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***“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”***

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| **JOB DETAILS** | |
| **Job Title** | Specialist Occupational Therapist - Pain Management Rehabilitation |
| **Reports to** | Clinical Lead Physiotherapist |
| **Band** | 6 |
| **Accountable to** | Head of Acute Physiotherapy & Occupational Therapy, Specialist Services |

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| **JOB PURPOSE** | |
| The post-holder is responsible for providing clinical expertise to the Pain Management Rehabilitation Team. This involves assessing and treating people with a range of chronic pain conditions referred by GPs or Consultant specialities throughout the Trust. This will include complex conditions and involve liaison with team members both inside and outside the trust. The post requires the delivery of clinically effective programmes of pain management in both group and individual sessions.  The post-holder will also act as a resource for specialist advice on pain management to clinicians both within and outside the trust. They will take an active role in the development and promotion of the pain management service, planning and organisation of delivery, and the development of employment facilitation and advice for patients.  The nature of the workload will require the post-holder to be flexible regarding working across professional boundaries (with Physiotherapy and Clinical Psychology).  This position is based at the Royal Devon University Healthcare NHS Foundation Trust (Eastern), Heavitree site. The post-holder is responsible for their own workload within the designated clinical area; for the assessment and treatment of patients on a day-to-day basis. The role includes weekend working on a rota basis with an expected frequency of one weekend day every 4 weeks. | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Clinical Lead Therapists * Head of Physiotherapy & OT * Consultants, Medical Staff, nursing teams as necessary * G.Ps and other community practitioners * Admin team | |
| **ORGANISATIONAL CHART** | |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * To undertake a high standard of Occupational Therapy assessment, diagnosis and treatment, which will mainly consist of complex cases, as an autonomous practitioner and to support the delivery of the MDT pain management programme. * To develop, implement and evaluate specialised therapeutic treatment plans on a case-by-case basis. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. * To set realistic and attainable treatment goals for patients with regular re-evaluation using appropriate outcome measures. * To ensure patient and staff safety during treatment. * To work in conjunction with the Clinical Lead for staff development within the outpatient team. * To contribute to service development within the outpatient department, including care guidelines and standards. * To contribute to supervision of undergraduate students. * To undertake the keeping of accurate and timely records of patient treatments and interventions. * To be responsible for the safe use of equipment and to report any necessary repairs which need to be undertaken. * To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate. * To participate in team and department audit activity and peer review to ensure best practice. * To actively assist in the smooth running of the service. | |
| **COMMUNICATION/RELATIONSHIP SKILLS** | |
| * Knowledge of therapeutic relationships and importance of communication skills within the role as an occupational therapist * Ability to use high level communication skills in order to facilitate safe, effective and timely assessment and intervention. * An empathic approach towards patient, family and carers during difficult circumstances and throughout challenging conversations. * An ability to build effective working relationships with community, social services and multidisciplinary teams. * Empowering patients and family to make informed choices. * Communication with GP practices, other members of multi-disciplinary team, including health and social care professionals and other related statutory private and voluntary organisations. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * Competent problem-solving skills, clinical reasoning skills and an ability to use innovative ideas to enhance the PMRT programmes and improve service delivery. * Use high standard of knowledge and skills to assess complex clinical situations in liaison with the multidisciplinary team regarding the patient’s condition and progress. | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| * Liaising with PMRT MDT and admin team to ensure that assessments, programmes and interventions are carried out in a timely and organised manner. * Clear documentation and reports completed in a timely manner for individual patients. * Participate in MDT meetings. * An ability to work autonomously at high level, making complex decisions, providing advice and support to patients, carers and other healthcare professionals. * Maintain resources of information for patients, relatives and carers. | |
| **PHYSICAL SKILLS** | |
| * Maintaining clinical occupational therapy skills in assessing functional and cognitive areas and training patients to self-manage their condition with the appropriate advice and interventions. * To be computer literate and able to use electronic systems including EPIC * Understand the opportunities for technology and Apps to support rehabilitation | |
| **PATIENT/CLIENT CARE** | |
| * To develop, implement and evaluate specialised therapeutic treatment plans on a case-by-case basis. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice particularly in relation to the outpatient clinical pathway. * To work to professional standards as set by the Trust, the HCPC and the Royal College of OT. * To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate * Maintain personal safety by following lone working policy and respect property and equipment within the working environment in accordance with trust and team guidelines * To participate in team and department audit activity and peer review to ensure best practice. * To take responsibility for own on-going clinical professional development. | |
| **FINANCIAL/PHYSICAL RESOURCES** | |
| * To be aware of budget for equipment prescription and ensure efficient and cost-effective practise is continually applied. | |
| **HUMAN RESOURCES** | |
| * To be responsible for the supervision of and appropriate delegation of caseload to other staff as appropriate. * To be jointly responsible for the on-going professional and clinical development of the therapy team, teaching formal in-service and 'on the job' training sessions as appropriate. * To support and deputise in absence of Clinical Lead. * To carry out personal performance reviews for staff annually. * To ensure up-to-date and timely reviews of personal professional development plans and objectives. * To be jointly responsible for induction of new staff to the team. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To keep Head of acute Physiotherapy & Occupational Therapy informed of any matters that could have relation to the effectiveness and efficiency of the service. * To show understanding of governance and risk assessments | |
| **INFORMATION RESOURCES** | |
| * To undertake the keeping of accurate records of patient treatments and statistical data as required. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To participate in team and department audit activity and peer review to ensure best practice. | |
| **FREEDOM TO ACT** | |
| * Taking responsibility for and prioritising own workload. * Decision making to ensure that overall objectives are met with the patient being the main focus. * Using own judgement to negotiate, problem solve and make decisions in the absence of line manager. * To be responsible for the management and supervision of therapy team, liaising with the Clinical Leads at all times. * To provide advice, direction and support to other teams across the SW as necessary. * To undertake a high standard of Occupational Therapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner. | |
| **OTHER RESPONSIBILITIES** | |
| * To undertake any additional duties commensurate with this grade as required by the service. * To take part in regular performance appraisal. * To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling * To contribute to and work within a safe working environment   The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal. | |
| **APPLICABLE TO MANAGERS ONLY** | |
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| **THE TRUST- VISION AND VALUES** | |
| Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:  Compassion  Integrity  Inclusion  Empowerment  We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.  We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.  We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. | |
| **GENERAL** | |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462. | |

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| **Post** | **Specialist OT: Pain Management Rehabilitation** |
| **Band** | **6** |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  B.Sc. / BSc (Hons) / MSc Occupational Therapy  HCPC Registered  Relevant post graduate courses  Clinical supervision training  Member of RCOT | **E**  **E**  **E** | **D**  **D** |
| **KNOWLEDGE & SKILLS**  Organisational skills: prioritisation, time mgt.  Evidence of Interpersonal skills, verbal & written communication  Evidence of complex clinical reasoning skills and goal setting in outpatient OT.  Evidence of use of outcome measures  Evidence of team leadership & team working skills  Knowledge & experience in management of long-term pain conditions  Evidence of group education / rehabilitation  Evidence of clinical and teaching skills  Understanding of community services  Understanding of technology and Apps to support rehab | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **EXPERIENCE:**  Post graduate NHS experience in core areas including outpatients  Evidence of supervision of students/junior staff  Evidence of staff appraisal & performance review  Evidence of standard setting and competencies  Evidence of managing complex patients  Evidence of previous clinical innovative approaches  Evidence of previous involvement in audit/research | **E**  **E**  **E** | **D**  **D**  **D**  **D** |
| **PERSONAL ATTRIBUTES**  Evidence of ability to work as Team member  Motivated towards development of others  Ability to problem solve and show initiative | **E**  **E**  **E** |  |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Ability to work flexibly over 7 days  Computer literate – ability to work with EPIC system | **E**  **E**  **E** |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y/N | Y |  |  |  |
| Contact with patients | Y/N |  |  |  | Y |
| Exposure Prone Procedures | Y/N |  |  | Y |  |
| Blood/body fluids | Y/N |  | Y |  |  |
| Laboratory specimens | Y/N |  |  |  |  |
|  | | | | | |
| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | Y/N | y |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N | nnthr |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  |  |  |  |
| Animals | Y/N | y |  |  |  |
| Cytotoxic drugs | Y/N |  |  |  |  |
|  | |  |  |  |  |
| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | Y/N | Y |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N | Y |  |  |  |
| Dusty environment (>4mg/m3) | Y/N | Y |  |  |  |
| Noise (over 80dBA) | Y/N | Y |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N | Y |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y/N |  |  | Y |  |
| Heavy manual handling (>10kg) | Y/N |  |  |  | Y |
| Driving | Y/N |  | Y |  |  |
| Food handling | Y/N | Y |  |  |  |
| Night working | Y/N |  |  |  |  |
| Electrical work | Y/N |  |  |  |  |
| Physical Effort | Y/N |  |  | Y |  |
| Mental Effort | Y/N |  |  | Y |  |
| Emotional Effort | Y/N |  |  | Y |  |
| Working in isolation | Y/N |  |  | Y |  |
| Challenging behaviour | Y/N |  | Y |  |  |