



## Job Description

<b>Job Title:</b>	<b>Rotational Occupational Therapist</b>
<b>Band:</b>	<b>Band 5 (Annex T)</b>
<b>Job Evaluation Reference Number:</b>	<b>1068/JE/19</b>
<b>Division:</b>	<b>Integrated Primary and Community Care Services</b>
<b>Responsible to:</b>	<b>Acute Therapy Service Manager/Acute Team Lead</b>
<b>Responsible for:</b>	<b>n/a</b>

## Overview

Hospitals Therapies sits in the Clinical and diagnostic Care group at Nobles Hospital. Within Hospital Therapies there are Outpatient Therapies, Children's Therapy and Acute Therapies. Acute Therapies is an integrated team of Occupational Therapists and Physiotherapists working within the multidisciplinary team at Nobles Hospital and Ramsey Hospital. This team is dynamic and forward thinking and strives to deliver the best health care to the service users. Members of the team take a key role in service development and change to deliver an efficient and effective service. The patient is placed at the centre of any decision making and the team pride themselves on effective communication and providing an equitable service for all. This post is based on the acute medical wards in Noble's Hospital.

## CARE

In Manx Care we pride ourselves on being Committed & passionate, Accountable & reflective, Respectful & inclusive, and Excellent & innovative. 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

It is expected that throughout the Annex T process and within 12 – 24 months the following skills / requirements are fulfilled. This will be achieved through support and supervision from senior clinicians. This statement relates to the job requirements listed throughout this job description.

- ♥ To work as a member of the Acute Therapy team providing evidence based assessment, treatment, follow up, evaluation and consultancy services for service users with the support initially from senior clinician, progressing to be an autonomous practitioner.
- ♥ In times of high demand, staff absence and sickness, the post holder may also be required to cover patients across other service areas not included in the post.
- ♥ The post holder will have joint responsibility to be the link across Nobles and Ramsey Hospital for those patients who suffer an acquired brain injury.



- ♥ To plan, prioritise and manage a caseload under the guidance of a senior member of the team. The caseload will include patients with different conditions, requiring the clinician to establish the patients' needs and using problem solving, reasoning skills and judgements. Over a 2 year period the clinician will progress to independently managing more complex cases.
- ♥ To work as a member of the team, providing supervision and mentoring for support staff and work experience students. Progressing to supervising occupational therapy students.
- ♥ To be involved in service development and planning.
- ♥ To consolidate and further develop skills and knowledge learned through the occupational therapy degree course.

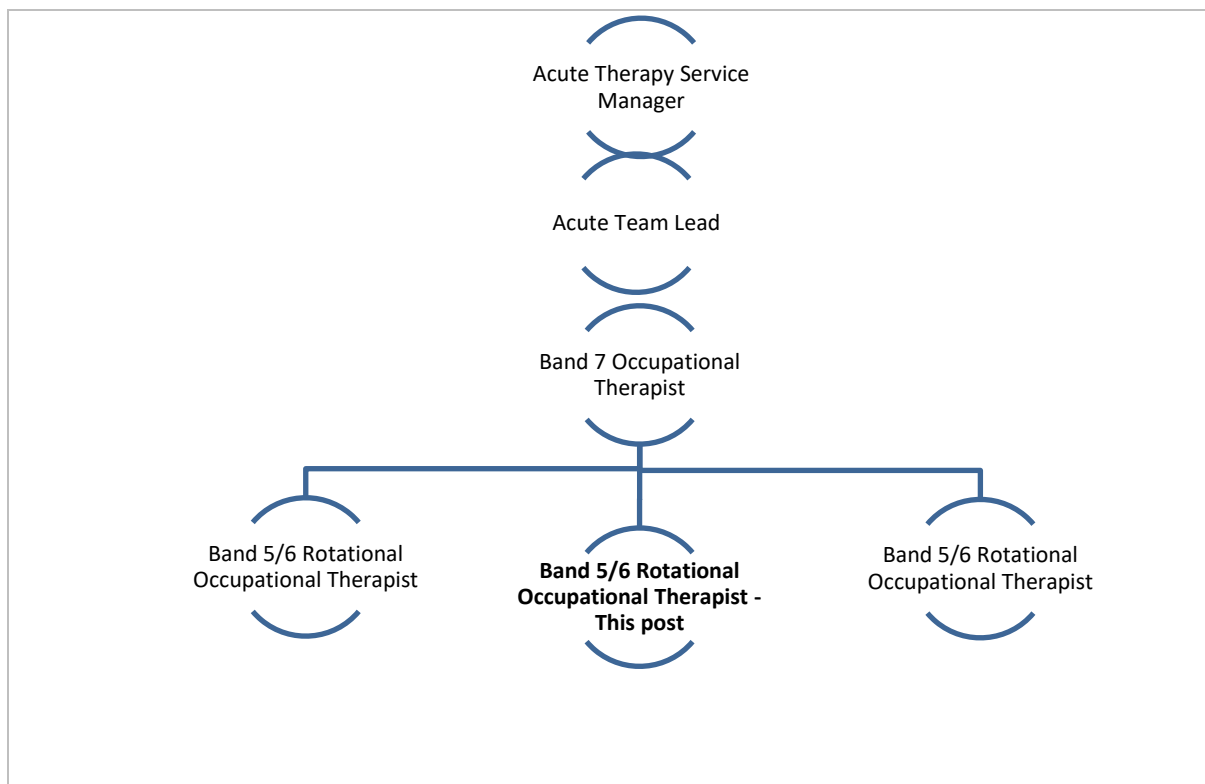
### **Duties and Responsibilities**

- ♥ Have daily contact with a high caseload of patients, their families and carers and other professionals/services involved in their care. Ensure consent, including right to disclose information to third parties, is gained prior to intervention.
- ♥ Provide concise, professional verbal and written reports at relevant team meetings, care planning meetings or ward rounds. This may include recommendations essential for a safe discharge, advice that discharge is unsafe or identification of possible alternative arrangements.
- ♥ Assess and provide specialised equipment, monitoring its effectiveness and instruct clients and carers in safe handling and use.
- ♥ Undertake moving and handling assessment with service users, teach safe moving and handling techniques to patients, family, carers and members of the multi-disciplinary team and coordinate the provision of moving and handling equipment.
- ♥ Assess the service user's home environment making recommendations for safe hospital discharge whilst respecting patient's wishes
- ♥ Gain and apply knowledge of guidelines, procedures/interventions and recommendations for patients with acquired brain injury and ensure best practice and accountable service delivery.
- ♥ Seek opinion from other relevant professionals to inform analysis and reasoning where appropriate.
- ♥ Work in line with professional, department and hospital wide policies and procedures.
- ♥ Be an active participant in service development undertaking tasks delegated by the Clinical Team Leader such as audit, service evaluation and planning
- ♥ Contribute to and organise in-service training, audits, journal clubs etc.
- ♥ Participate in the prioritisation, delegation and supervision of work undertaken by. Support staff initially with guidance from a senior clinician progressing towards independently carrying out this role.
- ♥ To participate in regular business, Professional and educational meetings of the Occupational Therapy service.
- ♥ Present audit results, recommendations and action plans through presentations to Departmental and wider multi-professional audience.
- ♥ Supervise the Occupational Therapy support staff, providing monthly professional supervision and informal case specific advice ensuring records are completed on time and to acceptable standards.
- ♥ After completion of the Annex T, deputise for the Band 7 Occupational Therapist and undertake delegated duties from senior members of staff.
- ♥ Represent Acute Occupational Therapy Service on other relevant groups and initiatives as related to Business Plan.
- ♥ Actively contribute to the Clinical Governance Agenda.



- ♥ Comply with professional and organisational policies relating to Equal Opportunities, Data protection and Health and Safety at Work legislation.
- ♥ To adhere to Health and Care Professions Council Standards of Conduct; Performance and Ethics and standards of Proficiency for Occupational Therapists
- ♥ To adhere to and apply the Code of Ethics and Professional Conduct for Occupational Therapists (Royal College of Occupational Therapists; 2015)
- ♥ Represent your area of professional specialism and your team accurately in any forum. Undertake mandatory training and ensure this is up to date and maintained.
- ♥ Value constructive feedback from your line manager, team and peers
- ♥ Actively seek opportunities to work cross-functionally and learn from counterparts outside IOMG (give example)
- ♥ Participate in and undertake risk assessment and risk management plans (with senior clinician support as required)
- ♥ Present a professional image to the public and external organisations, gaining positive feedback
- ♥ Gain and then maintain Practice Placement Accreditation
- ♥ Utilise the continual professional development time allocated to enhance clinical practice
- ♥ Attend off Island courses or shadowing to enhance and fill knowledge gaps identified through PDR.

### Organisational Structure





## Communication and Relationship Skills

- ♥ Liaise with other service providers providing comprehensive information to inform decisions e.g. Social Workers; home care; physiotherapy; nursing and Reablement Services
- ♥ Be an active participant in the multi-disciplinary team - reporting on patient performance; results of assessments; providing feedback, attending case conferences and making recommendations to community services as necessary.
- ♥ Use reasoning, communication and negotiation skills to establish a therapeutic relationship in complex cases, managing barriers to communication, providing a detailed explanation surrounding treatment choice.
- ♥ Discuss patient care with health and social care professionals (including case review meetings) and other related statutory, private and voluntary organisations, providing written reports, recommendations and referrals when appropriate.
- ♥ The post holder is required to apply a comprehensive range of communication skills with service users; carers; O.T. colleagues; multi-disciplinary team and external agencies (voluntary and statutory) e.g. GPs; Social Services; voluntary sector.
- ♥ The post holder will communicate with: patients who have cognitive impairment (e.g. dementia; acquired brain injury); patients with language deficits (e.g. receptive and expressive dysphasia; and those with a mental illness.
- ♥ Effectively explain the role and purpose of Occupational Therapy to service users and/or carers, other disciplines and external agencies as appropriate.
- ♥ Demonstrate the ability to communicate complex and sensitive information in an understandable form to service users and others, which may include giving unwelcome or difficult to accept information e.g. not recommending discharge home due to environment, safety or function skills levels and infection control issues.
- ♥ Provide service users with relevant written information to supplement verbal advice given e.g. equipment instructions, joint protection advice, total hip replacement precautions
- ♥ Communicate effectively in de-escalating emotional situations such as with service users and families who are distressed due to disclosure of diagnosis or those experiencing prolonged ongoing deterioration.
- ♥ Recognise the value of challenging conversations, resolving issues through agreement and compromise ensuring dignity and respect is maintained
- ♥ Present own views confidently
- ♥ Recognise your role as a channel of information within the organisation cascading important information to your senior manager and other colleagues.
- ♥ Aim to recognise and resolve potential interpersonal issues within your team
- ♥ Show solidarity with your peers and what they are trying to achieve.
- ♥ Give specific, timely and fair feedback to team members, peers and colleagues
- ♥ Explain answers clearly, carefully and respectfully to colleagues or customers, particularly when the answer is no.
- ♥ Utilise information technology systems (e.g. Outlook; Microsoft office) to provide timely and effective communication.
- ♥ Organise and participate in external education/training at career talks, public meetings and training events to promote the Occupational Therapy Service.



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

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

- ♥ BSc (or equivalent) in Occupational Therapy.
- ♥ Registration with Health and Care Professions Council.
- ♥ Evidence of ongoing Continuing Professional Development (CPD) through the maintenance of a current of current CPD portfolio.
- ♥ Working towards Accredited Practice Placement Educator (APPLE) trained (registered with the Royal College of Occupational Therapists) to provide practice education placements for BSc Hons and P.G. Dip Occupational Therapy students.
- ♥ IT Skills – A good knowledge of Microsoft Office Applications.
- ♥ Clinical placement experience in core areas of Occupational Therapy.
- ♥ A basic knowledge of relevant mental and physical health, social and housing legislation. A basic knowledge of eligibility criteria and procedures/policies relevant to social care, health and housing organisations.
- ♥ Actively participate in post registration continuous professional development, updating clinical and other skills relevant to the post and to maintain documented evidence e.g. Health and Safety, Manual Handling.
- ♥ Experience of working with support staff and the wider MDT during clinical placements.
- ♥ knowledge of moving and handling legislation and a knowledge of current moving and handling best practice and associated equipment and apply this to clinical area.
- ♥ Knowledge of a range of physical and mental health conditions acquired e.g. Stroke, Bipolar disorder, Dementia, Cardiac conditions etc., and developing more detailed knowledge in a specialist field.
- ♥ To be aware (following the Annex T process) of existing Departmental procedures and ensure consistent practices within these procedures e.g. Equipment orders, Maintenance and Financial assistance.
- ♥ Awareness of the key policy documents relevant to each rotational service area e.g. National Service Framework for Older People; NICE guidelines relevant to other diagnostic groups.
- ♥ Have a detailed knowledge of community agencies and services related to clinical specialty.
- ♥ Use your experience and knowledge to assess the best course of action, in all situations
- ♥ Recognise the strengths and areas in need of development in the team and aim to address them in a collaborative way
- ♥ Ability to involve your team in change processes

## Analytical and Judgement Skills

The analytical and judgement skill requirements of this role are:

- ♥ The post holder will function as an independent practitioner receiving regular supervision from a senior therapist (Clinical Specialist or Clinical Team Leader) within the team. Independent decisions and judgements about patient care, including complex cases (towards the end of the Annex T process), will be required on a daily basis. Post holder can access case or situational specific informal support and advice as required.
- ♥ Independently assess occupational performance and identify the treatment plan for the patient and occupational therapy approach.
- ♥ Consideration of physical, psychological, cultural and social factors is essential in all clinical interventions.



- ♥ The post holder is required to make decisions within various care settings with differing outcomes e.g. case and person specific.
- ♥ In the decision making process, the post holder will be required to obtain and analyse information from a range of sources
- ♥ Progress the intervention to a satisfactory closure, evaluating outcomes and setting up reviews as appropriate.
- ♥ Manage competing demands and achievement of tasks
- ♥ Use clinical judgement to make recommendations about service user suitability for discharge to the multi-disciplinary health and social care team, in consultation with Clinical Specialist Occupational Therapist where there are elements of doubt and/or complexity.
- ♥ Independently identify the priorities within clinical, organisational and managerial tasks.

### **Planning & Organisational Skills**

The planning and organisation skill requirements of this role are:

- ♥ Involve team members in strategic and operational planning in order to create motivation and engagement
- ♥ Independently plan and prioritise case load and manage own time in an ever changing environment where priorities change rapidly.
- ♥ Identify unmet needs and gaps in service provision, highlight to line manager and provide possible solutions.
- ♥ Plan, deliver and evaluate patient education groups evidencing best practice knowledge
- ♥ Participate in staff and service development through attendance at service meetings, journal clubs and in-service training sessions, including taking a lead in facilitating such events and presenting information as appropriate.
- ♥ Lead projects designed to improve service delivery delegated by Team Leader.
- ♥ Facilitate and manage a rapid turnover of patients which is required in an acute hospital setting, whilst supporting, caring and encouraging the service user.
- ♥ Delegate clearly and effectively to get the job done and develop others
- ♥ Plan ahead but reassess workloads and priorities readily if the situation changes
- ♥ Independently plan, prioritise and manage a caseload including complex cases.
- ♥ Independently plan Occupational Therapy intervention and determine the length of intervention offered.
- ♥ Continually re-assess and reformulate treatment programmes for service users.
- ♥ Rapidly change plans / priorities in an ever rapidly changing working environment
- ♥ The post holder will plan Occupational Therapy intervention including liaison with Multi-Disciplinary Team to ensure treatment plan is conducive to intervention from other members of the team. This intervention may be delivered in one-to-one or group settings.
- ♥ Schedule and organise competing tasks e.g. service user appointments; completion of clinical documentation and liaison and manage diary planning.
- ♥ Plan the availability of necessary resources to deliver intervention e.g. room availability; necessary equipment; necessary service user information; transport, liaison with OT stores for equipment provision.
- ♥ Plan the availability of support staff to enable the delivery of service e.g. group work and home visits.
- ♥ Recommend and participate in case conferences and team meetings.
- ♥ Evaluate the effectiveness of group treatments delivered and plan alterations to future delivery in conjunction with the senior Occupational Therapist.



- ♥ Ensure service standards are adhered to in relation to patient care e.g. response times to referrals; time limits for completion of clinical documentation.
- ♥ Undertake tasks delegated to achieve business planning objectives.
- ♥ Formulate personal development plans for support staff and learning timetable, and plan for undergraduates
- ♥ Organise and manage the delegation of work to support staff, monitoring their workloads and performance in line with departmental standards.
- ♥ Plan meetings for which post holder has responsibility. These could include patient reviews or delegated service development roles. Planning involves booking venues; issuing invitations; producing agendas and taking and circulating minutes, (e.g. Band 6 meeting).
- ♥ Ensure own PDR and reviews are done in a timely manner

### Physical Skills

- ♥ Driving to and from visits (sometimes with patients in car) daily
- ♥ Deliver an occupational therapy treatment programme based on a thorough knowledge of relevant evidence based practice and utilisation of a broad range of treatment options
- ♥ Deliver the provision within multidisciplinary rehabilitation programmes for patients groups including; stroke, cardiac and joint replacements in order for the patient to progress skill development or overcome functional difficulties.
- ♥ 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 3rd party technical services
- ♥ Instructing relatives on the use of equipment (including delivering and fitting)
- ♥ Participate and support the early supported discharge service within the clinical area e.g. Stroke
- ♥ The post-holder will deliver occupational therapy interventions that require manual skill and practical experience e.g. 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:

- ♥ Independently identify the point of discharge for patients on own caseload and advise patient, carers, community workers and G.P.
- ♥ Balance the professional requirement to provide client centred care (with increasing complexity) with the concerns and wishes of relatives and other service providers whilst respecting the patient's wishes e.g. a service user who wishes to walk to the local shop but who family feel is not safe to do so; refusing to undertake a home assessment when asked



by medical staff where evidence from Occupational Therapy assessment indicates it would not be safe to proceed with assessment.

- ♥ Implement agreed procedures where service users wish to take their own discharge when undertaking home visits.
- ♥ Respond with immediacy to crisis situations e.g. service user expressing suicidal ideation; carer admitted to hospital; immediate change in functional status.
- ♥ Ensure accurate patient information is available
- ♥ Be conversant with health and safety policy and procedures taking remedial action required e.g. reporting incidents, near misses and highlighting areas of potential risks.
- ♥ Ensure the maintenance of a safe environment, by adherence to infection control principles ensuring general tidiness, cleanliness and security of the department.
- ♥ Anticipate new customer needs and develop the service to support them
- ♥ Establish patient caseload from the daily board round and independently formulate treatment programmes to facilitate skill development or overcome functional difficulties.
- ♥ Independently plan and deliver evidence based and innovative Occupational Therapy interventions aimed at maintaining or developing functional abilities to meet rehabilitation goals and patients' needs either 1:1 or in a group environment.

### **Policy and Service Development**

The policy and service development requirements of this role are:

- ♥ Contribute to the production of policies in your clinical area to meet clinical governance requirements

### **Financial and Physical Resources**

The financial and physical resource requirements of this role are:

- ♥ Decide on appropriate equipment provision considering all relevant factors e.g. Service user's physical and mental health needs, carer needs, the physical environment, budget and client/carer ability to use equipment.
- ♥ Complete in a timely manner the statistical data collection required by the Department. Responsibility to report and action faults with equipment or building defects e.g. telephone system; IT system.
- ♥ Towards the end of the Annex T period arrange for the provision of standard specialist equipment and obtain authorisation from Acute Therapy Services Manager for non-standard equipment adhering to departmental criteria.
- ♥ The post holder must keep within the department's budget with regard to resources and facilities.
- ♥ Utilise information technology resources (e.g. Internet explorer; online equipment catalogues) to source, evaluate and cost specialist equipment to discuss with line manager.



## Human Resources

The Human resource requirements of this role are:

- ♥ Encourage collaborative team working within your own section and support opportunities for team members to learn through cross functional working
- ♥ Manage others honestly with positive regard for their current performance
- ♥ Drive team performance to consistently achieve both individual and team objectives
- ♥ Develop and stretch high performers, recognising that the team will ultimately benefit.
- ♥ Accept accountability for the work of the team, monitoring your own and other's progress against deadlines and standards
- ♥ Plan, organise and deliver events/educational sessions e.g. representing the profession at a careers convention and presenting a PowerPoint presentation to Nursing Students.
- ♥ Review and counter sign documentation completed by support staff and students.
- ♥ Give direction to support staff supervised by the post holder when they are continuing a programme of intervention with a service user.
- ♥ Agree challenging, relevant and realistic individual objectives for each member of your team which align with the team plan
- ♥ Identify the short and medium term training needs of self and team and address them in the most effective way
- ♥ Initiate, lead and actively participate in the education of nursing, medical, other multidisciplinary team members, educational staff and others to promote knowledge of Occupational Therapy to enhance the care of service user following sufficient on the job training.
- ♥ Assume responsibility for the practice placement education of allocated Occupational Therapy students. Students can be on placement for up to 8 weeks and the educator is responsible for setting learning objectives; regular supervision; negotiating learning contracts; completing formal assessments of students and weekly formal clinical supervision.
- ♥ To undertake appraisal and set personal development objectives in collaboration with support staff.
- ♥ Actively participate in supervision and appraisal, using reflection and analysis to inform practice, identifying and responding where necessary to training needs of other Occupational Therapy staff.
- ♥ Actively manage poor performance and behaviour.
- ♥ Address issues regarding the performance and competence of junior, support staff and students with senior colleagues and placement co-ordinators.
- ♥ Be responsible for the orientation and induction of staff line managed by the post holder, and participate in the orientation and induction of other new starters.
- ♥ Set consistent standards and support team members to follow those standards

## Information Resources

- ♥ Maintain accurate and up-to-date documentation and reports, consistent with legal and organisational requirements.
- ♥ Help to maintain and develop the therapy service website
- ♥ Record mileage travelled for business purposes in accordance with IOM Government Financial Regulations
- ♥ Use systems for dealing with customer complaints and feedback to identify emerging trends and issues



- ♥ Utilise service user administration systems e.g. RIO to maintain accurate timely records and to assist in the monitoring and progress of treatment.
- ♥ Contribute to and ensure accuracy of the Therapies operational document held on SharePoint

## Research and Development

The research and development requirements of this role are:

- ♥ Participate in the evaluation of the service and systems through the use of audit; outcome measures etc. Both within the department and wider service
- ♥ Keep abreast of modern trends and research in the clinical field. Engage in critical analysis of new research
- ♥ Identify potential areas for service development or change through the use of audit.
- ♥ Participate and ultimately lead research and pilot studies which relate to service delivery and business planning objectives.
- ♥ Actively influence service improvements by contributing to the implementation of evidence based 'best practice'.

## Freedom to Act

The freedom to act requirements of this role are:

- ♥ When working in the community and domiciliary settings, work as a lone practitioner and autonomously.
- ♥ Identify when to implement relevant policies and procedures e.g. Protection of Vulnerable Adult/Child Protection.
- ♥ Independently plan and book own appointments.
- ♥ Work in line with security and IT policies
- ♥ Engage actively in own 1:1 and PDR discussions, providing your own objectives and suggestions for longer term development
- ♥ Lone working is required for this post
- ♥ The post holder will function as an independent practitioner receiving regular supervision from a senior therapist (Band 7 or Clinical Team Leader) within the team. Independent decisions and judgements about patient care, including complex cases (towards the end of the Annex T process), will be required on a daily basis. Post holder can access case or situational specific informal support and advice as required
- ♥ To interpret and apply guidance and relevant legislation relating to health and social care in Occupational Therapy Service e.g. NICE; NSF etc.

## Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. 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/Security**

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.

### **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

#### Physical Effort

- Deliver and fit adaptive equipment for patients. Provide education and advice to service users, their family and other carers - teaching and demonstrating use of equipment or other techniques to optimise the service users' functional ability and independence and advise in safe handling, use, cleaning and routine maintenance of prescribed adaptive equipment
- Arrange the provision of adaptations to service user's home environments, making recommendations and requests to public sector housing providers and Leonard Cheshire Foundation technical service.
- Required to lift, push, carry and load assistive equipment which is heavy; bulky and awkward without manual aid each working day E.g. bath lift which weighs 9.6 kilos; has moving parts.
- Load and unload equipment from trolley in/out of car and in/out of patients' homes car
- Lifting and bending whilst transporting loads without moving and handling equipment on a daily basis (e.g. from car up stairs to first floor bathroom).
- Maintaining fixed position at desk whilst completing clinical notes on daily basis
- When undertaking treatment and providing equipment; time spent on the floor; moving equipment at different heights (e.g. in and out of bath) on a daily basis.
- Working at computer sending and receiving emails and producing reports and letters on a daily basis 1 hour daily.
- Undertaking the manual handling of patients who weigh between 50 – 150kg (involving therapeutic moving and handling and using equipment) on a daily basis.
- Daily requirement to assist patient with transfers and to undertake personal care activities.
- Ascending and descending the stairs in hospital and community on a daily basis.
- Frequent requirement to hoist patients or push them in wheelchairs.
- Weekly requirement to unload and unpack equipment delivered to store area. This is often packaged and may be stacked requiring lifting from above shoulder level, bending, twisting and lifting.

#### Mental Effort

- Sustained concentration on a daily basis whilst interacting with patients, relatives and carers regarding assessment, intervention and follow up.
- High workloads and service demands result in working under pressure on a daily basis.
- Workload can be unpredictable and constant daily adjustments to working patterns are required.
- Make sensible decisions under pressure, taking obvious and non-obvious consequences of their decisions into account



**Emotional Effort**

- Regularly dealing with sensitive issues and/or distressing information e.g. patients with terminal illness and chronic health problems which can impact on own mental wellbeing
- Frequent exposure to changing family dynamics as a result of deteriorating health and people who have experienced major loss or life changes.

**Working Conditions**

- Transport equipment into patients’ homes working in cramped; cluttered; hazardous and unpleasant conditions.
- Exposure to bodily fluids on a daily basis whilst carrying out interventions on ward/or when fitting equipment within patients home.
- Working in patients own home so cleanliness of working environment is unpredictable – due to presence of infestation; body fluids; pets.
- May come in to contact with potentially abusive / aggressive patients or those under the influence of alcohol or drugs
- Frequent contact with patients who are MRSA positive.

**Agreement of above description**

I have read and agree with the above description	
<b>Post Holder’s Name (please print):</b> .....	
<b>Post Holder’s Signature:</b> .....	<b>Date:</b> .....
<b>Line Manager’s Name (please print):</b> .....	
<b>Line Manager’s Signature:</b> .....	<b>Date:</b> .....



**Person Specification**

<b>Job Title:</b>	Rotational Occupational Therapist
<b>Department:</b>	Manx Care
<b>Division:</b>	Integrated Primary and Community Care Services
<b>Band:</b>	Band (5 Annex T)

It is expected that within the 12 to 24 months the Annex T period the requirements / competencies for a Band 6 Occupational Therapist are achieved.

Attributes	Essential (E) or Desirable (D)	Method of Assessment
<b>Qualifications</b>		
♥ BSc or equivalent in Occupational Therapy	E	CV
♥ Current Registration with Health and Care Professions Council	E	CV
♥ Accredited Practice Placement Educator	D	CV
<b>Experience</b>		
♥ Practice placement experience in acute setting	E	CV/Interview
♥ Experience of a range of physical and mental health conditions	E	CV/Interview
♥ Knowledge of a range of surgical/ medical/neuro interventions/rehabilitation techniques	E	CV/Portfolio/Interview
♥ Knowledge of Moving and Handling legislation, techniques and best practice	D	CV/Interview
♥ Knowledge of hospital and department policies, procedures and systems of work	D	CV/Interview
♥ Experience in assessment, prescription and fitting of ADL equipment	D	CV/Interview
♥ Knowledge of relevant best practice guidelines	D	CV/Interview
♥ Knowledge of dementias / cognition	D	CV/Interview
<b>Attributes</b>		
♥ Good interpersonal skills	E	Interview
♥ Calm, insightful and confident	E	Interview
♥ Supportive and encouraging	E	Interview
♥ Ability to relate to a wide diversity of people	E	Interview
♥ Good role model	E	Interview
♥ Tactful and diplomatic	E	Interview
♥ Self-motivated & a team player	E	Interview



<p><b>CARE</b></p> <ul style="list-style-type: none"> <li>♥ Consistently encourage your team to develop fresh approaches to improve service and / or processes</li> <li>♥ Talk with passion about the vision for your team and how it will benefit the Isle of Man</li> <li>♥ Make time and take opportunities to praise your team and others</li> <li>♥ Manage change projects effectively to positive outcomes, fully considering and managing the impact on others</li> <li>♥ Be willing to take on new challenges and projects putting in extra effort if required</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>Interview/Assessment Centre</p> <p>Interview</p> <p>Interview/Assessment Centre</p> <p>Interview/Assessment Centre</p> <p>Interview/Assessment Centre</p>
<p><b>Circumstances and Interests</b></p> <ul style="list-style-type: none"> <li>♥ Demonstrate an interest in working in the Acute Care setting</li> <li>♥ Satisfactory Police Check</li> <li>♥ Isle of Man Worker</li> <li>♥ Full, valid Driving Licence and access to own vehicle</li> </ul>	<p>E</p> <p>E</p> <p>D</p> <p>E</p>	<p>CV/Interview</p> <p>Pre-employment checks</p> <p>Application</p> <p>Pre-employment checks</p>