

East Anglia Children's Hospices - EACH

Job Description



Job Title: Occupational Therapist (Band 7)

Responsible to: Physical Therapies Lead

Directorate: Care

Job Summary:

Deliver holistic Occupational Therapy care and support to babies, children and young people (BCYP) with palliative and end of life care needs and their families

To provide Occupational Therapy expertise to the care team

You will be required to provide Occupational Therapy support at the hospice, in families' homes and sometimes across our other hospice localities

Responsibilities

- To provide a high standard of Occupational Therapy service to the BCYP referred to the Milton Hospice.
- To hold responsibility for own caseload and undertake specialized and best-practice Occupational Therapy assessments of BCYP with diverse presentations and complex needs, within an holistic approach. This includes supporting children at end of life.
- To work in collaboration with the EACH physical therapies team
- To demonstrate effective teamworking skills, working collaboratively with the EACH care team, well-being team and any other services supporting the family.
- To train and support nurses and carers to deliver Occupational Therapy interventions when required.
- To provide Occupational Therapy expertise to the care team and advise team members on Occupational Therapy issues, including 24 hour postural management, moving and handling (following appropriate training), equipment to support posture and independence in daily living (e.g. sleep, seating and bathing) and support for sensory needs.

- To take a lead in reviewing and delivering specialist training to nurses and carers – this includes training in 24 hour postural management training, moving and handling (following appropriate training) and other specialist areas according to skill set.
- To advise on the suitability of equipment within the hospice service and provide expert advice for the procurement of new and replacement equipment.
- To support care staff with using specialist therapeutic equipment alongside the Physiotherapists and Physical Therapies Technicians.
- To work in collaboration with the care team to review BCYPs holistic care needs and alter management plans as required.
- Work in collaboration with the local paediatric and community services to ensure EACH delivers consistent and coordinated care.
- To maintain clinical records using the SystmOne electronic records system in accordance with best practice guidelines.
- To be involved with ongoing audit and development of the EACH Care Services, with particular reference to Occupational Therapy, in collaboration with the other OTs, Physical Therapies team and wider MDT working across EACH.
- To review and amend relevant risk assessments, policies and procedures working with the wider MDT as appropriate.
- To attend appropriate internal and external multi-professional meetings relating to BCYP and their families, representing EACH to maintain positive and effective communication with other agencies.
- To work to all EACH Policies and Procedures
- To ensure that all risks associated with care delivery relevant to the care setting are managed effectively and that all incidents are reported promptly following the Policy and Procedure
- To participate with effective teamwork skills, working collaboratively with the EACH Care Team and any other services supporting the family.
- To be responsible for your own on-going practice development and lifelong learning by adopting a reflective approach to personal practice; participating in appraisal, clinical and safeguarding supervision, reflective practice, education and training.
- To work proficiently and effectively within the relevant legal, ethical and professional frameworks applicable to paediatric and adult Occupational Therapy.
- To develop an awareness of the diversity and multi-cultural nature of the EACH catchment areas.
- To participate in Quality Assurance and Practice Development; Audit, Benchmarking, Service Review, to ensure that the highest standards of care are maintained.
- Maintain clinical records using both paper-based and SystmOne electronic care records system in accordance with best practice guidance.
- Ensure that all risks associated with care delivery relevant to the care setting are managed effectively and that all incidents are reported promptly following the Policy and Procedure

General requirements

- Maintain confidentiality in all areas of work at EACH.
- Ensure that your conduct within and outside EACH does not conflict with organisational expectations.
- Actively support and promote EACH and all its policies.
- Promote the safeguarding and welfare of children, young people and vulnerable adults
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.

EACH - Values

Empathy and understanding

Understanding the view and feelings of others is central to our work relationships and how we interact daily

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve

Open and respectful

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment

Make it happen

We are empowered to and take responsibility for getting things done

Additional Points of Reference

This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

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Person Specification



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	Essential	Desirable
Knowledge/ Training	<ul style="list-style-type: none"> • Recognised Occupational Therapy Degree Qualification or Equivalent • Health and Care Professions Council- License to Practice and registration • Knowledge of Evidence Based Practice and ability to implement in Clinical Practice • Knowledge of current Health Policies both local and national in Health, Social Care and Education • Knowledge and understanding of Clinical Governance issues • Knowledge of Child/Adult Safeguarding Policies and understanding of Learning Disability and Neurodevelopmental Pathways • Knowing when to seek guidance and assistance, with awareness of own personal limitations • Competent IT skills 	<ul style="list-style-type: none"> • Registered member of Professional Body (Royal College of Occupational Therapists) • Evidence of additional post registration qualification and/or completion of specialist short-courses • Active member of Special Interest Groups • Ability to critically appraise journals and present findings to peer group
Experience	<ul style="list-style-type: none"> • Minimum 5 years' experience in Occupational Therapy roles • Experience of working as an Occupational Therapist with children or young people • Experience of working in a multi-disciplinary team • Experience of both formal and informal assessment tools • Experience of assessments and treatment planning for a variety of conditions • Experience of delivering training to 	<ul style="list-style-type: none"> • Experience in Community Paediatric Team • Experience in palliative care • Band 5 or 6 rotation in Paediatrics • Experience in moving and handling / developing safe handling procedures • Experience of attending policy events (professional, local or national) • Knowledge of specialist equipment within Paediatrics

	a peer group	<ul style="list-style-type: none"> • Working with Volunteers • Evidence of participation in Research
Skills & Abilities	<ul style="list-style-type: none"> • Demonstrates commitment to high quality of care using evidence based practice and promotes high standards to consistently improve service outcomes • Person Centered Care demonstrated within limits of employment • Values diversity and difference, operates with integrity and openness • Works across locality and service boundaries. Respects and learns from the contribution of others • Self-awareness of emotional intelligence, biases and personal triggers with cultural sensitivity and awareness • Strategies in place to manage own stress and well-being • Supportive of others, with a caring and mature attitude to work • Resilient, flexible, self-motivated and assertive • Ability to empathise and handle difficult emotional situations • Professional manner and appearance • Ability to adapt to working in different environments with different professionals, with a flexible approach to be able to respond to Service Needs. • Innovative and willing to meet new challenges 	
Other Requirements	<ul style="list-style-type: none"> • Possess a full Driver's License and own a car that can be used for work travel if needed • Active commitment to learning and CPD portfolio 	