

Job title	Occupational Therapist	Job family	Healthcare
Reporting to	Therapy Services Manager	Job code	TPY/017
Location		Evaluation Date	11/02/2013

Main Purpose

To manage patients using evidence based and patient centred principles to assess, plan, implement and evaluate interventions, which provide patients with the confidence, skills and coping strategies required for independent living.

Key Accountabilities

Quality

1. Manages and co-ordinates the implementation of individual treatment plans for occupational therapy services ensuring treatments, activities and interventions are delivered through effective application and communication.
2. Receives and responds promptly to referrals undertaking patient assessments to identify and prioritise patient needs before planning and delivering the appropriate and relevant interventions either on an individual or group basis. Maintains accurate and timely records detailing each patients rehabilitation / progress.
3. Ensures the effective and efficient management of more junior staff.
4. Maintains and develops close working relationships with professional and clinical colleagues within the multi-disciplinary team, ensuring clinical practice is in line with Priory policies and procedures and complies with statutory regulations and quality standards.
5. Contributes to business growth by actively promoting priory therapy services in line with the local units' business plan.
6. Maintains effective communication links with patients, relatives, carers, and purchasers throughout the patient's rehabilitation.

Innovation

7. Leads on implementation of new services within own site, sharing best practice with other sites in the area.

Value

8. Ensures the services and support provide offers good value for money and supports the overall aim of the site.

Knowledge & Skills

Holds a BSc (Hons) in Occupational Therapy together with full BAOT membership and HPC registration.

Experience

The role holder will require experience including experience of working within the specialised area i.e. addictions, neuro-rehab or eating disorders.

Autonomy & Impact

Working to short term objectives, the role holder generally operates within existing processes and procedures. The role holder has autonomy and authority for day to day clinical decisions.

Intelligent Problem Solving

The majority of situations involve the application or adaptation of acquired knowledge based upon previous intervention experience. More sophisticated skills will be required for sessions, and also where the conflicting needs and expectations of patients and their families will need to be managed effectively.

Responsibility

Staff

Assists less experienced colleagues and occasionally provides professional supervision to students and trainees.

Budgets & equipment

Shared responsibility for ensuring the serviceability of equipment and for replenishing supplies of materials.

Informatics

Shared responsibility for the confidentiality, security and accuracy of patient records, data and information.

Communication & Interaction

This role is focused upon developing and maintaining productive and stable relationships with patients through effective communication, coaching and counselling techniques and highly developed interpersonal skills.

Working environment

The problems faced by patients may present challenging situations, which may increase the physical, sensory and emotional demands of the role.

Special Features

Must participate in appropriate clinical supervision. Required to hold a full driving licence.

Upholding Company Values

Competency	Req'd Level	Descriptors
Quality - Of care, treatment, of facilities and of staff	3	<ul style="list-style-type: none"> ✓ Checks quality of own work ✓ Follows procedures ✓ Corrects errors and mistakes ✓ Complies with relevant regulatory and statutory requirements <hr/> <ul style="list-style-type: none"> ✓ Double checks accuracy of own and work of others ✓ Carefully monitors and checks the accuracy and quality of others' work ✓ Values the input and expertise of colleagues ✓ Keeps clear, detailed records and files <hr/> <ul style="list-style-type: none"> ✓ Introduces new systems and processes to improve quality ✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes ✓ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs ✓ Tests out hypotheses using modelling techniques to make predictions and forecasts ✓ Develops broad plans to take into account risks, conflicts, resources as well as timescales
Innovation - Being forward thinking and thought leaders	3	<ul style="list-style-type: none"> ✓ Adapts new services already introduced in other areas within the group ✓ Amends these services to suit the needs of the local service <hr/> <ul style="list-style-type: none"> ✓ Proposes new services to regional management, taking into account the local needs of the area ✓ Assists and supports regional management with developing and implementing these new services <hr/> <ul style="list-style-type: none"> ✓ Puts forward ideas and contributes towards the development of new services at a local and regional level ✓ Proposes new services to regional management, presenting concise and well thought out proposals which are feasible and financially attractive ✓ Takes calculated risks knowing the potential pitfalls and benefits involved ✓ Leads on implementation of these proposals within own unit, sharing best practice across other units within the region
Value - Due to transparency and flexibility	3	<ul style="list-style-type: none"> ✓ Prices services in line with local needs ✓ Reacts to local feedback regarding pricing of services <hr/> <ul style="list-style-type: none"> ✓ Regularly reviews services and price points adjusting where appropriate ✓ Adjusts prices in line with demand for services <hr/> <ul style="list-style-type: none"> ✓ Reviews and evaluates price points for services in relation to group wide context ✓ Questions and investigates to 'uncover' the real needs of the customer/clients ✓ Removes barriers to effective customer service ✓ Pre-empts and plans for changes in demand for services