



Royal Hospital for Neuro-disability Job Description

Job title:	Band 7 Occupational Therapist
Department:	Therapy
Salary grade:	Band 7 £43,567 - £55,267 per annum (Dependent on Experience)
Contract:	1 year Fixed Term, 37.5 hours a week
Responsible to:	Head of Therapy Services
Responsible for:	Delivery of patient care
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.

The post is rotational across the brain injury service, neuro-behavioural unit, Huntington's disease service, continuing care unit and the ventilation unit. The Band 7 Occupational Therapist (OT) is a key member of the interdisciplinary team and has a responsibility for supervision of Band 6 OT's within the team and overseeing the clinical practice of the OT's and OTA's. The Band 7 will be expected to take an active/lead role in the service development for each unit in collaboration with other senior therapists within the team. The Band 7 will participate in: -

- Management of a Clinical Caseload
- Research as appropriate
- Clinical Audit
- Service development within the unit and OT service
- lead IPR's for Band 6 OT's
- Oversee IPR's for OTA's
- Clinical Supervision of Band 6 OT's
- Clinical Practice developments and Innovations

Main Objectives of the role –

1. To carry a caseload and take a lead role in the advanced assessment and treatment of patients with highly complex physical and cognitive presentations.
2. To work as part of an inter-disciplinary team providing patient-centred care and management to patients at various stages of the rehabilitation pathway.
3. To provide leadership for junior staff, through supervision, support and the IPR process.

4. To demonstrate awareness of RHN's objectives and contribute to achieving them appropriately.
5. To strive to improve efficiency in all areas of your work.
6. To ensure professionalism and excellent communication with staff, patients and relatives.

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 of a 24 hour postural management programme, including assessment and provision of splints, participation in assessment of seating and bed positioning
5. To delegate tasks effectively, to other members of the OT department or to other members of the MDT, including nursing, including contribution to patient care plans
6. To advise on, recommend and make provision for the installation of appropriate aids and adaptations where appropriate
7. To carry out community visits and complete timely reports on these, as part of rehabilitation, leisure, or discharge planning
8. To attend all relevant meetings, and complete all necessary documentation and outcome measures involved in a patients' admission, according to HCPC and RCOT standards, in order to facilitate optimal communication and patient management, and to meet Service requirements
9. To ensure excellent communication with patients and relatives, and within the team, including undertaking a key worker role as required , and modelling effective team working to more junior staff
10. To participate in audit, research and service development as required

Person specification: Essential and Desirable

1. HCPC registration as an Occupational Therapist ; member of BAOT/ Royal College of Occupational Therapist.. **Essential**
2. Minimum of 4 years practising as a qualified OT, with a minimum of 18 months in neuro-disability. **Essential**
3. Experience as a clinical supervisor. **Essential**
4. Experience in conducting wheelchair and postural management assessments. **Desirable**
5. Knowledge and use of outcome measures, such as those used within UK ROC (GAS goals, FIM/FAM, NPTDA-PHYS, NPDS-H, NIS) **Desirable**
6. Evidence of leading a team to include:
 - Supporting staff
 - Application of corporate and organisational objectives into practice
 - Change management

- Service and self-development
 - Initiate new ideas **Essential**
7. Evidence of an understanding and skill of team working at discipline and MDT level **Essential**
 8. A problem solving, Innovative & Creative approach to assessment & interventions- including client centred goal planning **Essential**
 9. Special interest is seating and/or splinting **Desirable**

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 postholder.

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

Signed:

Date: