

Job Description

Title: Occupational Therapist – Static Band 6 Lotus Rehabilitation

Band: Band 6

Staff Group:

Reports to: Neuro Therapy Clinical Lead /OT Clinical Specialist

Job Purpose:

To provide a specialist and professional Occupational Therapy service to patients on the neurological/stroke Lotus Rehabilitation, based within Portsmouth Hospital Trust.

Working autonomously and without direct supervision and being accountable for own professional actions.

To provide specialised Occupational Therapy intervention in relation to the care of patients who have a range of complex physical, cognitive, social, emotional or functional problems.

To contribute to the multi-disciplinary team.

Key Responsibilities

Clinical/professional

- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
- To undertake a comprehensive assessment of patients including those with diverse or complex presentations/multi-pathologies; use advanced clinical reasoning skills and assessment techniques to provide an appropriate programme of treatment.
- Formulate and deliver an individual occupational therapy treatment programme based on specialist knowledge of evidence based practice and treatment options using clinical assessment, reasoning and knowledge of treatment skills.
- To take responsibility for managing patients within particular specialist area and be responsible for managing specialised occupational therapy assessment and programme of care for patients with these conditions.
- Formulate a prognosis and recommend best course of intervention, developing comprehensive plans to facilitate safe discharge and maximise functional abilities.
- Assess patient's understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack the capacity to consent to treatment.
- Work effectively with patient's whose first language is not English and takes into consideration diversity issues, in particular differing cultural awareness.
- To engage patients in the assessment and rehabilitation process using developed motivational and empathetic skills to overcome barriers such as cognitive impairments, behavioural difficulties, communication difficulties (dysphasia), mental health issues and difficulties accepting diagnosis/prognosis.
- To develop and review specialist rehabilitation and management programmes for carers, family and patients within the hospital.
- Evaluate patient progress, reassess and alter treatment programmes as required.
- Manage clinical risk within own patient caseload.

- Work within trust guidelines and College of Occupational Therapy guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.

Managerial

- To be responsible for allocation of clinical work to team members.
- Plan the effective daily management of a caseload of patients including responding to urgent referrals and occasionally unpredictable work patterns.
- To be able to prioritise clinical work and balance other patient related and professional activities in accordance with the departmental requirements.
- Be responsible for the supervision and co-ordination of junior staff, support staff and students on a daily basis, to include supervision of their clinical practice and record keeping.
- Represent the occupational therapy service and/or individual patients at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multi-disciplinary service, and integrate occupational therapy into the treatment programme.
- To be responsible for the safe and competent use of all equipment, patient appliances and aids used by patients; ensuring that junior staff/technicians are adequately trained and competent, and adhere to the relevant policies.
- Deputise for the Band 7 Team Leader in their absence, taking responsibility for operational management of the team.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner including acute conditions, neurology and areas for terminal care.
- To work with the occupational therapy team to provide an efficient and effective service and be involved in the proposal/development and implementation of departmental policies and the annual service objectives.
- To maintain and provide accurate and timely statistical information as required in consultation with the team leader.
- To participate in the Trust Personal Development Review as appraisee and appraiser to junior staff.
- To assist in the recruitment and selection process of Occupational Therapy staff.
- To ensure that all equipment defects, accidents and complaints are reported to your line manager and the occupational therapy manager immediately to ensure that appropriate action may be taken in line with Trust Health and Safety Policies.

Communication

- To provide specialist advice to occupational therapists and MDT members as requested within specialist area.
- To communicate effectively with other disciplines both internally and externally to ensure multi-disciplinary approach to care.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programmes.
- To be able to communicate highly complex and sensitive information to patients, carers and other staff including imparting unwelcome news.
- To ensure timely and effective communication with the Occupational Therapy Manager and senior staff on all professional matters.
- To maintain an accurate record keeping system in line with RCOT standards and local guidelines.
- To attend, organise or lead ward rounds, meetings, case conferences as appropriate in order to ensure effective and timely management of patients through to discharge.
- To attend and be an active participant in speciality, peer group and departmental staff meetings.

Working Conditions and Effort

- To carry out assessments for the issue and fitting of equipment requiring moderate physical daily effort..
- To comply with the Trust Manual Handling Policy and local manual handling policy at all times.
- To deal sensitively with patients who have high levels of anxiety and aggression caused by their change in health status and functional ability.
- The job involves exposure to unpleasant working conditions e.g. unavoidable hazards, body fluids and

challenging behaviour.

- To deal with exposure to distressing or emotional situations within clinical caseload e.g. Terminal illness, newly diagnosed degenerative conditions, injuries resulting from assault.
- To work alone in the community where there may be cramped working conditions and environmental hazards.

Education

- To be responsible for the training of junior staff on rotation, students on clinical placement and support staff within specialised clinical area.
- To be responsible for and actively record your own continued professional development.
- To keep up to date on all new developments within speciality, including attending relevant study days and visits to specialist units in consultation with the Occupational Therapy team.
- Organise and implement training sessions when required in the relevant department.
- To disseminate knowledge to occupational therapy staff through in-service training and be available for training other health care professionals as required.
- To be proactive with regard to learning from senior staff within the occupational therapy service.

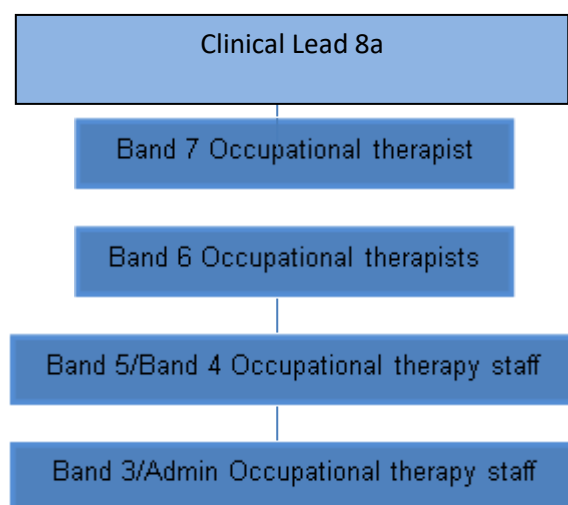
Research

- To participate in appropriate work related research/evaluation projects and to be aware of current research relevant to the speciality.
- In line with the Trust's commitment to Clinical Governance, to participate in clinical audit and evaluate your own clinical effectiveness.
- Ensure any ideas to improve quality of patient care are discussed within the Occupational Therapy service.

Other

- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
 - Act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.
 - Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of GDPR, including the responsibility to ensure that personal data is accurate and kept up to date
 - This post may require 7 day working in the future
 - You must be a car driver and owner with the relevant business insurance cover, and be able to use your car for work.
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Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility.



Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- Degree in Occupational Therapy or equivalent.
- Health and Care Professions Council Registration

Desirable

- Post registration training within specialist area of care
- Member of British Association of Occupational Therapists
- Practice Placement Qualification

Skills and Knowledge

Essential

- Supervisory skills
- Effective written and oral communication including ability to engage service users including those with communication, sensory and behavioural impairments
- Ability to plan, review and evaluate occupational therapy treatment plans
- Ability to risk assess and clinically reason decisions
- Ability to delegate
- Ability to set own priorities
- Ability to reflect and critically analyze own performance
- Ability to build effective working relationships
- Computer literacy
- Presentation skills/training skills
- Commitment to lifelong learning
- Able to work flexibly and manage pressure of work
- Ability to travel between sites and community settings
- Ability to lone work
- Knowledge and application of OT assessments and interventions including outcome measures within specialist area of care
- Knowledge of relevant legislation and some aspects of current practice/ risk Assessment
- Knowledge of best practice in OT relating to specialist area of care
- Basic knowledge of audit/research methods
- Knowledge of clinical governance framework
- Knowledge of Health/Safety issues
- Knowledge of professional/ethical issues in practice

- Car driver with access to vehicle, appropriate insurance and driving

Experience

Essential

- Experience of complex discharge planning and of working with external agencies
- Experience of working with service users and their families
- Individual, group and team work
- Documented evidence of CPD

Desirable

- Leading groups
- Supervising students
- Undertaking literature reviews and research
- 2 years of occupational therapy experience

Working Together:

For Patients

- Demonstrate an understanding of the importance of quality of care
- Accountable

With Compassion

- Demonstrate an understanding of equal opportunities
- Respects the privacy and dignity of individuals

As One Team

- Ability to work efficiently, effectively and professionally in a multidisciplinary team
- Demonstrate that you value everyone's contribution

Always Improving

- Understanding and experience of improving efficiency and reducing waste
- Demonstrate that you will be open to improving everything you do

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name: Chelsea Phillips

Date: 16.5.25

Signature: electronically signed