

## JOB DESCRIPTION

### 1. JOB DETAILS

Job Title:	USC (Unscheduled Care) Specialist Occupational Therapist – Band 6
Responsible to:	Team Leader – RAD (Rapid Assessment & Discharge)
Department & Base:	Accident & Emergency Department/ Medical Assessment Unit(MAU) Central Borders Community
Date this JD written/updated:	2/9/21

### 2. JOB PURPOSE

To develop, provide and be responsible for a generic therapy service as part of an integrated AHP response within A &E and MAU to prevent admission and provide an immediate support on discharge home to prevent admission.

Contributing to shifting the Balance of Care in supporting people to live independently in their own homely environment.

To undertake a multi-factorial assessment to determine clinical diagnosis and implement appropriate treatment and support for the individual while in A&E/ MAU and on returning home

Triage and prioritise team referrals, to ensure effective and timely caseload management with awareness of the 4 hour target for ED.

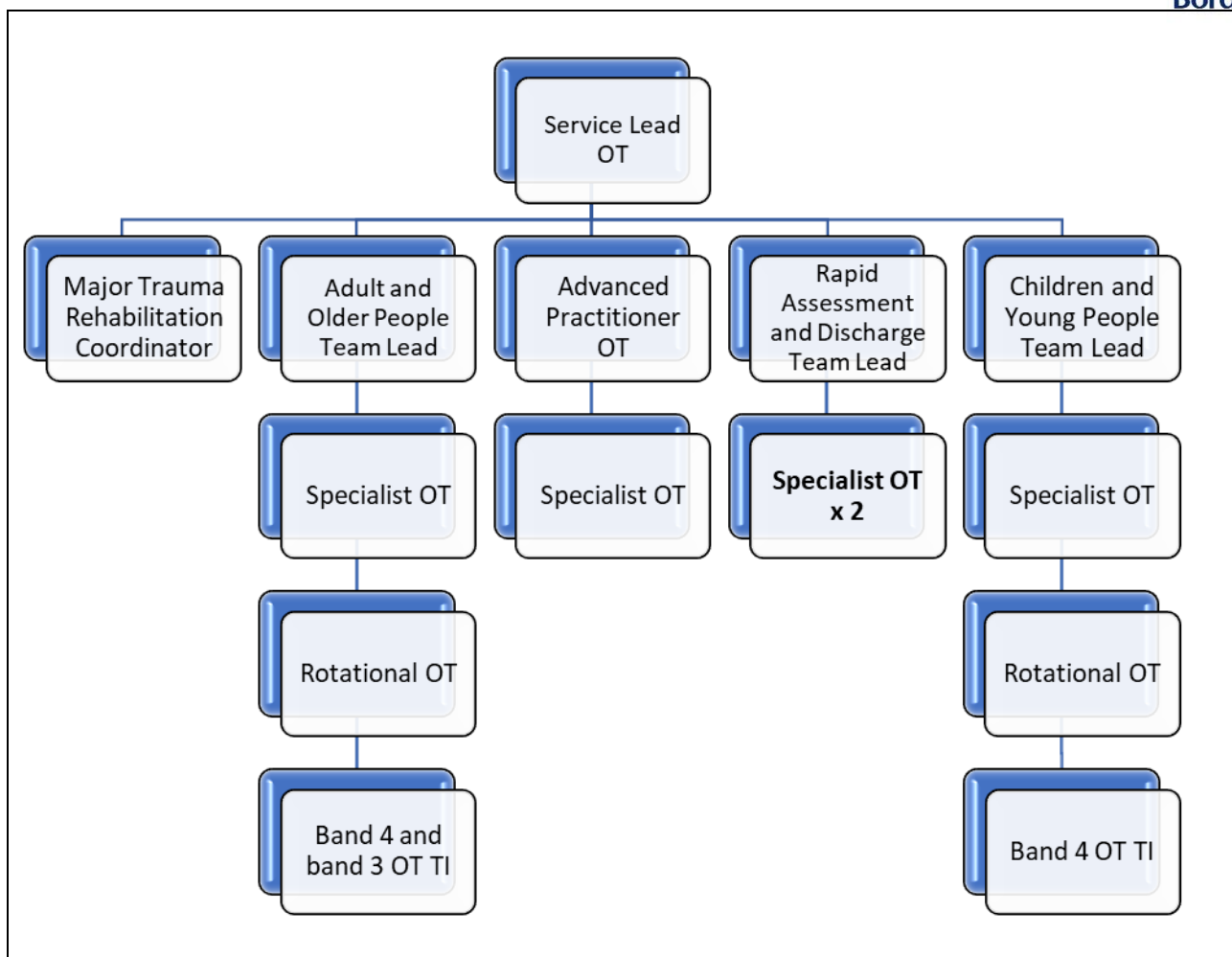
Determine clinical diagnosis and implement treatment indicated as an autonomous practitioner, developing appropriate support to return home, giving clinical / professional advice to patients, carers and other Health Care Professionals.

In conjunction with the Line Manager, to contribute to Service development and change towards more flexible working patterns and extending the working day/ week to meet service demand.

Provide support, supervision and teaching / training to Junior staff, therapy students as appropriate.

To assist in promoting AHP's as an integral part of the Unscheduled Care pathway for NHS Borders

### 3. ORGANISATIONAL POSITION



#### 4. SCOPE AND RANGE

Budget - No responsibility

**Working hours** – This post is required to work flexibly across an extended working day and 5 over 7 days per week.

**Service Level** – To provide and implement appropriate therapy interventions as an autonomous practitioner providing specialised advice assessment and intervention within A&E, MAU to support prevention of admission and to provide on-going support and specialist intervention in the community to prevent readmission. Working across Occupational therapy and Physiotherapy competencies to provide a generic AHP assessment at the front door of the acute setting.

Patients are referred by A&E and MAU staff and potentially by GP's and SAS professionals.

A typical caseload includes a wide range of diverse and often complex multi-pathologies in the Elderly, eg such as Trauma Orthopaedics, Falls (especially in the frail elderly) Surgical, Neurology, Respiratory, Pain management, Palliative care, Cardiac, Rheumatology and Vascular pathologies and at a time of acute, unplanned interface with NHS services.

Occupational Therapy educational role to other disciplines e.g. Registrars, GPs and the wider USC team

Specialist clinical decision making with appropriate intervention and where appropriate, onward specialist referral to other agencies e.g. Orthotics, START Team, Home First etc with a focus on preventing admission or reducing length of stay.

## 5. MAIN DUTIES/RESPONSIBILITIES

Independently undertake comprehensive specialist multifactorial assessment and diagnosis of patients referred by A & E and MAU staff presenting with a wide variety of complex physical, medical and emotional needs.

To provide specialist advice and provide and progress individual treatment programmes, to ensure a timely discharge is achieved.

Evaluate clinical practice through reflection, audit and outcome measures, individually, locally or within specialist interest groups in order to continually improve RAD service for patients and promote evidence-based practice.

Maintain patient documentation, records and accurate statistical information to reflect care provided and to meet professional standards and local and national guidelines.

Demonstrate a sound understanding of Clinical Governance, including ability to audit own and Team's practice in conjunction with special interest groups.

Be responsible for the organisation, prioritisation and planning of own caseload.

To maintain an up to date and accurate portfolio of own CPD.

Identify areas for on-going development of this particular model.

Responsible for regular risk assessment of both environment and working practice to ensure safety of self and others, adhering to the standards required under Clinical Governance.

Provide specialist advice to Multidisciplinary and interagency professionals.

Participate, and contribute to multidisciplinary meetings in both A & E and MAU.

Participate in departmental Risk Assessment, both environment and working practice to maintain safety of self and others, adhering to the standards required under Clinical Governance.

Participate and contribute to Locality and Service wide meetings

To deputise for RAD Team Lead if required and appropriate.

To contribute in the development of the service and demonstrate a motivation for continuous improvement.

## SYSTEMS AND EQUIPMENT

Computer skills/systems – Physio tools (computer software package in order to provide written details regarding exercise programmes, E-pex (community data collection system), Intra/Internet, Microsoft packages, clinical e-mail etc.

In accordance of Moving and Handling policy use of Moving and Handling equipment, wheelchairs, mobility aids. Ordering/ or delegating such, where appropriate (Borders Ability Equipment Service etc)

Safe usage of aids and Rehabilitation equipment.

Adherence to all Professional and NHS Borders policies and guidelines

## 7. DECISIONS AND JUDGEMENTS

Responsibility for triage, prioritisation and management of specialised individual caseload.

Assess and formulate recommendations for discharge as an autonomous practitioner, giving clinical / professional advice to patients, carers and other Health Care Professionals in line with Clinical Governance

Continual risk assessment relating to clinical and environmental situations whilst ensuring Safe & best practice.

Responsibility for consent and duty of care issues whilst balancing clients' rights verses choices.

Be aware, identify and report concerns in line with the Adults with Incapacity Act.

To involve patients in setting goals and priorities for intervention.

Formal objectives will be reviewed regular throughout the year through JDR, eKSF and Personal Development process and will be consistent with the strategic direction of P&Cs and NHS Borders

To reflect on own performance and practice through effective use of support, supervision and appraisal.

## 8. COMMUNICATIONS AND RELATIONSHIPS

### Patient and Carers

Communicate effectively to inform and motivate (may involve using alternative or augmentative communication methods) clients, family and carers within ED,/ MAU and in the individual's home environment

Communicate effectively with the wider A&E/ MAU team to inform the decision making around discharge and prevention of admission for the individual

Responsibility for communication of complex, sensitive information, to all levels of trained / untrained staff, to clients and their families and carers

To empathetically impart bad or unexpected news to clients/ carers/ relatives regarding likely outcomes

To occasionally deal with verbally and physically abusive patients and report to line manager

### Multidisciplinary

Communicate appropriately with other multidisciplinary and interagency team members and wider NHS providers, to promote flexible working practices and to support shifting the balance of therapy services to the community.

### External Agencies

Actively network with special interest groups locally and nationally, especially in relation to

Unscheduled Care approaches.

Interagency and partnership working in conjunction with Social Work departments and various voluntary sector providers etc.

External Contractors  
BAES

Internal to Physiotherapy service

Active participation at team meetings and specialist interest groups.  
, including meetings within A & E, MAU and team meetings.

Professionally and clinically responsible to Line Manager and ultimately Head of Profession.

## 9. PHYSICAL DEMANDS OF THE JOB

### Physical Effort

Manual functional assessments and treatments requiring dexterity, precision and good sensory co-ordination and strength to perform techniques frequently throughout the day often with sustained effort

Frequent mobilising patients with / without walking aids to assess independence and promote discharge with appropriate equipment.

Frequent manual handling of clients, equipment, wheelchairs and hoists often in confined spaces in varying locations.

Driving between community and BGH to support the work flow as required

### Mental Effort

Speed and accuracy of computer skills.

Frequent concentration for assessment, diagnosis and treatment of patients with complex conditions where the work pattern is unpredictable

### Emotional Effort

Responding to patients varying and individual needs and expectations at a time of acute interaction with NHS services..

Dealing with occasional verbal and emotionally distressing situations with clients, families and carers

Requiring to respond to service needs at short notice and to tight timescales within the Accident & Emergency department.

### Working Conditions

During the course of work may come into contact with the following:

Frequent direct exposure to bodily fluids, fouled linen, unpleasant smells / odours

## 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Flexibility to adapt to the variable and unpredictable demands of clinical workload

Meeting clinical service standards/ priorities e.g. waiting times with ED

Keeping CPD up to date for a wide variety of conditions. Weekend working and extended hours.

This job description is not definitive and may be subject to future amendments following negotiation and consultation.

## PERSON SPECIFICATION BAND 6 OCCUPATIONAL THERAPIST

COMPETENCY	ESSENTIAL	DESIRABLE
<b>1. QUALIFICATIONS</b>	Dip/Degree in Occupational Therapy (OT) HPC Registered	Membership of British association of Occupational Therapists (BAOT) Membership of a special interest group related to physical conditions Fieldwork Educators Course Certificate Post-graduate education related to physical conditions
<b>2. EXPERIENCE</b>	Evidence of broad based relevant experience within OT	Evidence of specific experience within the field of physical conditions Evidence of contributing to the development of a service. An understanding of current national policy developments

		and frameworks supporting USC
<b>3. SKILLS</b>	<p>Leadership skills; to include supervision and appraisal of junior staff</p> <p>Ability to work in partnership with multidisciplinary / multiagency settings to meet the unique needs of individuals.</p> <p>Sound clinical skills and ability to demonstrate appropriate use of models of practice.</p> <p>Ability to creatively develop the OT role within this service</p>	<p>IT skills.</p> <p>Evidence of playing a key role in extending your knowledge to others.</p>
<b>PERSONAL DISPOSITION</b>	<b>QUALITIES AND</b>	<p>Ability to empathise with service users and respect their rights as individuals.</p> <p>Motivated, demonstrating a positive attitude and enthusiasm.</p> <p>Good communicator</p> <p>Good team worker</p>
		Evidence of playing a key role in extending the knowledge to others.