

JOB DESCRIPTION

JOB DETAILS	
Job Title	Team Lead (OT/PT)
Reports to	Neuro Rehab Service Lead
Band	Band 7
Department/Directorate	Clinical Specialist Services

JOB PURPOSE
<ul style="list-style-type: none"> To provide day to day management to an allocated team of staff, to provide advanced knowledge and act as a resource to guide and lead practice to more junior staff and to the MDT. To undertake a team leader role responding to the Service Lead/ Head of Therapy in planning, co-ordinating, delivering and evaluating the service provided. Provide highly specialist assessment, diagnosis, treatment and advice to patients and their carers, including a wide range of acute, chronic and terminal care cases, many having highly complex disabilities and/or presentations. Lead the clinical specialty providing leadership, development and governance in relation to the clinical area and supporting other clinicians regarding patient treatment and management. Be part of an interdependent, multidisciplinary team ensuring that therapy input is integrated into the patients overall care plan. Work with the manager to lead and develop the service in line with patient need and trust wide developments and to help provide an equitable service across the Trust.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>The Advanced Practitioner Physiotherapist will be based in the outpatient setting but outreach to the community setting and in-reach to the inpatient setting as required. The post will require lone working in a variety of locations.</p> <p>The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.</p>

KEY WORKING RELATIONSHIPS

Areas of Responsibility:

Caseload management: To be responsible for Occupational Therapy and Physiotherapy in the Exeter Neurorehab Team). To manage and develop a varied and highly complex caseload of new referrals and follow-up treatment sessions for the adult population including patients with a range of long term Neurological conditions.

The Team Lead will be based in the hospital/community hospital setting.

The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.

No. of Staff reporting to this role: There will be operational responsibility for:

- Band 7
- Band 6
- Band 5 therapist
- Band 4
- Band 3/2 Clinical Support Workers, and students providing effective support, guidance, teaching, clinical supervision and appraisal where appropriate. There may be a requirement to supervise social care therapists within the H&SCT.

The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Clerical Staff • Health and Social Care Community Service Manager, Service Lead or Team Lead • DILIS • Health and Social Care Teams • Consultants • Head of Therapies • RDUH staff at all levels • Nursing Staff /specialist nurses • Other specialist services 	<ul style="list-style-type: none"> • GPs and other practice staff • Patients, relatives and carers • Social Services • Voluntary agencies

ORGANISATIONAL CHART

SERVICE LEAD/ HEAD OF THERAPY

TEAM LEAD/ ADVANCED PRACTITIONER

SPECIALIST OT/PT

OT/ PT

REHAB PRACTITIONER/EXERCISE SPECIALIST

CLINICAL SUPPORT WORKER, HIGHER

THERAPY CLINICAL SUPPORT WORKER

FREEDOM TO ACT

- To work at an advanced practitioner level in the community/ hospital setting (as appropriate) without immediate supervision.
- Lead specialist in clinical area of work which may be across more than one team.
- Adhere to professional and organisational standards of practice.
- Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.
- Initiate and lead specific projects as required.

COMMUNICATION/RELATIONSHIP SKILLS

- Ensure effective communication takes place at all times, taking a team approach to patient care and service needs.
- Lead and attend multidisciplinary meetings, case conferences and visits as appropriate.
- To ensure that there is an integrated approach that benefits patient's overall care and discharge plans.
- Be proactive in giving talks/demonstrations regarding your work to therapy colleagues and others.
- Write comprehensive reports regarding patient assessment, treatment outcomes and recommendations to GPs, consultants, other health and social care colleagues and other members of the multidisciplinary team.
- Read and interpret a range of patient medical, medication, social history and social care plans.
- Read and interpret a range of policy and guidance, both local and national.
- Provide information, advice and clinical expertise to team members and managers.

- Liaise closely with all members of the primary health care team and other agencies in all matters regarding patients care, discharge and future care management.
- Work with patients referred with complex communication and cognitive problems e.g. stroke.
- Communicates sensitive and complex information e.g. prognosis
- Obtain patient consent and work within a legal framework with patients who lack capacity to consent to treatment

ANALYTICAL/JUDGEMENTAL SKILLS

- Undertake a comprehensive, holistic, highly specialist clinical assessment of patients presenting with highly complex multifactorial problems using advanced analytical and investigative skills and clinical reasoning.
- Use clinical judgment to access further diagnostics, treatment etc.
- Interpret highly complex information e.g. medical notes and clinical findings.
- To provide advanced specialist advice and second clinical opinion to other colleagues e.g. GPs.
- To actively manage clinical waiting times to meet patient need and Trust priorities.
- Work in collaboration with other teams in order to support a consistent and equitable service across the Trust.
- Lead and participate in the operational planning and implementation of policy and service development within the team, helping to set priorities.
- Lead clinical changes that contribute to the development of patient pathways.
- Propose changes to improve practice in line with local and national guidelines.
- Undertake risk assessment, using clinical judgement and provide accurate feedback to the team as necessary e.g. in relation to lone working.
- Apply clinical reasoning skills after assessment to decide appropriate treatment plan and approach.

PLANNING/ORGANISATIONAL SKILLS

- Manage an individual caseload of highly complex patients effectively and efficiently.
- Take part and lead group sessions
- Plan organize and prioritize own work load and guide the work of support workers and junior staff as appropriate.
- Work with the team to deliver the most effective service within the resources available to meet patient needs
- Exercise good personal time management, punctuality and consistent, reliable attendance
- Co-ordinate patient appointments
- To be involved in longer term strategic planning in area of expertise.

PATIENT/CLIENT CARE

- This post requires caseload management which will vary according to location and complexity. There will be a responsibility to provide advice to patients with highly complex and specialist needs as well as carers and other disciplines.
- Provide support to other registered and non-registered staff regarding effective caseload management and monitoring strategies.
- Provide direct support and guidance to registered and non-registered staff with potentially challenging cases/situations, particularly where reassessment may be required.
- The post holder will pass on and also encourage others to share their skills/knowledge within both formal and informal environments,
- To have responsibility for the development of therapy staff, support staff and students.
- Manage own highly complex caseload and treatment programmes to a high standard expected of an experienced clinician without day to day clinical supervision. Support is available through the clinical supervision programme and from more specialist or skilled staff in a particular area.
- Prioritise, assess and treat highly complex patients referred, taking an evidence-based and reflective practice approach, using a wide range of modalities and skills in order to maximise patient/user independence.
- Identify specific problems/needs, and develop goals and highly specialist treatment plans in partnership with the patient and others.

- Evaluate patient care in the specialty and be proactive in developing services to meet national and local standards.
- Evaluate patient/user progress, and modify treatment/input if required.
- Maintain accurate and timely patient records and reports using agreed standard formats
- Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.
- Comply with trust infection control policies and conduct him/herself at all time in a manner as to minimise the risk of health care associated infections.

POLICY/SERVICE DEVELOPMENT

- Keep up to date with professional and related Health and Social Care developments in liaison with Area professional lead and Trust Head of Profession and other colleagues.
- Support the team to keep updated in developments in the NHS and Social care, leading in the specialty.
- Identify opportunities to improve the service, taking account of resources available, discussing your ideas with colleagues and managers.
- Participate in the operational planning and implementation of policy and service development within the specialty, leading on priorities in your area and coordinating across organisational and professional boundaries.
- Propose and lead changes to improve practice in line with local and national guidelines.
- Be aware of and follow the Health and Safety at Work Act and local/national guidelines, reporting any incidents using the correct procedures.
- Ensure that staff are aware of, and follow Health and Safety at Work Act and national/local guidelines and are aware of correct procedures for reporting incidents.
- Report any accidents/ untoward incidents/ near misses to self, patients or carers to the manager in accordance with Trust policy.
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FINANCIAL/PHYSICAL RESOURCES

- To be responsible for the use of resources in the most efficient and effective way.
- To authorise spending on equipment (core items) from Devon Independent Living Integrated Service (DILIS) catalogue to a value of £5,000 [2008] following authorisation training.
- Support the manager in the best use and monitoring of allocated resources.
- Assess, prescribe and order equipment and other resources.
- Ensure safe and efficient use of stock and equipment. Ensure equipment has appropriate checks made. Report any equipment defects, taking action to ensure any such equipment is withdrawn from service.
- Demonstrate and instruct the use of equipment to ensure safety.
- Understand and apply the eligibility criteria for services.

HUMAN RESOURCES

- To act as line manager for your team, taking responsibility and planning for appraisal performance, work allocation and recruitment.
- To take a delegated responsibility from the Community Services Manager, in terms of operational issues, in their absence; deputising for the Community Services Manager as required.
- To ensure the service runs smoothly and provides a service of maximum efficiency within available resources, and to identify opportunities for improvement.
- To work with the Service Lead/ Head of Therapy in developing the strategic and operational management of the service.
- To undertake and plan on-going clinical governance activities by measurement and evaluation of work in area of responsibility through evidence-based audit and outcome measures to further clinical practice.

- To make recommendations and implement changes to working practice using persuasive and negotiating skills as appropriate.
- To be actively involved in the collection of appropriate data and statistics for the use of the department / organisation.
- To decide priorities for the team, balancing other patient related and professional demands, and ensures that these priorities remain in accordance with those of the service as a whole.
- To ensure the team can function effectively across a variety of settings and respond to frequently changing and demanding circumstances.
- To ensure that communication is effectively cascaded to and from team.
- To work on projects relevant to the service as required.
- Work collaboratively with the manager to ensure training and continuing professional development for all team members and planning for the appropriate workforce.
- Participate in clinical supervision as supervisor and supervisee.
- Participate in staff appraisal as appraiser and appraisee.
- Participate in and be proactive in leading and teaching at training sessions for staff and other agencies.
- Be involved in the recruitment of therapy and rehabilitation staff in the team / care group in accordance with HR policies, terms and conditions to maintain an effective workforce capable of meeting the objectives of the service.
- Undertake the full range of clinical leadership tasks including communication, staff involvement, workforce planning, appraisal, training and development, and performance management.
- Actively share areas of knowledge and experience both formally and informally.
- Ensure that HCPC registration is maintained and evidenced to the manager.
- Work with the manager to ensure clinical cover across the locality is maintained especially at times of service pressure.

INFORMATION RESOURCES

- Contribute to the collection of statistical data in order to monitor and develop team activity using electronic and paper methods.
- Monitor and evaluate the information available.
- Maintain accurate and timely patient records using agreed standard formats.

RESEARCH AND DEVELOPMENT

- Maintain an up to date knowledge of all areas of clinical practice using a variety of CPD methods and to maintain a CPD portfolio.
- Lead on clinical governance activities e.g. audit, research, service reviews.
- Take a lead role in clinical development e.g. journal clubs, special interest groups, peer review groups and other activities to share and expand specialist knowledge across the service.
- Provide support and leadership to the team members to participate in clinical governance activities e.g. audit, research, clinical reviews.
- Adhere to all professional standards of practice and organizational policies and procedures.

PHYSICAL SKILLS

- Assess, prescribe and demonstrate the safe use of equipment, in a variety of settings including the patient's home.
- Computer skills to maintain patient records, clinical audit, support clinical practice, e mail, presentations and order equipment etc.
- Therapeutic handling of patients (e.g. positioning, stair practice) demonstrating dexterity, co-ordination and palpatory skills often with the need for prolonged physical effort. This will include patients with complex and specialist needs.

PHYSICAL EFFORT

- Manually handle equipment (wheelchairs, health care equipment) and furniture frequently, following ergonomic risk assessment as per statutory training and service risk assessments.
- Treatment will necessitate working in restricted positions or limited space.

- Ability to travel to other locations as required meeting time constraints
- Manual therapeutic handling of patients in relation to assessment, treatment and rehabilitation may require working in restricted positions or limited space.

MENTAL EFFORT

- Manage competing demands of providing services on a daily basis and developing a clinical area.
- Read, decipher and interpret patient information.
- Read and decipher lengthy documents, summarising for other staff as appropriate.
- Work pattern is unpredictable and subject to frequent interruption
- Frequent mental effort in assessment and treatment programmes.
- Long periods of concentration, particularly when using a VDU.
- Identify strategies to motivate patients to comply with their treatment plan.

EMOTIONAL EFFORT

- Work with patients/service users and carers who have a poor/life limiting prognosis, including the communication of distressing news.
- Work with patients in the aftermath of bad news.
- Work with patients with mental health problems or occasional challenging behaviour.
- At times talk to relatives following a death.

WORKING CONDITIONS

- Work in a variety of settings according to patient needs including patients own home which can often involve hot/cold temperatures, cluttered, noisy environments and unhygienic environments.
- Work with patients with a wide range of conditions including contact with body fluids such as urine, blood, sputum.

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself 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.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.

Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

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.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

SAFEGUARDING

To be fully aware of and understand the duties and responsibilities arising from the Children's Act 2004 and Working Together in relation to child protection and safeguarding children and young people as this applies to the worker's role within the organisation.

To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role, which will include recognising the types and signs of abuse and neglect and ensuring that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding adults and/or child protection.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

STAFF HEALTH AND WELLBEING

You must take responsibility for your workplace health and wellbeing:

- Be physically active at work (i.e. take breaks away from your desk, taking the stairs where possible).
- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust health and wellbeing vision of healthy body, healthy mind, healthy you.

If you are a line manager, in addition to the above, it is expected you will:

- Champion health and wellbeing.
- Encourage and support staff engagement in delivery of the service.
- Encourage staff to comment on development and delivery of the service.
- Ensure during 1:1's / supervision with employees you always check how they are.

HEALTH AND SAFETY AT WORK

The employer will take all reasonably practical steps to ensure your health, safety and welfare while at work. You must familiarise yourself with the employer's Health & Safety policy, and its safety and fire rules. It is your legal duty to take care for your own health and safety as well as that of your colleagues.

INFECTION CONTROL – ROLE OF ALL STAFF

It is the responsibility of all members of staff to provide a high standard of care to patients they are involved with. This includes good infection prevention practice.

All staff have a responsibility to comply with Infection prevention and Control policies and procedures, this includes:

- Attending mandatory and role specific infection prevention education and training.
- Challenging poor infection prevention and control practices.
- Ensuring their own compliance with Trust Infection Prevention and Control policies and procedures for example, standard precautions, hand hygiene, prevention & management of inoculation incidents.

CONFIDENTIALITY

You may not disclose any information of a confidential nature relating to the employer or in respect of which the employer has an obligation of confidence to any third party other than where you are obliged to disclose such information in the proper course of your employment or as required by law. Any failure to comply with this term of your employment will be treated as an act of misconduct under the employers' disciplinary procedure.

PERSON SPECIFICATION

Job Title	Team Lead OT/PT
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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
<ul style="list-style-type: none"> Degree or Graduate Diploma in Physio therapy HCPC registration Additional education in specialist field to masters level or equivalent Additional training relevant to the post e.g. moving and handling, clinical skills training, student supervision training. Member of specialist interest group 	E E E E	D
KNOWLEDGE/SKILLS	E	
<ul style="list-style-type: none"> Evidence of continuing professional development Evidence of highly developed communication skills to motivate patients and team Highly developed analytical and critical appraisal skills Knowledge of relevant NSFs, appropriate national guidance and other relevant initiatives Experience of leading clinical audit Multi-disciplinary team working across health, social and voluntary sectors Proven ability of complex case management Broad range of IT Skills 	E E E E E E E E	
EXPERIENCE		
<ul style="list-style-type: none"> Appropriate clinical skill and competence to demonstrate highly developed specialist knowledge in clinical setting including specialist training Advanced level of clinical expertise to plan and organise a specialist caseload and develop the clinical team Experience of advanced problem solving Undertaken specific piece of work to enhance service development 	E E E E	
PERSONAL ATTRIBUTES		
<ul style="list-style-type: none"> Able to influence and lead the team Proven ability in organisational and time management Ability to deal with and resolve conflict 	E E E	
OTHER REQUIREMENTS		
<ul style="list-style-type: none"> The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. Ability to travel to other locations as required. 	E E	

Complete the table below as appropriate

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y				
Exposure Prone Procedures	Y			Y	
Blood/body fluids	Y				Y
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m ³)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s ²)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				Y
Heavy manual handling (>10kg)	Y			Y	
Driving	Y		Y		
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y				Y
Mental Effort	Y				Y
Emotional Effort	Y				Y
Working in isolation	Y	Y			
Challenging behaviour	Y			Y	