

Person Specification

Job Title:	Senior Occupational Therapist	Division/Department:	Clinical Support/Therapy Services	Band:	6
-------------------	-------------------------------	-----------------------------	-----------------------------------	--------------	---

Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's behavioural standards		A
Training & Qualifications	<ul style="list-style-type: none"> Diploma or degree in Occupational Therapy Health Care Professional Council registration as an Occupational Therapist Able to maintain a professional portfolio for CPD, recording learning outcomes through participation in internal and external development opportunities 	<ul style="list-style-type: none"> Participation in critical care and surgery specific CPD 	A
Experience	<ul style="list-style-type: none"> Experience of working within an acute in-patient setting Experience of using evidenced based practice to inform own practice and that of others Experience of being a supervisee and supervisor Experience of being an appraisee and appraiser, using personal development review and the KSF profiles Experience of delegation and contributing to the operational management of the team 	<ul style="list-style-type: none"> Experience in assessing and applying splints. 	A

	<ul style="list-style-type: none"> • Experience of delegating to and supervising OT or Therapy support staff • Experience of contributing to the clinical education of less experienced staff or undergraduate OT student • Knowledge of national and local standards and RCOT guidelines. • Experience of keyboard skills and using basic IT eg. Internet, Word, Outlook • Experience of contributing to service development • Experience of involvement in change management 		
Communication and Relationship skills	<ul style="list-style-type: none"> • Able to discuss treatment options and recommend best course of intervention to patients and carers using negotiating, persuasive, motivational and reassurance skills • Able to effectively use a range of written and verbal and non-verbal communication skills with patients to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating eg. Patients may be dysphasic, deaf, who may be unable to accept diagnosis or have terminal illness • Able to demonstrate a commitment to team working • Able to communicate patient related information effectively to ensure collaborative working with MDT colleagues across health & social care sectors. • Able to maintain accurate and comprehensive patient treatment records in line with Trust standards, departmental standards and COT Standards of Practice 		A

Analytical and Judgement skills	<ul style="list-style-type: none"> • Able to reflect and critically appraise own performance and the performance of junior OT A, I staff and support staff • Risk assessment skills for the safe management and discharge of complex patients • Independently work through the OT process with complex patients. 		A
Planning and organisation skills	<ul style="list-style-type: none"> • Able to plan own clinical activity to meet clinical needs of patients when demand exceeds capacity • Able to make judgements about the prioritising of caseloads when demand exceeds capacity and to support junior and support staff in this process 		A
Physical skills	<ul style="list-style-type: none"> • Able to handle and move complex patients safely and in a way which promotes rehabilitation 		A

<p>Other requirements specific to the role (e.g. be able to work shifts/on call)</p>	<ul style="list-style-type: none"> • Flexibility to work elsewhere in Therapies or as required across both campuses. • Flexible working schedules including participation in weekend rosters where required 		<p>A</p>
---	---	--	-----------------