

Occupational Therapist

Responsible to:	Regional Manager
Accountable to:	Operations Manager

Main Purpose



The post holder will be responsible for providing complex multi-factorial occupational therapy clinical assessments, treatment and advice to patients in the community who have a variety of general presentations such as orthopaedic, musculoskeletal, respiratory, falls, amputee as part of the assessment and rehabilitation element of the Discharge to Assess Service.

The post holder will work without direct supervision as a lone worker in the community assessing, planning, implementing, evaluating and modifying individualised treatment programmes in the patient’s own homes. The post holder will work as a team member with the wider team collaborating with colleagues to ensure person-centred care is met and promoting quality of life.

To provide an effective OT service including responding proactively to the ever-changing needs and requirements of vulnerable community dwelling adults.

Hilton Nursing Partners Values

The post holder is required to uphold and model Hilton’s values in everything they do.

	<p>Our support is based on empathy, respect and dignity</p>
	<p>We look beyond established ways and systems of supporting patients</p>

	<p>We challenge ourselves and those we support in order to optimise patient outcomes</p>
	<p>We support patients in order to maximise their future life choices</p>
	<p>We work in partnership with patients, colleagues and other professionals based on open and honest communication.</p>

Hilton Nursing Partners ensure they embed the “6c’s” into daily practice, which is a set of values that underpin **Compassion in Practice**:

- **Communication** Communicating effectively to deliver high quality care.
- **Care** Caring for the wellbeing of your patients.
- **Compassion** Trying to understand how your patient may be feeling.
- **Commitment** Dedicated to do your best for your patients.
- **Competence** Making sure that you have the right skills and knowledge to care for your patients.
- **Courage** Making sure your patients are safe and trying new things to meet your patient’s needs.

Main Responsibilities

- Keeping up-to-date with the latest care and treatment methods within the clinical fields that the organisation is registered to deliver
- To complete client centred, occupational focused assessments and deliver best practice interventions
- To provide tutorial support for staff as required
- To assist staff in the production of bespoke, person-centred support programmes for patients within scope of practice
- Assist the development of the philosophy, goals and objectives for the patients under the support of Hilton Nursing Partners
- Communicate effectively and efficiently any change in condition to ensure patients receive appropriate treatment and support within scope of practice

- Carry out ongoing assessments related to continuing care and change of placement
- Receive and respond to requests for advice and support from PNA's, Assessors, Clinical/Team Leaders and all significant others i.e. client's, families and relevant professional's
- Assess and review patients, plan, implement and review, patient centred care
- Delegate safely, appropriately to team members
- Support the creation and maintenance of a culture of performance and excellence through staff delivering clinically bespoke care and support
- Make referrals to other statutory and non-statutory agencies ensuring effective communication at all times, provide supporting information and act as client advocate. When necessary, use negotiating skills to arrive at a suitable outcome
- Able to interpret and comply with professional codes and conduct and Company operational policies and procedures
- Provide a holistic, person centred approach
- Ensure that accurate therapy specific patient records are maintained in accordance with legal and professional requirements
- Provide skilled Occupational Therapy to clients in the community, adapting to a changing workload throughout the day
- Contribute to quality assurance and audit activity as necessary and appropriate in line with Clinical Governance
- To maintain regular in/formal communication with Lead Occupational Therapist (or Clinical/Team Leader where LOT absent) to discuss and update on complex cases and circumstances
- Work within the Royal College of Occupational Therapy code of conduct and professional guidelines at all times
- To participate in formal induction programmes for new staff, delivering training about the educational specialism
- To review in collaboration with the registered manager the effectiveness of training programmes and adjust accordingly
- Maintain an up-to-date knowledge base and skill development that reflects local need and an evidence-based approach to practice. To develop competencies in a range of clinical skills encompassing some of the specialities needed for working within the community setting
- Maintain mandatory training
- To contribute to the safe and competent use of all equipment/aids used, and to ensure that all staff are competent in their use
- To support Occupational Therapy, Lead in triaging patients new to the service who may require OT input
- To actively support and promote the role of Occupational Therapy within Hilton Nursing Partners internally and to external partners
- Comply with Manual Handling legislation when moving patients
- Attend meetings and training with the team as required
- Provide flexible cover for colleagues in the event of annual leave or sickness as part of the HNP team
- Being respectful of individuals due to different cultures and beliefs
- Any other duty that is required

Communication and Partnership Working

	Stakeholders
Internal	Personal Nursing Assistant Assessors Registered Nurses Lead OT Team Leaders Regional Managers HNP Management Discharge Co-ordinators Board Members IT Training and Development
External	GP's Community OT's NHS Social Services Inpatient Therapy Teams Mental Health Practitioners District Nurses Third Party Providers Equipment Suppliers Family and Relatives Housing Associations and Landlords

Personal Specification

	Essential	Desirable
Experience	<p>Proven experience in the Health and Social Care Setting</p> <p>Demonstrates an understanding of the role of Occupational Therapy within the Community Setting</p>	<p>1-year postgraduate experience as a practicing Occupational Therapist</p>
Knowledge	<p>Knowledge of current best practice in OT</p> <p>Understanding of professional ethics and their application in practice</p> <p>Effective written and oral communication skills</p> <p>Ability to reflect and critically appraise own performance</p> <p>Health, safety and risk awareness</p> <p>Knowledge of evidence-based practice</p>	<p>Member of Royal College of Occupational Therapy</p>
Skills	<p>Ability to manage complex caseload</p> <p>Ability to work autonomously and as part of a team</p> <p>Well developed communication skills with the ability to communicate and extract complex information</p> <p>Provide verbal and non-verbal clinical reasoning</p>	

	<p>Ability to produce clear concise written information</p> <p>Time management skills</p> <p>Well-developed problem solving and activity analysis skills</p> <p>Good interpersonal organisation skills</p> <p>Computer literacy</p>	
Qualifications	<p>BSc Hons Occupational Therapy qualification and current registration with the HCPC</p> <p>Documented evidence of continuing professional development (CPD)</p>	Commitment to engage in CPD
Hilton Values & Other	<p>Being able to demonstrate Hilton's Values</p> <p>Own Transport</p>	