

Band 7 Occupational Therapist – Critical Care

Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post – Critical Care Occupational Therapist

Division – Diagnostic & Therapies

Department – Adult Therapies

Band – 7 – Static Post 0.6 WTE

Salary – AFC Band 7 pay scale – pro rata

Location – UHBW sites (Bristol Base)

Annual leave – Up to 33 days dependent on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

Job Purpose

- Undertake a clinical team leader role, in planning, coordinating, and delivering the Occupational Therapy service provided to patients across the Critical Care Units at UHBW (General Intensive Care, including speciality surgical pathways & Cardiac Intensive Care)
- With the support of the Pathway Leads and the Clinical Specialists, to evaluate patient services across the specialities and assist in the development, planning and progression of service provision.
- To take a major role in the advanced assessment and treatment of patients within the Intensive Care specialty, who may have complex and / or chronic presentations, and to determine clinical diagnosis and Occupational Therapy treatment indicated, and to maintain records as an autonomous practitioner.
- To work and lead in the integrated therapy team – being a line manager to both Physiotherapy and Occupational Therapy staff.
- To provide highly specialist advice and training to Occupational Therapists students and other healthcare professionals in their speciality.
- The post holder will be required to work shifts including weekends and to participate in the bank rota.

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About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award-winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston Super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the Southwest has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provide a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

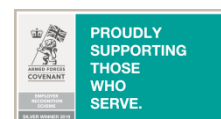
Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment, or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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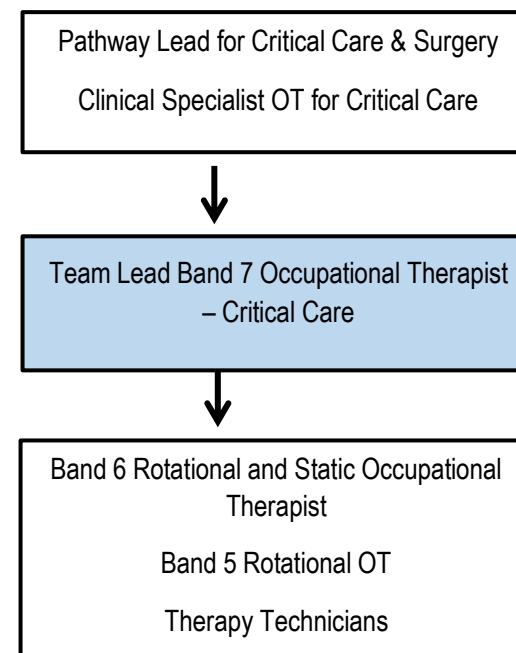
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Main Duties and Responsibilities

Clinical

- Will have a clinical caseload of patients who require highly skilled and specific intervention. Supporting the delivery of treatment and management of the most complex patients based on Critical Care on the OT caseload with the more junior staff and physiotherapy team.
- Will be responsible for ensuring efficient and effective delivering of patient care, in an integrated therapy team.
- Support the delivery of treatment and management of the most complex patients in the Critical Care, Cardiac & Surgery team (CCCS).
- Will be able to select from a wide range of formal and informal assessments to make knowledgeable and reliable interpretations and predictions regarding functional status and therapeutic outcomes.
- Will delegate programmes of treatment and rehabilitation appropriately to non-qualified staff within the scope of their experience and grade.
- Ensure supervision standards are maintained for all staff in your team.
- Will use specific techniques (including models of OT practice) of Occupational Therapy intervention.
- Evaluate intervention in relation to patient needs and service delivery to develop the service appropriately. This will include leading audits and participating in research activities.
- Ensure that records and reports are an accurate representation of clinical intervention and are maintained to the agreed department standard.
- Attend / lead team meetings to ensure effective communication with ward and department colleagues.
- Attend MDT steering group meetings to ensure its continued effectiveness.
- Provide clinical cover and support across the CCCS team including both pathways.
- The Critical Care bed base includes 56 beds within the trust with a high level of severity of illness. The post holder will be promoting acute rehabilitation in-line with NICE and Intensive Care Society guidance.
- The post holder will be expected to support the post-ICU follow up clinic pathway including facilitating face to face clinic, triage calls, recording outcomes and service development.
- Will promote and engage in active research development of both service and self.

Organisational Structure



Key Relationships

- Other Band 7's within the wider Critical Care, Cardiac & Surgery Team
- Consultant Therapist in Critical Care
- Cardiac Critical Care MDT / GICU Critical Care MDT

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Teaching/Clinical Supervision

- To undertake regular measurement and evaluation of current practices using Evidence Based Practice projects, audit, research, outcome measures and make recommendations for change based on the findings.
- To take an active role in the UHBW, Critical Care Network, and Critical Care Society clinical interest groups.
- To develop and maintain skills required to practice at a specialist level through regular CPD activities, complying with a competencies package relevant to that area of work, and maintaining a portfolio which reflects personal development.
- To be an active member of departmental in-service training and other training opportunities as identified through trust individual development plan.
- To mentor and undertake appraisals and individual personal plan meetings with staff as required.
- To provide specialist advice, teaching, and training to other members of the MDT regarding the management of patients within the speciality.
- To ensure the integration of evidence-based practice within team.
- Accept OT students for clinical placements. Ensure knowledge is kept up to date with regards to placement contracts etc.
- Support staff that are completing higher education programmes within team / service.
- Participate in the education of visitors to the department. Identify opportunities within the team to accept students for work experience.
- Create a learning environment for staff – promote journal clubs, continuing professional development (CPD) tutorials and attend Therapy in-service staff development sessions each year for CPD purposes as required for continuous registration.

Main Duties and Responsibilities Contd.

Professional

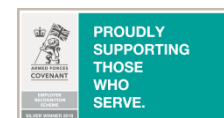
- To have professional and legal accountability in accordance with the RCOT Code of Conduct and the HCPC standards of proficiency, conduct, performance, and ethics.
- To maintain a comprehensive CPD portfolio
- To undertake measurement and evaluation of your work and current practice using evidence-based practice (EBP), audit and outcome measures.
- To maintain and develop up to date knowledge of evidence-based practice EBP in the areas of each rotation. Developing specialist knowledge and skills within the Critical Care environment.
- To support evidence-based practice, audit and research activity within the team, service, and speciality.
- To actively participate in service and directorate meetings informing discussions and contributing ideas and proposals regarding policy and service delivery/development.
- To assist in the evaluation and development of the Occupational Therapy service to provide the best patient care within the resources available. This may involve undertaking a pilot project or clinical audit, evaluating the results and if agreed implementing change.
- To participate, both as an appraiser and an appraisee, in the Individual Development Performance Review and be responsible for working to the agreed plan objectives.
- To promote the role of the Occupational Therapist to the wider ICU MDT, via clinical intervention and attending ICU focused working groups.

Management

- Ensure staff are inducted and supported in their roles by delivering monthly supervision and annual appraisals as a minimum.
- To pursue any issues of concern with staff e.g. Absence management, capability, or performance.
- Ensure stock control systems in place to maintain access to levels of equipment and materials in relation to clinical activity.

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- Participate in annual risk assessments and ensure tools and equipment are adequately maintained.
- Ensure a safe working environment for staff and patients for whom you have a responsibility.
- Promote the effectiveness of the Occupational Therapy team and in partnership with other Band 7's to seek to improve its effectiveness and initiate changes in the team process.
- To undertake annual audits which are related to your speciality and contribute towards service wide audits.
- Contribute to local management meetings to ensure Occupational Therapy is integrated into wider service.
- Ensure collection of data across the team as required by the Trust and by the Adult Therapy Services Department and actively participate in evaluating data with the Pathway and Divisional Leads in relation to service provision.
- Ensure teams follow procedures and policies of the Department, Division and Trust.
- Ensure a safe working environment for staff and patients for whom you have a responsibility.
- Promote the effectiveness of the Occupational Therapy team within Critical Care.
- To regularly review rotational objectives and develop clear annual plans so there is a clear direction for the staff and the service.
- Contribute to policy development as appropriate for service.

Organisational

- To keep up-to-date and comply with Trust procedures and policies including Health & Safety, Fire Regulations, infection control etc.
- To participate in the Departmental Clinical Governance programme and facilitate local team implementation.
- To always maintain a high standard of confidentiality.
- To always act as an ambassador for the service.
- To comply with the organisational and departmental policies and procedures and

to be involved in reviewing, up-dating, or writing as appropriate.

- To facilitate and promote effective communication within the team, Trust, and wider healthcare community.
- To represent the Trust externally (locally, regionally, and nationally) regarding Adult Therapy Services within the specialty of CCCS. To undertake any additional duties appropriate to the post as delegated by the Head of Service, Divisional, or Pathway Lead including working across other UHBW sites if required.

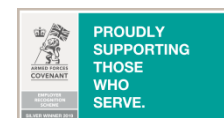
Working Conditions

The post holder will be exposed to the following environment factors.

- To perform assessments and treatments of patients with musculoskeletal problems using moderate physical effort daily e.g. assisting patients to transfer, lifting the full weight of patient limbs, which may occasionally weigh up to 4 stone, etc.
- The job involves frequent / occasional exposure to highly unpleasant smells e.g. infected wounds. Exposure to bodily fluids including blood, pus, sputum, vomit, urine, and occasional exposure to verbal and physical aggression.
- There is a need for the post holder to fully concentrate on patients during each consultation to ensure a full and thorough assessment is performed and diagnostic triage formulated.
- To concentrate fully between patient consultations to formulate an appropriate treatment/management plan whilst ensuring all the necessary paperwork to request investigations etc. is completed accurately and all dictation is an accurate and concise clinical record to comply with legal requirements.
- Work in a noisy environment where other patients are treated behind the next 'cubicle/bed curtain'.

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Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- A variety of rotational experience relevant to the clinical areas (E)
- Clinical knowledge in acquired brain injuries underpinned by theoretical and practical experience (E)
- Experience in managing people including junior staff and students (E)
- Significant experience of clinical supervision, mentoring and teaching (E)
- Participation in service development (E)
- Knowledge & experience of audit and service evaluation (E)
- Experience of change management and implementing change (E)
- Leading appraisals of staff. (E)
- Team Leader/Band 7 experience (D)
- Clinical knowledge of the effects of critical illness and clinical risk assessment (D).
- Clinical knowledge of recovery post intensive care (D)
- Knowledge of therapeutic interventions used within Intensive Care (D)

Qualifications and Training

- Degree (or equivalent) in Occupational Therapy (E)
- HCPC Registration (E)
- Member of the RCOT(D)
- Member of relevant clinical interest group/society (D)
- Management & Leadership training (D)

Skills and Abilities

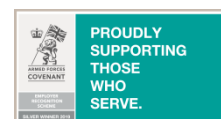
- **S1** Effective communication skills both verbal & written (E)
- **S2** Ability to work unsupervised (E)
- **S3** Ability to plan, prioritise & delegate (E)
- **S4** Excellent organisational skills (E)
- **S5** Demonstrate Assessment, Analytical & Reflective skills across a diverse patient group (E)
- **S6** Ability to meet deadlines & work under pressure (E)
- **S7** Ability to travel between sites (E)
- **S8** Ability to effectively perform patient assessments & interventions, (E)
- **S9** Presentation skills (E)
- **S10** Knowledge of clinical Governance & its application to Occupational Therapy (E)
- **S11** Ability to cope in a stressful environment undertaking moderate to intense physical effort throughout the working day and carry out concurrent activities (E)
- **S12** Competent IT Skills (E)
- **S13** Ability to effect & manage change (E)
- **S14** Leadership Skills (D)

Aptitudes

- An inspirational leader (E)
- Trustworthy (E)
- Proactive attitude (E)

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient, and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical, and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people, and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes, and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents, and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work.
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty.
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety, and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas, and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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