinical reflection and PDP/Appraisal.
6. Demonstrates an understanding of the OT process from referral to discharge.

7. Demonstrates an understanding of the theoretical basis of the profession and evidence based practice.
8. Ability to prescribe and grade a detailed treatment plan.
9. Enthusiastic for work with neuro-disability and demonstrate understanding of brain injury and neuro-rehabilitation.
10. Experience of working with adults with a disability either in health, social or educational setting.
11. Excellent organisational, interpersonal and communication skills.
12. Evidence of ability to cope effectively in difficult situations and demonstrate ability to problem-solve.
13. Ability to organise work and manage time effectively and independently.
14. Ability to build effective working relationships with patient, multi-disciplinary team and with other professionals.
15. Competent IT skills
16. Some experience (as Basic Grade or student) in some area related to the field of neurology.
17. Experience of managing a caseload, experience of physical disability, experience of assessment and/or OT treatment.
18. Some experience of working with adults with disability (physical or mental health).
19. Evidence of use of time management skills.
20. Demonstrates competent ability to prioritise clinical tasks into essential and desirable to plan achievable actions and timetables.

Desirable

1. Attended any relevant training courses for adults with disability
2. Member of Royal College of Occupational Therapists/special interest group.
3. Minimum of 1 year practising as a qualified OT.

Our values

Seeing the whole person

Understanding who our patients and residents are and what their specific needs involve. Taking an interest in everyone at the RHN – staff, patients, residents and their families – seeing the whole person, with interests, hobbies and commitments. Providing high quality customer service, developing ongoing relationships and caring for patients as individuals.

Treating 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.

Delivery on promises

Doing what we say we will do. Working together to deliver the best possible service for patients, carers and key stakeholders. Taking personal responsibility, being pioneering and sharing knowledge, ensuring clarity, compassion and respect.

Willingness to learn

Giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. Developing new skills, knowledge and technologies, and taking the time to reflect on successes and setbacks.

Demonstrating a commitment to continuous professional and personal development and a flexible approach to working. Being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. Accepting the need for change and developing a culture of continuous learning and improvement.

Honesty and integrity

Acting as a role model and setting an example that motivates and inspires others. Providing a clear direction that recognises and utilises the strengths of our people. Working with a positive attitude, being friendly, open and honest in interactions with others. When mistakes happen, talking honestly and openly about them, to make sure that they don't happen again.

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

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

Signed:

Date: