

SECTION 1

JOB IDENTIFICATION

Job Title:	Occupational Therapist
Department(s):	Occupational Therapy – Combined Child Health
Location:	Base in Fraserburgh Hospital or Inverurie Academy
Hours:	24 hours per week
Grade:	Band 6
Salary:	£39,912 - £48,635 pro rata / per annum
Contract:	Permanent
Job Reference:	NR206870

NHS GRAMPIAN

JOB DESCRIPTION

Job Holder Reference: NR206870

1. JOB PURPOSE

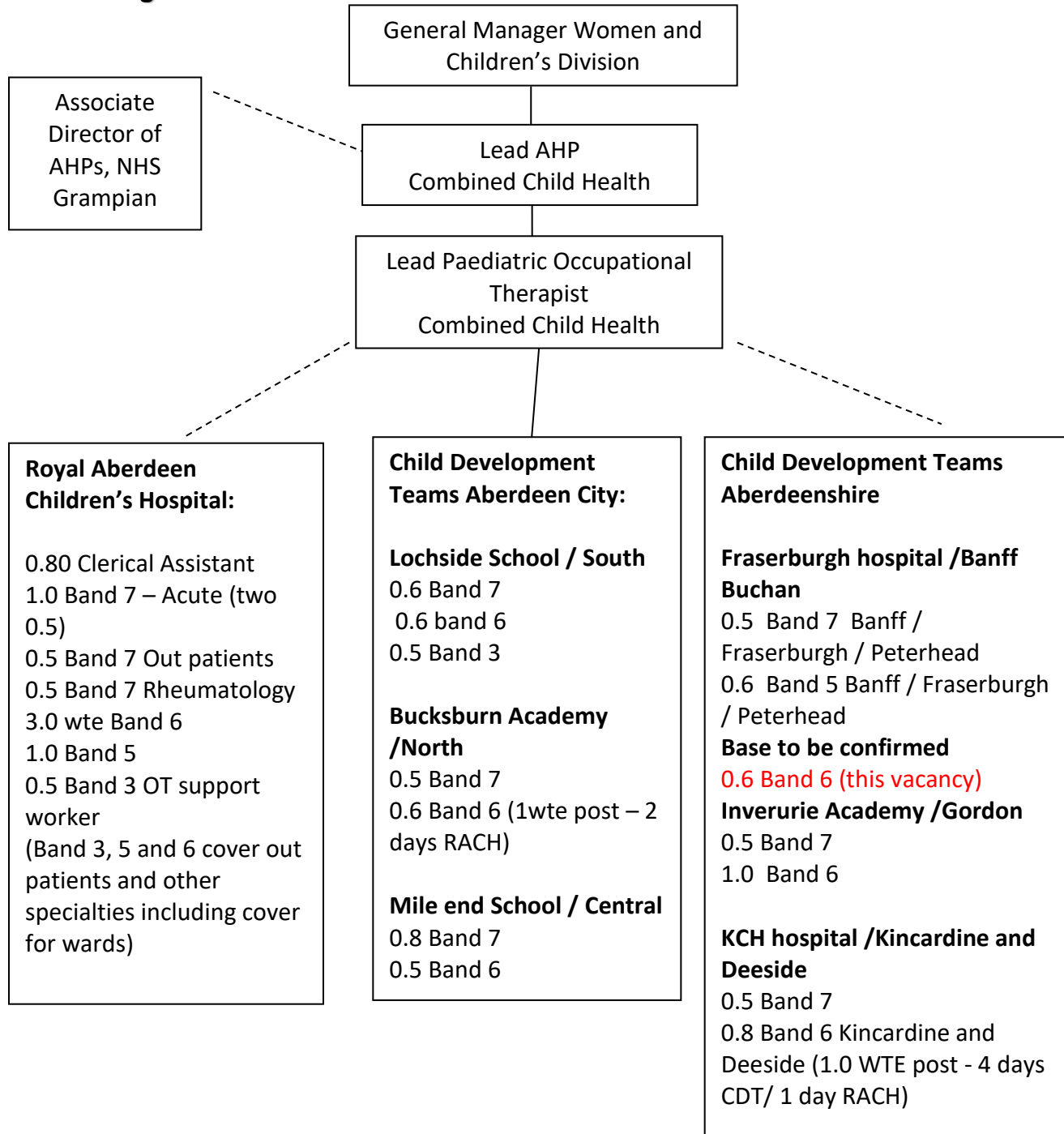
To provide a specialist Occupational Therapy service to a designated Paediatric caseload incorporating client assessment, diagnosis and treatment. Work within a multi-professional and multi-agency setting to ensure co-ordinated care for clients.

Professional advice, supervision and clinical support to more junior therapists, support workers and students.

There will be an expectation to provide services over 7 days, including weekends, public holidays and extended hours, where required, to meet the need of services.

2. ORGANISATIONAL POSITION

See organisational chart



3. SCOPE AND RANGE

- This post will provide an Occupational Therapy service to a managed clinical caseload within the Paediatric Occupational Therapy service, Combined Child Health.

To address occupational performance components (motor, sensory, cognitive, psychological and social) and its impact on the development and independence in self-care, domestic, play, work and leisure activities

The post holder will work with children who receive a service from the Child Development Team service / RACH. He/she may also be required to work in various locations, within the attached structure. The post holder provides a clinical commitment to a caseload of children, between birth and school leaving age.

Speciality areas within paediatric occupational therapy include:

Royal Aberdeen Children's hospital, which covers all children within NHS Grampian including Orkney and Shetland. Children are mainly seen within the dept, although home/school visits are undertaken.

- In-Patients.
- Outpatients
- Clinical specialism i.e. Burns and Plastics – Grampian wide including Orkney and Shetland.

Child Development Teams, based across Aberdeenshire and within Aberdeen City, caseload comprises:

- Children with long term complex disabilities who require multidisciplinary intervention
- Age range, birth - school leaving.
- Each child is prioritised according to need.
- Location of treatment – Flexible working, based in homes, schools, health centres.
- Post includes autonomously planning, co-ordinating and carrying out of assessments, treatment plans and discharge, as per the service protocols.

In all areas the post holder is required to link comprehensively with hospital and pre-school centre /education colleagues and other professionals.

The post holder provides training of student education across disciplines and the multidisciplinary team.

As required, the post holder will provide supervision and support of Band 5 and occupational therapy assistants / technical staff.

The post holder is required to participate in the planning, evaluation and audit of practice, clinical pathways and protocols.

The post holder works in co-operation with consultant, medical staff, educational staff, social work, voluntary and commercial staff to provide efficient and effective patient care.

Responsible for prescribing equipment and environmental modifications on behalf of the educational authority and social work department.

Responsible for diagnosis of specific conditions or eliminating diagnosis of patients referred to the service.

The post holder will be required to have well developed assessment and clinical reasoning skills which will allow for rapid decision making regarding patient care requirements and will provide support to more junior staff with regards to their decision making. Due to the wide range of conditions seen and the specialist nature of the clinical area the post holder will be required to have sound knowledge of Paediatrics and child development.

The role of the Occupational Therapist in the assessment and treatment of these conditions requires a high degree of flexibility to ensure that the OT service is tailored to the new ways of working within the Combined Child Health Service.

The work will include assessment as required within the community, schools and in a variety of treatment areas. The post will encompass the assessment of urgent care, rehabilitation and equipment needs.

- Due to the wide range of conditions seen/or the specialist nature of the clinical areas the Band 6 will be required to have knowledge of a wide variety of conditions and the role of the Occupational Therapist in the assessment and treatment of these conditions. Flexibility will be required to ensure continuity of service.
- Post dependant - The work will include assessment within the hospital environment and the community and making recommendations for discharge, on-going rehabilitation/equipment needs.

4. MAIN DUTIES AND RESPONSIBILITIES

With autonomy and appropriate supervision the post holder will be expected:

- In liaison with the lead practitioner, work as an autonomous clinician within the designated therapy speciality taking responsibility for an identified specialist caseload.
- Assess, develops and implements programmes of care for individual clients in line with their clinical needs. Uses standardised assessment as appropriate and sound clinical evidence to determine programmes of care.
- Act independently to plan, treat, evaluate and progress patient care to maximise their treatment potential.
- Work as part of a multi-professional team to ensure effective communication and delivery of care.
- Be aware of current legislation including that of the Professional Body which impacts on the service provided and comply with all NHS Grampian policies including clinical risk and Health & Safety.
- Maintain accurate, comprehensive and up to date client records and mandatory statistical information to reflect care provided.
- Effectively plan discharge from the Occupational Therapy service.
- Participate and contribute to new ways of working to improve client care including patient/carer involvement. Contribution to multi-disciplinary working groups to improve services provided by NHS Grampian.
- Participate in the development of peers, junior staff and students using supervision, teaching, training and mentorship skills. Delegate and supervise tasks to less experienced therapy practitioners, staff and Healthcare Support Worker.
- Participate in the departmental Personal Development and Performance Review system to promote personal and service developments.

- Be responsible for safe working practice in designated area to include compliance with necessary Safety Advisories of NHS Grampian for the use and supply of equipment.
- Maintain a professional portfolio as evidence of continuous professional development for HCPC and NHS Grampian TURAS compliance to incorporate evidence of uni and inter-professional learning.
- Participate in clinical audit and clinical effectiveness projects to support the clinical governance agenda when appropriate.
- Provide a professional role model, exercising punctuality time management and a collaborative and partnership approach at all times.

5. SYSTEMS AND EQUIPMENT

- Demonstrate a working knowledge of relevant IT systems and software packages.
- Maintain patient records, statistics, and appointment diaries.
- Have a working knowledge of relevant Occupational Therapy equipment and assessment tools.
- Have a working knowledge of available resources in own service/partner agencies/patients home.

6. DECISIONS AND JUDGEMENTS

- Work autonomously making clinical decisions within the scope of legislation, professional practice, NHS Grampian policies and procedures and guidelines and seeks clinical advice when necessary.
- Assess, plan and undertake therapy interventions using clinical reasoning to decide how to complete and/or discontinue treatment, taking all presenting factors into account regarding the clinical condition, seeking senior clinical guidance when necessary.
- Undertake risk assessments regarding client condition and environment in order to determine and implement appropriate interventions that ensure client and staff safety seeking senior clinical guidance when necessary.
- Responsible for compliance with performance appraisal, objective setting and review for self, junior staff and students and meeting the organisational objectives of the department/service.

7. COMMUNICATIONS AND RELATIONSHIPS

Clients and Relatives/Carers

- Communicate clinical information effectively and appropriately with clients and their carers using a range of verbal, non-verbal, written and presentation skills. This may involve conveying terminology into lay terms to facilitate understanding and help treatment.
- Provide and receive information regarding assessment, diagnosis, prognosis and treatment to encourage compliance.
- Provide support, reassurance and encouragement to clients and their carers as part of the treatment process.
- Encourage and motivate clients to maximise treatment outcome recognising those who are in pain, are afraid or reluctant and require reassuring, motivating and persuading to comply with treatment.
- Convey information in a particularly sensitive manner when it is contradictory to client and carer expectations, cultural beliefs or desires.
- Utilise appropriate methods and aids when working with clients in groups for either education or exercise purposes.

Therapy Staff and Other Health Care Professionals

- Consult with more experienced staff for advice when required.
- Delegate tasks and provide appropriate information to less experienced Therapists and Healthcare Support Workers, Clerical staff and students.
- Provide speciality advice and recommendations to other health care professionals.
- In keeping with policies and standards, maintain strict confidentiality regarding client and staff information.
- Communicate effectively with internal and external agencies.

8. PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE JOB

Physical Demands

- Applying manual therapy techniques frequently each day. This requires a specific level of dexterity, response to sensory feedback and co-ordination of movement.
- Manual handling of clients on a daily basis.
- Developed auditory and perceptual skills may be required.
- Significant element of standing, walking and working within confined and awkward spaces.
- Driving skills – will be required for home assessment / community working for patients. Patients and other members of the multi-disciplinary team are present in the car on home assessments.

Mental Demands

- Responding to changes in clients condition; concentration when assessment, treating and recording client interventions and likewise in the undertaking of operational tasks.
- Dealing with challenging clients or carers.

Emotional Demands

- Working with clients who have long term chronic conditions.
- Dealing with death and bereavement.
- Working with clients with severe disability.

Working Conditions

- Exposure to body odours.
- Exposure to bodily fluids, blood.
- Exposure to sputum.

9. MOST CHALLENGING PARTS OF THE JOB

- Management of complex patients/caseloads, requiring specialist skills and interventions with patients with multiple pathologies, with the need to complete complex assessments within a short timescale.
- Prioritising caseload due to the complex nature of the patient caseload and competing demands of patients.
- Conveying complex information to patients and families who may be distressed.
- Where the post holder is required to move clinical areas – the development of a new set of skills and knowledge base for a new clinical area.

10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Degree or equivalent in Occupational Therapy. Proven relevant experience at Band 5 or equivalent.
- Registration as a designated Therapist with the Health and Care Professions Council (HCPC).
- Some specialist knowledge and experience to treat complex cases that require specialist therapy treatment.
- Effective communication skills.
- Knowledge of:
 - Basic IT, eg, work processing, use of internet
 - Moving & Handling
 - Fire Safety
 - Health & Safety
 - Risk Assessment
 - Information Governance
 - Child and Adult Protection
 - CPR and choking management
 - Food hygiene and handling
 - Violence and aggression
 - Goal setting/notes system
- Student practice education training through post graduate training.
- Experience of and evidence of commitment to multi-disciplinary working.

PERSON SPECIFICATION

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE: Occupational Therapist /Band 6

LOCATION: Combined Child Health

WARD/DEPARTMENT: Occupational Therapy, Combined Child Health

FACTOR	ESSENTIAL	DESIRABLE
Qualifications & Experience:	Graduate qualification in Occupational Therapy ie BSc., DIPCOT Registered with HCPC. Proven assessment, treatment, communication and discharge planning skills at band 5 level. Relevant clinical skills, transferable to paediatrics. Up to date mandatory training eg manual handling.	Level I Fieldwork Educator's training Student and staff supervision. Experience of working with children at undergraduate level/previous employment/personal life Paediatric experience
Circumstance & Flexibility:	Able to work in Occupational Therapy services in the range of settings within Combined Child Health. There will be an expectation to provide services over 7 days, including weekends, public holidays and extended hours, where required, to meet the need of services.	Willing to work flexibly including providing cover in other areas for annual, sick leave etc.
Particular Requirements Of The Post:	Car driver and current UK driving licence. Access to a car.	Key Handling Training Training in management of violence and aggression

	Physically able to undertake a range of manual handling duties.	Experience in postural management/ seating
Level Of Disclosure Check Required:	Enhanced.	

