

<b>Job Title:</b>	<b>Job Description</b> Occupational Therapist Clinical Specialist in Stroke
<b>Band:</b>	7
<b>Division:</b>	Clinical and diagnostic support
<b>Job Evaluation Reference No:</b>	1056/JE/19
<b>Responsible to:</b>	Acute Team Lead
<b>Responsible for:</b>	Band 6 Occupational Therapist

## Overview

The post holder is the Occupational Therapist (clinical lead) for stroke rehabilitation (and adviser for neurological patients across the hospital) and holds responsibility for an independent caseload of patients in this specialist area. The post holder is delegated the responsibility of ensuring the efficiency of the day to day functioning of their work area through clinical work load management.

They will offer specialist clinical knowledge and, following specialist occupational therapy assessment of complex conditions, determine appropriate pathways of care, they will deliver a high standard of occupational therapy for patients and be autonomous in their decision making regarding patient discharge or transfer of care.

## CARE

In the DHSC we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

## Job Purpose

The post holder will be responsible for providing specialist occupational therapy assessment of patients, who may have complex acute and/or chronic presentation, to provide a clinical diagnosis and to determine appropriate pathways of care for patients referred for stroke care. Following analysis of assessment findings the post holder will deliver treatment programmes that are evidence based and designed specifically to address the needs of the individual patient in the most efficient and effective manner. The post holder will provide expert knowledge to their colleagues across the hospital and assist in the treatment and management of patients presenting with other neurological conditions To effect timely and appropriate discharge or transfer of care in partnership with other members of the Multi-Disciplinary Team (MDT). They will working closely and in partnership with physiotherapist, dieticians, speech and language therapists, nurses and other members of the care team

The post-holder will take responsibility for the supervision, delegation of work, & education of Band 6, occupational therapists and support staff on a day to day basis, and be responsible for Occupational Therapy students as required.

The post holder will undertake service development activities and provide their Team Lead with quality assurance related performance data.

The post holder will take an active role in the OT weekend system at Nobles Hospital, providing out of hours occupational therapy treatment and assessment to facilitate patient discharge

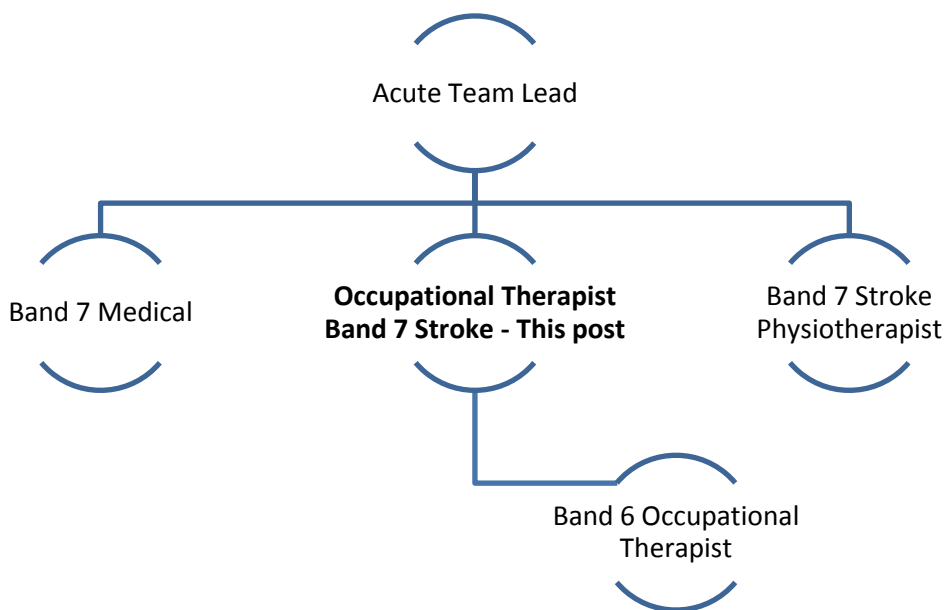
The post holder will act as a specialist resource for the MDT and Occupational Therapy Colleagues within the service.

### Duties and Responsibilities

- Provide expert care to patients on the Stroke Unit at Nobles Hospital and within the Early supported discharge service
- Liaise closely with the patient and carers to establish rehabilitation goals and facilitate a safe and timely discharge.
- Engage in service development, implement changes, and facilitate the development of colleagues and more junior staff
- Work closely with the MDT and provide support and cover across the acute wards, which may include deputising for the Acute Therapy team lead in their absence
- Clinical duties account for approximately 80% of the overall workload.

### Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



### Communication and Relationship Skills

The communication and relationship skill requirements of this role are:

- The post holder will ensure a well-coordinated and comprehensive care plan by communicating effectively with MDT and other relevant healthcare professionals and agencies, regarding patient progress and needs, and attending multi-professional patient related meetings e.g. case conference, patient reviews and discharge planning. This may involve referral of patients to other areas if the needs of the patient fall outside the post-holders scope of practice.
- The post holder may be the first point of contact for enquiries, and will provide a source of specialist advice to other healthcare professionals involved in patient care.
- The post holder will attend and contribute to patient related meetings such as ward rounds, multi-disciplinary meetings and case reviews to discuss Occupational therapist treatment and progression and to ensure the delivery of a co-ordinated multidisciplinary service and to assist in developing

comprehensive discharge plans for appropriate patients.

- ❖ The post holder will act as a resource within the speciality to provide professional advice and support to colleagues in the clinical management of conditions seen within the clinical area
- ❖ The post holder is required to work with the Team Lead in the evaluation and development of their occupational therapy service provision, participate in performance related audit and contribute to changes within own work area, as agreed with Acute therapy service manager.
- ❖ The post holder will be expected to act sensitively and diplomatically in the discussion of the diagnosis of the patient's condition and the prognosis of any occupational therapy intervention. The post holder will also be expected to answer any questions patients and carers have in a non-offensive manner and to sensitively explain prognosis and any treatment interventions required.
- ❖ The post holder will frequently have to communicate issues, including treatment plans and aims, to patients and carers who may have difficulty understanding the given information, for a variety of reasons. For example, people who have hearing deficits or communication problems due to other medical conditions such as dementia and neurological problems and people whose first language is not English.
- ❖ The post holder will be expected to communicate a treatment plan and appropriate programme where the actions required may be complicated in nature, for example explaining the correct performance of a specific task or where it is crucial that certain actions are carried out in a specific order to achieve maximum potential.
- ❖ The post holder will be expected to have effective and innovative skills to motivate, persuade and gain cooperation of patients in complying with the required treatment programme, and to be able to support other therapy staff in this.
- ❖ To communicate with patients on a daily basis to gain consent to treatment and to discuss expected treatment outcomes.
- ❖ The post holder is expected to provide a high standard of customer care and deal with complaints in a professional manner.
- ❖ The post holder may also be required to offer advice or assistance to Band 6 and other therapy staff on more complicated communication issues.
- ❖ The post holder is expected to communicate and negotiate effectively and clearly on a daily basis with members of the multi-disciplinary team, general practitioners, colleagues in other hospitals and patients and carers. The post holder gives specialist advice regarding patient care to peers AHPs medical & nursing staff patients and carers.
- ❖ The post holder will take an active role, including chairing where necessary, departmental and MDT meetings. This will include feedback to agencies involved.
- ❖ The post holder will be expected to communicate appropriately in situations where the patient and/or carers are potentially verbally or physically abusive, or demonstrating inappropriate behaviour. Also where patients may be potentially angry or distressed because of the nature of their injury or condition
- ❖ To explain the role of occupational therapy to visitors, students and volunteers, both within workplace and at Island events, e.g. career conventions
- ❖ The post holder is expected to communicate effectively and diplomatically any competency issues to junior staff to ensure that the staff member adjusts their practice in relation to these issues and achieve the best clinical outcome.
- ❖ The post holder is expected to communicate at a high level to groups for example in teaching sessions, group, sessions, and departmental meetings or making presentations at conferences.

- The post holder will communicate with product representatives visiting the wards, regarding new equipment or alterations to current designs. This information must then be disseminated to colleagues as appropriate.

### **Knowledge, training and experience required to do the job**

#### **The essential knowledge, training and experience requirements of this role are:**

- The post holder must have a Degree in Occupational Therapy recognised by the Royal College of Occupational therapists and Health Professions Council. They will hold current registration with the Health Professionals Council (HCPC), and provide evidence of that registration annually upon request.
- They will have a minimum of 3 years' experience in core clinical areas at Band 6 level, but with specific experience in the occupational therapy treatment of patients with Stroke and other neurological conditions
- The post holder will be able to provide evidence of both formal and informal postgraduate training in their speciality and will be encouraged to be a member of a special interest group for their speciality.
- The post holder will have, or be working towards a recognised Clinical Educators qualification, to support the supervision of occupational therapy students on clinical placements.
- The post holder will participate in the appraisal system appropriate to the service which will include being appraised and the appraisal of others.
- The post holder will be able to demonstrate knowledge of professional standards from both the HCPC and Royal College of Occupational Therapists.
- A knowledge of moving and handling legislation and knowledge of current moving and handling best practice with regard to stroke and associated equipment and how to apply this in the clinical area
- An awareness of the key policy documents relevant to rehabilitation environments e.g. National Service Framework for older people: NICE guidelines affecting relevant diagnostic groups: RCP guidelines for stroke etc.
- A good knowledge of relevant mental and physical health, social and housing legislation. A good knowledge of eligibility criteria and procedure / policies relevant to social care, health and housing organisations
- The post holder is expected to undertake appropriate training as identified in PDR and specific to their post
- The post holder is required to attend Mandatory Training, and updates, as identified by the organisation
- The post holder will have organisational, administrative and time management skills; have prior experience of supervision of other staff, and the ability to work within a multi-disciplinary team
- Is expected to participate and fulfil national audit standards as part of the stroke team for the Isle of Man i.e. SSNAP and service level statistics
- The post holder will have computer skills, and be familiar with the use of e-mail, Word, Excel and PowerPoint, to facilitate audit, communication, presentations for patient education, in-service training and student teaching.
- Post holder will have a Degree in Occupational Therapy recognised by the Royal College of Occupational therapists and the Health Care Professions Council.

- ❖ The post holder is required to maintain registration with the Health Professions Council (HCPC) in order to practice, and to produce evidence of registration annually upon request.
- ❖ The post holder will be expected to have knowledge of and adhere to the College of occupational therapists Standards of Practice and Rules of Professional Conduct and also the HCPC Standards for Occupational therapists
- ❖ The post holder will be expected to undergo identified training in order to develop. Themselves and the service.
- ❖ The post holder will be expected to create and maintain a professional development portfolio in accordance with the HPC standards.
- ❖ To ensure that clinical practice is evidence based the post holder will be required to maintain & develop current professional knowledge by keeping up to date with research literature and by regularly evaluating working practices through evidence based projects, audits or research and strive to incorporate new developments into clinical practice in their specialist area.
- ❖ The post holder will be responsible for ensuring their own Continuing Professional Development CPD by identifying their own training needs and will develop and maintain an advanced degree of specialist expertise within the specialist area.
- ❖ The post holder is required to adhere to, and maintain an up to date knowledge of, all the policies, protocols and procedures of the organisation.

**The desirable knowledge, training and experience requirements of this role are:**

- ❖ Have the ability to work with their team to develop an engaging vision for the future with a medium term strategy to address key priorities
- ❖ Experience of managing and leading development, with a clear evidence base
- ❖ Demonstrate that they look for new practices to improve their clinical working within their tem and respond flexibly, positively and quickly to change within the organisation

**Analytical and Judgement Skills**

**The analytical and judgement skill requirements of this role are:**

- ❖ The post holder will set clinical &/or functional outcome measures as a basis for appropriate discharge of the patient.
- ❖ The post holder will contribute to service planning through the collection and submission of performance data; including SNNAP making recommendations for change to the Acute Team Lead and implementing local changes to procedures in own area to better suit local needs.
- ❖ The post holder will be required to inform any relevant agencies. With regards to any safe guarding or vulnerable adult concerns
- ❖ The post holder is required to demonstrate an understanding of clinical governance and risk assessment and apply this to their individual work situation.
- ❖ The post holder is required undertake a highly specialist assessment and to formulate their own diagnosis of a patient's condition and react accordingly by formulating a treatment plan and programme of care. This may involve obtaining information, some of which may be conflicting, from a variety of sources and then is expected to formulate a plan.

- ❖ At each patient contact, the post holder will reassess the patient's condition using information from a variety of sources and adapt the treatment intervention according to need.
- ❖ The post holder is responsible for advising and educating Band 6, students, technical instructors and assistants on clinical reasoning, clinical advice, reflective practice and clinical decision making.
- ❖ The post holder is expected to contribute to and in some cases make the final decision on the discharge of patients.
- ❖ The post holder is expected to be able to risk assess moving and handling situations independently relaying any information from findings to the MDT. The post holder should work closely with the Physiotherapists in assessment of moving and handling assessments and selection of appropriate equipment as required.
- ❖ The post holder will be responsible, on a daily basis, for prioritising referrals according to clinical need and allocating patients to staff of appropriate skill level, ensuring that the patient is seen where possible within a designated time frame.
- ❖ The post holder will regularly make decisions regarding the prioritisation of clinical caseloads, for example when staff shortages occur at short notice. In the absence of the Team Lead within their area they will have overall responsibility for this within their specialist area.
- ❖ The post holder is required to be involved in managing and resolving day to day difficulties among occupational therapy staff, in the absence of more senior staff. They will make immediate decisions on patient care and organisational issues as necessary.
- ❖ The post holder will contribute to the decision making process at service development meetings and staff meetings. Add bullet points using the CARE bullet

### Planning & Organisational Skills

#### The planning and organisation skill requirements of this role are:

- ❖ The post holder is responsible for the organisation & day to day management of their own caseload prioritising where necessary, depending on the needs of the stroke service and wider demands of the acute care setting.
- ❖ The post holder will be expected to competently manage additional responsibilities and work load at short notice, requiring reorganisation and prioritisation of their own workload, due to unexpected absence of either junior, senior or support staff. This may involve the post holder is taking on the management of the area covered in addition to their own workload.
- ❖ The post holder will, following comprehensive assessment, plan patient care and treatment programmes and ensure the execution of the planned treatment within a time framework. The programme of care will involve both short term and long term targets which will require regular monitoring and adjustment.
- ❖ The post holder will take an active role in the discharge planning, which may involve creating the opportunity to contact or refer to other agencies for example social services.
- ❖ The post holder is responsible for organising time to meet clinical and organisational needs such as for appraisal of more junior staff within their team requiring short & long term planning.
- ❖ The post holder will plan and implement clinical training and education of undergraduate Occupational Therapy students and for rotational staff on placement within the specialist area when required.

## Physical Skills

### The physical skill requirements of this role are:

- ❖ The post holder will formulate and deliver a specialised individualised occupational therapy treatment programme based on a thorough knowledge of relevant evidence based practice and utilisation of a broad range of treatment options, including:
  - Taking the occupational therapy lead in the provision of multidisciplinary rehabilitation programmes for stroke patients in order for the patient to progress skill development or overcome functional difficulties
  - Advising and supporting colleagues in the treatment of patients with a variety of neurological conditions
  - Assessment of the home environment and adaptations required to facilitate a safe and effective discharge (including the compilation of risk management plans)
  - To arrange provision of adaptations to service user's homes, making recommendations and requests to public sector housing providers and 3<sup>rd</sup> party technical services
  - Instructing relatives on the use of equipment (including delivering and fitting)
  - Participate and support the early supported discharge service within the stroke unit
  - The post-holder will deliver specialist occupational therapy interventions that require a high degree of manual skill and practical experience e.g. specialist rehabilitation techniques.
- ❖ The post holder needs to be aware of any complications that may arise from the issue of equipment therefore thorough knowledge of the indications and contraindications of all equipment items is required to ensure safe and effective use and avoid patient danger and harm (e.g. burns, exacerbation of pain, pacemaker interference, injury when using a walking aid, pressure areas and skin breakdown from a brace).
- ❖ The post holder is responsible for the safe issue of equipment to patients ensuring that the equipment is in full working order and the patient using the equipment is instructed in its safe and correct use.

## Patient/Client Care

### The patient/client care requirements of this role are:

- ❖ The post holder will set appropriate and progressive treatment aims and objectives and agree rehabilitation goals, in joint negotiation with the patient and their carers and the MDT
- ❖ The post holder will undertake a comprehensive specialist occupational therapy assessment of patients with diverse or complex presentations/multiple pathologies; using advanced clinical reasoning skills & manual assessment techniques to provide a clinical diagnosis of condition.
- ❖ The post holder will be able to identify acutely unwell and deteriorating patients, and initiate appropriate intervention or referral to appropriate medical professional.
- ❖ Treatment may be delivered either on a one to one basis, possibly with the assistance of one or more people, or in groups depending on the clinical setting.
- ❖ At each patient contact, the post holder will evaluate & reassess patient progress according to previously defined treatment objectives, and adapt treatment programmes as indicated.
- ❖ The post holder will assess patients understanding of treatment proposals, gain valid informed consent

and have the capacity to work within the appropriate framework with patients who lack the capacity to consent to treatment.

- Advise and teach patients and carers specific exercises and moving and handling techniques to promote self-management to enable the patient to achieve their maximum potential.
- Undertake moving and handling assessments with service users and instruct family / carers on the safe moving and handling techniques. The post holder will coordinate the provision of the moving and handling equipment
- The post holder will educate patients in all aspects of their condition and teach and instruct patients, carers and staff in specific handling techniques, self-management techniques.

### Policy and Service Development

#### The policy and service development requirements of this role are:

- The post holder will work with their line manager in identifying occupational therapy service needs and formulating strategies to improve and develop the service in conjunction with the stroke service lead.
- Manage clinical risk within own patient caseload and working environment, in accordance with clinical policies.
- The post holder will assist in the development and delivery of broader public health awareness initiatives related to their professional speciality.
- The post holder will participate, as a member of the departmental team, in the business planning process. Add bullet points using the CARE bullet
- The post holder is expected to develop and implement policies and standards in their work area and to audit the service against local and national standards as required. The post holder should ensure that staff under the post holder's supervision (Band 6, Band 5, support staff and students) are aware of the policies, standards and procedures and are implementing them accordingly.
- The post holder is required to make recommendations from evidence based practice and/or research and discuss these with their team leader so that action can be taken and changes made to practice where appropriate.
- The post holder will undertake risk assessments of the work area as recommended by the organisation.
- The post holder will initiate and be involved in developing and writing care pathways for patient groups.
- The post holder will be responsible for identifying the changing demands placed on the occupational therapy service within their specialist area. They will contribute to the advancement and development of the service by promoting and implementing evidence based practice and research development.
- The post holder is responsible for identifying areas of clinical and service need and initiates the development of the service to meet clinical needs, in agreement with their line manager and following discussion with the stroke nurse lead.
- The post holder is required to work within hospital and RCOT clinical guidelines and to have a good working knowledge of national and local clinical standards and to monitor their own practice.
- To keep accurate, legible records in accordance with Hospital Policy and RCOT Standards.
- To supervise juniors staff and student to keep accurate, legible records in accordance with Hospital Policy

and RCOT Standards and to supervise juniors, assistants and student.

- The post holder will share responsibility for ensuring that members of their team are aware of Medical Devices and Drugs Alert (MDDA) notices affecting their area.

### Financial and Physical Resources

#### The financial and physical resource requirements of this role are:

- The post holder is responsible for the equipment used in carrying out occupational therapy duties, including stock control, ensuring the equipment is in full working order and maintained according to the manufacturers' requirements. They are required to adhere to departmental policy and to ensure the safe and appropriate use of equipment by others through teaching, training and supervision of practice.
- The post holder is required to use complex equipment in the treatment of specific patient problems including:
  - walking aids (e.g. walking sticks, crutches, frames);
  - Assistive devices (e.g. sliding sheets, hoists.);
  - appliances e.g. splint, adaptive equipment
- To be responsible for the security and safe use of equipment within treatment sessions, reporting and removing from use any faulty equipment
- The post holder is expected to monitor onsite stores of equipment and appliances' ensuring adequate service provision is maintained.

### Human Resources

#### The Human resource requirements of this role are:

- The post holder will initiate, organise and present in-service training programmes, departmentally and across professions, e.g. providing feedback from external courses attended. They will provide clinical education and training for their team as required.
- The post holder is responsible for the mentorship & supervision of Band 6 occupational therapists and support staff and occupational therapy students on their work area, evaluating their competency through mentoring, guidance, and delegation of appropriate tasks. Undertake appraisal of Band 6 and 6 therapists and occupational therapy and generic technical instructors or assistants
- The post holder will be expected to participate in the staff appraisal and be responsible for complying with & working towards agreed personal development programme and goals
- The post holder will participate in and present In-service training, both within the occupational therapy department and across Allied Health Professions (AHP's), nursing and medical staff. This training may be delivered to staff of any grade, and may include tutorials, individual training sessions, reflective practice and peer review.
- The post holder will provide feedback from external courses attended to occupational therapy colleagues, within agreed timescales.
- The post holder will be responsible for the training of undergraduate occupational therapy students on clinical placement within the specialist area, and to complete a formal assessment as required by the relevant university.

- The post holder will assist Band 6, Band 5 and technical instructors / Assistants with their work load planning.
- The post holder is directly responsible for the occupational therapy staff in their area in the absence of a team leader, including qualified and unqualified staff.
- The post holder will delegate a patient caseload to support staff, and will support Band 6, and other therapy staff in the management of their caseloads. This will take the form of assessing the full work caseload and designating work cases as appropriate to these staff.
- The post holder is directly responsible for the management of the overall clinical caseload of the area and undertakes the operational responsibility for the daily clinical management of the area, delegating work to Band 6, and other therapy staff as required.
- The post holder is expected to deputise for the team leader in their absence on issues of a clinical nature and human resource nature.
- The post holder is responsible for the development of a contingency plan in the event of staff sickness and absence, which may involve reprioritising a clinical case load.
- The post holder is expected to take an active role in the recruitment of new staff members to the therapy team. They would be expected to be involved in the consideration of all appropriate applicants, devise a short list and partake in interviews.
- The post holder is responsible for providing a structured induction for all new occupational therapy staff in their area, ensuring that they are aware of both hospital and local policy and procedures, including emergency procedures.
- The post holder is required to contribute to the appraisal and performance assessment of Band 6, and other therapy staff and is responsible for their training and supervision.

### Information Resources

The information resource requirements of this role are:

- The post-holder will fully document all patient interventions to meet professional and legal requirements, in line with hospital policies.
- The post holder will keep accurate clinical records in accordance with Hospital Policy and Royal College of occupational therapists Standards.
- The post holder will be expected to provide reports to outside agencies for example legal professionals and other healthcare professionals. This will include progress updates, transfer reports and discharge summaries.
- The post holder is required to keep records of treatment after every patient contact within the medical notes. The post holder is required to record assessments and treatments and contraindications.
- The post holder is required to undertake frequent computer use for the viewing of radiological investigations, updating patient records, producing reports and inputting data from audit and communicate with other professionals via email.

## Research and Development

### The research and development requirements of this role are:

- The post holder is responsible for researching the latest evidence to ensure best practice. E.g. Cochrane database, NICE guidelines, related journals and will regularly undertake evaluation of working practices through evidence based projects, audits or research and strive to incorporate new developments into clinical practice in the specialist area.
- The post holder is expected to maintain accurate clinical records within the guidelines of the organisation and the professional standards of the RCOT and HCPC Patient records are made available to all staff involved with the patient, including nursing staff, doctors and other agencies.
- The post holder will propose, undertake and act on clinical audit for the purpose of service development within their specialist area and make recommendations to their team leader.

## Freedom to Act

### The freedom to act requirements of this role are:

- The post holder is directly responsible for the daily running and management of their work area, including caseload organisation and prioritisation to accommodate changes in staff levels due to unplanned absences. They will deputise for and support Team leader as required.
- The post holder will take an active part in the weekend rota working as an independent practitioner providing treatment for identified patients,—Specifically those patients where a discharge may be facilitated
- The post holder will deputise for and support the Team Leader for this area, and support the Acute Therapy Service Manager as required. This will require the ability to work flexibly across other patient specialism's as service need dictates
- The post holder will work as a highly specialist/skilled clinician and undertake all aspects of clinical duties related to a complex patient caseload, including acute stroke patients and those with other neurological conditions, acting as an autonomous practitioner.
- When participating in weekend working independently undertake assessment and treatment of Patients and aim to facilitate a timely, safe and effective discharge
- The post holder will be expected to promote the occupational therapy service and contribute to the development of multidisciplinary or cross organisational care protocols and/or guidelines.
- The post holder will recognise, and work within, their scope of professional competence.
- The post holder is required to work autonomously managing a clinical case load within their specialist area.

### **Confidentiality**

In the course of your duties you may have access to confidential material about patients, members of staff or other business of the Department. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.

### **Health & Safety**

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

In the absence of Manager/ Deputy Manager, the Registered Nurse is responsible for all patients, staff, allied health professionals, the building and all safety protocols.

### **Safeguarding**

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment. Staff must work in accordance with all health and social care policies relating to safeguarding.

## Job Description Appendix 1

### Physical, mental and emotional demands of the job and working conditions

This section should describe the nature, level, frequency and duration with which you will be expected to deal with physical, mental and emotional effort and the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions.

#### Physical Effort

- The post holder will be expected to stand or walk for the majority of the working day.
- The post holder will be required to work in confined spaces for example beside a bed, or in isolation rooms, with various pieces of equipment such as a Zimmer frame, hoists etc. at regular intervals throughout the day.
- The post holder is required to manoeuvre wheelchairs with and without patients in situ, and to transfer patients between equipment (bed to chair) using hoists and designated transfer equipment such as a slide sheet and transfer boards. This could require the pushing of a heavy load, depending on the weight of the patient, and would occur on a daily basis.
- The post holder is also required to manoeuvre weighty equipment such as hydraulic beds, pushing & lifting for distances up to 20m, many times during the day.
- The post holder will be expected to carry out manual assessment with moderate physical effort throughout the day.
- The post holder will be required, frequently throughout the day, to instruct and physically assist patients to transfer to a chair, stand from a chair, and to walk using a walking aid if appropriate. This will require considerable physical effort and endurance.
- Within the working day the post holder will regularly be lifting limbs in order to assess joints, muscles, neurological deficits and will also need to position patients in order to carry out various treatment techniques e.g. washing and dressing assessments
- This may include assessment and management of the bariatric patient.
- The post holder is regularly required to do repetitive movements as part of their work (positioning stroke patients in bed, working to assist sitting, standing and walking balance, mobilising a knee whilst crouching/kneeling on the floor/sat on small chair, kneeling on the floor placing feet in the correct position whilst teaching someone to walk correctly possibly after surgery or stroke) these activities can last 40 – 60 mins at a time and happens frequently throughout the day.
- The post holder will be required to work in awkward positions during treatments especially when the patient is restricted to the bed and in the confined areas between bed spaces
- The post holder is required to use a key board and view images on screen in order to access radiological examinations and to prepare reports and teaching material.

#### Mental Effort

- The post holder will be expected to act in a sympathetic and empathetic manner to enable patients to come to terms with chronic disability on a frequent basis.
- When working in an inpatient environment, the caseload is unpredictable and variable in number.
- The post holder needs to be able to cope physically and mentally with their own caseload, and to support other therapy staff.
- The post holder is required to concentrate on prioritising, delegating and carrying out patient treatment and assessment throughout the day, this requires frequent, intense and prolonged periods of concentration.

- ❖ Throughout the assessment the post holder is drawing upon a broad range of up to date clinical knowledge and continuously using advanced clinical reasoning skills.
- ❖ New patients require a comprehensive highly specialist assessment, the duration of which is dependent on their condition which will be as long as one hour in patients with complex conditions
- ❖ The post holder is required to concentrate for long periods of time (2 hours approx each session) when teaching staff in 'in-service training' and other healthcare professionals
- ❖ Teaching colleagues 'hands-on' techniques may be informally between patients in a working day or during formalised sessions.
- ❖ Teaching sessions will also be carried out when University students are on placement which involves all aspects of teaching from specific conditions, carrying out assessment, treatment techniques, manual handling skills and documentation.
- ❖ All of the above requires a high amount of mental effort and expert knowledge within the post holders specialised field
- ❖ The post holder must be prepared to be frequently interrupted in a normal working day by phone calls / deliveries / other staff and patients requesting information, advice and guidance.
- ❖ The post holder is expected to be a bleep holder and is therefore subject to the possibility of interruptions at any time from staff and other ward areas.
- ❖ The post holder is required to read complex medical information regarding the patient (frequently throughout the day) and medical journals to remain up to date with current best practice (on a weekly basis).Add bullet points using the CARE bullet

### Emotional Effort

- ❖ The post holder cares for and treats patients with distressing conditions on a daily basis e.g. treating patients with degenerative illnesses, respiratory and neurological conditions This may also include critically ill and dying patients. This exposes the post holder to the highly distressing physical and emotional circumstances of the chronically/ terminally ill patient and their relatives/carers.
- ❖ The post holder will be expected to give unwelcome news regarding rehabilitation or function prognosis and a high degree of emotional effort is required to help patients cope with this
- ❖ The post holder is frequently expected to give unwelcome news to patient's parents and/or carers for example where outcome expectations are unrealistic in relation to rehabilitation potential. This will require the post holder to deal with patients that may be psychologically distressed by their situation (e.g. loss of employment/ sickness absence/ family strain/ benefit situations/ curtailment of recreational activities) The post holder will be required to display empathy, have good re-assurance skills and be sensitive towards patients, relatives and carers anxieties on a daily basis.
- ❖ The post holder is required to work with potentially anxious patients and carers on a daily basis, listen to patients complaining of pain/other distressing symptoms for the majority of the day

### Working Conditions

The post holder will be subjected to environments which are highly unpleasant / hazardous, on a daily basis, for example:

- ❖ Unpleasant smells (patient odour and wounds for example), non-household waste (dressing's /bedding/ needle stick injuries).
- ❖ Infectious materials & body fluids (blood / vomit / sputum / urine/faeces/ secretions/ lice /fleas)
- ❖ Contaminated areas (bedding), and treatment of patients with infectious conditions e.g. MRSA/Clostridium Difficile /Tb
- ❖ The post holder is required to work closely with hazardous chemicals such as nebulised drugs and oxygen
- ❖ The post holder is required to work in an area that exposes them to needle stick injury.
- ❖ The post holder will face occasional exposure to verbal and physical abuse and potentially aggressive and challenging behaviour from patients, relatives and carers.
- ❖ (e.g. waiting lists issues/ pain-stressed stressed & fearful patients /non-availability of appointments/ confused or mentally unstable patient)

**Agreement of above description**

I have read and agree with the above description

**Job Holder's Name** (please print) \_\_\_\_\_

**Job Holder's Signature** \_\_\_\_\_

**Date:**

**Line Manager's Name** (please print) \_\_\_\_\_

**Line Manager's Signature** \_\_\_\_\_

**Date:**



**Person Specification**

<b>Job Title:</b>	Occupational Therapist Clinical Specialist in Stroke
<b>Department:</b>	Health and Social Care
<b>Division:</b>	Clinical and diagnostic support
<b>Band:</b>	7

Attributes	Essential (E) or Desirable (D)	Method of Assessment
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>♥ BSc Occupational Therapy</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Health Care Professions Council Registration.</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Evidence of ongoing Professional Development</li> </ul>	E	Portfolio
<ul style="list-style-type: none"> <li>♥ Member of Royal College of Occupational Therapists</li> </ul>	D	CV/Interview
<ul style="list-style-type: none"> <li>♥ Specific Interest Group e.g. AOTA</li> </ul>	D	CV/Interview
<ul style="list-style-type: none"> <li>♥ Evidence of post graduate qualification relevant to specialty.</li> </ul>	D	CV/Interview
<b>Experience</b>		
<ul style="list-style-type: none"> <li>♥ A minimum of 3 years' experience at Band 6 level in patients with a broad range of Neurological conditions</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Evidence of supervision of junior and support staff</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Demonstrate knowledge of legal and professional responsibilities of the profession.</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Excellent clinical reasoning skills</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Previous experience of supervision of Occupational therapy staff</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Student clinical educator</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>♥ Have a practical understanding of clinical governance &amp; evidence based practice to ensure best practice</li> </ul>	E	CV/Interview

<ul style="list-style-type: none"> <li>📍 Experience of cross organisational / multi-disciplinary team working</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Experience of service development</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Post graduate training within Stroke rehabilitation</li> </ul>	D	CV/Interview
<ul style="list-style-type: none"> <li>📍 Foundation Training or evidence of experience in management &amp; leadership</li> </ul>	D	CV/Interview
<ul style="list-style-type: none"> <li>📍 Skills for assessing and treating a wide range of neurological conditions</li> </ul>	D	CV/Interview
<ul style="list-style-type: none"> <li>📍 To have clear and concise written and verbal communication skills.</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Able to work without supervision, but also as part of a team.</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Good leadership &amp; organisational skills</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Ability to recognise when to seek advice.</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Ability to comprehend and apply Hospital and departmental policies.</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Competent IT skills</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Presentation Skills</li> </ul>	E	CV/Interview
<ul style="list-style-type: none"> <li>📍 Knowledge &amp; practice of Audit</li> </ul>	E	CV/Interview
<b>Attributes</b>		
<ul style="list-style-type: none"> <li>📍 Commitment to personal development.</li> </ul>	E	Portfolio
<ul style="list-style-type: none"> <li>📍 Flexible/adaptable;</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Self-motivating; Motivates others, takes initiative, enthusiasm</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Demonstrates organised &amp; logical approach to work</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Ability to motivate others.</li> </ul>	E	Interview
<b>CARE</b>		
<ul style="list-style-type: none"> <li>📍 Specific desire/interest within specialised field</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Prepared to make a commitment to working on the Isle of Man</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Balance of interest outside of work</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Interest in further clinical development and that of the O.T. service</li> </ul>	E	Interview
<ul style="list-style-type: none"> <li>📍 Calm disposition</li> </ul>	E	Interview

<ul style="list-style-type: none"> <li>♥ Insightful</li> <li>♥ Polite and helpful</li> <li>♥ Tactful, diplomatic and respectful to patients and their carers</li> <li>♥ Supportive and encouraging to colleagues and students</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
<p><b>Circumstances and Interests</b></p> <ul style="list-style-type: none"> <li>♥ Full valid driving licence and access to own vehicle</li> <li>♥ Satisfactory Police Check</li> <li>♥ Isle of Man Worker</li> </ul>	<p>E</p> <p>E</p> <p>D</p>	<p>Pre-employment Checks</p> <p>Pre-employment Checks</p> <p>Application Form</p>