

Job Details

Job Title:	Occupational Therapist- Community React Teams (CRT)
Band:	6
Department:	CRT – Community React Team
Division:	Community Services
Base:	Various locations within the Wigan Borough (Ashton Leigh and Wigan, including patient homes and community bedded areas)

Reporting Arrangements

Managerially Accountable to:	Clinical Manager/ Clinical Lead
Professionally Accountable to:	Therapy Lead
Responsible for:	Provision of Occupational Therapy cover to CRT

Job Purpose

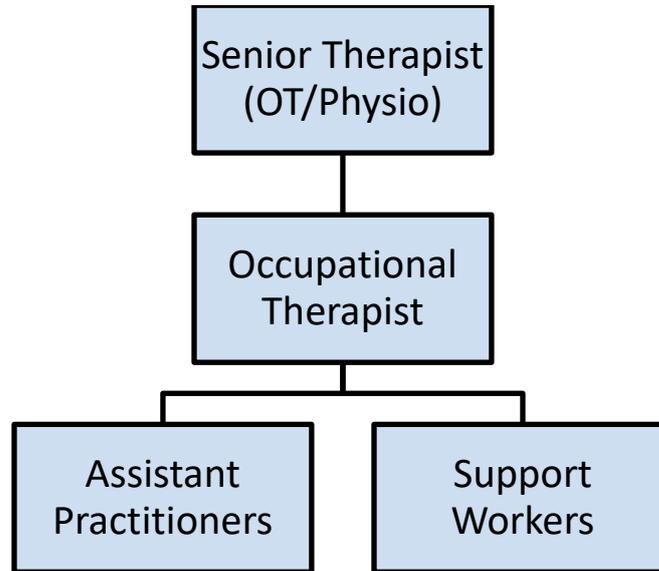
The post holder will work within a multi-disciplinary team to manage a defined caseload, referred by local partners, in particular; General Practitioners, North West Ambulance Services and the Acute Trust. They will provide input to patients at home and within the Community Beds as part of the CRT team.

Within the multi-disciplinary team, the post holder will support the provision of high quality patient centred health care.

To identify, assess, diagnose and treat adults with acute illness/complex needs and long term conditions/frailty to promote a patient centred approach to care.

The post is intended improve outcomes for patients by improving services by delivering care closer to home, reducing avoidable admissions to hospital. They will provide leadership and clinical supervision for other junior staff and will be required to work weekends and evenings.

Organisation Chart



Duties and Responsibilities

Key results from the job holder

- To be professionally and legally responsible and accountable for all aspects of your own work and to maintain overall accountability for delegated duties of treatment to junior staff for patients on your caseload.
- To use a wide variety of Occupational Therapy assessment methods to identify clients who require Occupational Therapy intervention.
- To use clinical judgment in order to prioritise caseload in line with clinical guidelines and protocols.
- To ensure interventions take place in the most appropriate setting.
- To take a role in preventing unnecessary admissions to the acute setting by assessing and treating Patients within a variety of locations.
- To identify areas of occupational performance and skill deficit in all functional activities of daily life
- To work with clients and/or carers to identify goals as part of an overall care plan in co-operation with the multi professional team.
- To demonstrate and apply a broad level of understanding of the effect of disability and recommend adaptations to the clients physical and social environment.
- To justify own clinical judgments when differences of opinion occur
- To act as an advocate for patients' needs when necessary.

Planning and Organisational Duties

- To plan, prepare and undertake client assessments for a designated caseload.
- To plan and implement individual interventions in collaboration with clients using graded activity to achieve therapeutic goals.
- To monitor, evaluate and modify treatment for clients with multiple needs/pathology in order to measure progress and ensure effectiveness of intervention.

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- To contribute to client related developments and activities within the multi-professional team.
 - To identify and implement service and practice development within own area of clinical specialism in conjunction with the team and line manager.
 - To maintain accurate and comprehensive patient treatment records in line with WWL Foundation Trust Policies and COT Standards of Practice.
 - To maintain timely statistics and other records as requested by Unscheduled Care and WWL
 - To comply with the College of Occupational Therapy Code of Ethics and Professional Conduct, Health Professions Council Guidance and National and WWL Foundation Trust Policies and Procedures.
 - To participate in the day to day organisation and development of the CRT.
 - To demonstrate understanding of national and local guidelines and legislation relating to health and social care and their impact on service delivery
 - Be responsible for the monitoring of materials and equipment and bring defects or deficits to the attention of the Team Leader.
 - To exercise good personal time management, punctuality and consistent reliable attendance.
 - To advise the Team Leader on resources required to carry out the job.
 - To prescribe wheelchairs and equipment for patient use within resources available in Health and Social Services.
 - To contribute to development of practice/procedures etc. within the CRT.
 - To participate in the planning, evaluation and audit of practices, clinical pathways and protocols within your clinical area.
 - To participate with other team members in measurement of and evaluation of work and current practice through use of outcome measures and audit.
 - To demonstrate the ability to critically evaluate current research, apply them to practice and disseminate findings at a local level.
 - To broaden research and development skills through participation in local audit and research projects.

Communications and Key Working Relationships

- To demonstrate effective communication skills with carers, team members, occupational therapy colleagues and other agencies.
- To be able to take a lead in Multi-Disciplinary Team Meetings.
- To maintain good working relationships.
- To convey information on diagnosis, prognosis and treatment plans in a range of verbal and non-verbal forms that clients/relatives can understand.
- Use a variety of skills to gain consent and co-operation to treatment plans.
- To monitor the quality of record keeping for support staff and students.
- To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs.

Responsibility for Human Resources

- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- To maintain a professional portfolio of Continuing Professional Development recording learning outcomes through participation in internal and external development opportunities.
- To participate in the staff appraisal scheme and personal development plan (PDP) as both appraiser and appraisee.
- To undertake the supervision of junior staff.

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- To regularly supervise, evaluate and assess Occupational Therapy students to include negotiating learning contracts and setting objectives.

Responsibility for Health & Safety

- To contribute to the WWL Foundation Trusts clinical governance arrangements and quality agenda.
- To adhere to Health and Safety Policies and Procedures and carry out responsibilities accordingly.
- To contribute to the WWL Foundation Trusts and Teams Clinical Governance arrangements and the quality agenda.
- Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Responsibility for Teaching

- To receive, plan and deliver in-service training for own profession and others.

Work Circumstances & on-call

- 37.5 hours per week over 7 days.
- Rota's usually planned 6 weeks in advance.
- Shift patterns to be agreed on appointment.

Standard Duties & Responsibilities

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the Data Protection Act 1998 and Information Governance – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

Person Specification & Scoring Sheet

Job Title	Occupational Therapist- Community Response Team	Band	6
Candidate			

Top Tip for candidates! Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	Essential Criteria	Desirable Criteria	Score
Qualifications	<ul style="list-style-type: none"> • Diploma/Degree in OT • Evidence of relevant post graduate course/continuous professional development • Health Professions council registration. 	<ul style="list-style-type: none"> • Accredited wheelchair Therapist qualification. 	
	Candidates: Please be aware that you will be asked to present your original qualifications at interview.		
Experience	<ul style="list-style-type: none"> • Minimum 18 months post registration experience as an OT 	<ul style="list-style-type: none"> • Experience of research or audit • Advice and support junior staff and/or students. 	
Skills	<ul style="list-style-type: none"> • Apply Health & Safety and Risk Management Policies • Apply OT process with designated client group. • Have effective overall personal time management. • Able to analyse professional and ethical issues. • Have basic computer skills including use of internet and e-mail. • Able to manage own workload and determine priorities. • Be able to reflect and critically appraise own performance. 	<ul style="list-style-type: none"> • Training and facilitation skills • Supervisory skills • Able to work with patients with multiple pathologies 	
Knowledge	<ul style="list-style-type: none"> • Broad knowledge of current best practice in OT • Have an understanding of Team dynamics • A knowledge of basic ADL equipment and its application 		

Additional	<ul style="list-style-type: none"> • Ability to travel across the Borough • Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation 		
WWL Behaviours	<p>When we are:</p> <p>4ward Thinking We seek out new and creative way of working to make a positive difference.</p> <p>Working together We actively seek opportunities to work in partnership with others</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Demonstrate Compassion We take time to show kindness and care to others</p>		

Total Score:	
Out of total possible score:	

Comments	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<p>Scoring Key:</p> <ol style="list-style-type: none"> 1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria 2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria 3. Showed more positive than negative evidence of meeting the essential criteria 4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria
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5. Showed multiple clear evidence of meeting all of the essential and desirable criteria

Signature:

Date:

Print name:

Position: