

Occupational Therapist Hand Therapy

APP

JOB DESCRIPTION



Reports to		Consultant Nurse
Location		East Kent
Hours of Work		Full or Part time

Main Purpose of Role

- To provide a high quality, efficient hand therapy service and act as a first point of patient contact, providing specialist assessment, diagnosis, referral and treatment.
- To be a professional leader and a role model for excellence in the management of Hand Therapy within Therapy Practice
- In collaboration with the Rheumatology Consultant and other APP's establish and develop evidence based practice and a sound communication network for diagnosis and management of Hand Therapy
- To provide expert professional opinion to Medical, Therapy staff and other members of the Multi-Disciplinary Team, including education within Hospitals when appropriate

- **Direct Reports – None**

Key contacts/relationships

Internal

- Operational Team
- Head office support staff
- RMC

External

- Patients, carers and relatives
- GP's and Acute organisations
- National Rheumatoid Arthritis Society/Arthritis Care and other charities
- Trusts
- Interdependent partners from local health economy contributing to rheumatology care
- Network Groups
- Higher and Further Educational Institutions
- NMC
- CCG

Key Tasks

To perform independent triage of all Hand Therapy referrals to Tier 2 from GP's and AHP's, to establish an appropriate care pathway.

Receive referrals directly from Tiers 1 and 2 colleagues requiring an expert musculoskeletal clinical opinion.

Perform expert examination and clinical diagnosis of patients with diverse presentation and complex neuromusculoskeletal conditions/pathology using expert clinical reasoning and assessment skills.

Provide a service for rheumatology patients requiring joint protection advice and splinting.

Provide an assessment service for rheumatology patients experiencing difficulties with activities of daily living.

Provide education to patient groups and their carers

Participate in MDT meetings

Develop and deliver an expert clinical management plan for patients which may include; referral back to Tiers 1, 2 and 3 with a management plan, further diagnostic tests, neuromusculoskeletal therapy, invasive procedures, or referral to other medical specialty.

Perform extended clinical duties outside the traditional boundaries of Occupational Therapy /Physiotherapy, including ordering radiographic diagnostic investigations or further appropriate tests, and listing for appropriate invasive procedures.

Independent interpretation and evaluation of the results of diagnostic investigations to formulate relevant treatment plans within protocols. Advice can be sought from clinicians if necessary.

Demonstrate expert manual handling and other therapy treatment techniques (e.g. Biopsychosocial assessment, and management), to deliver specialised treatment programmes to complex hand patients. Use expert palpatory skills, dexterity and co-ordination for assessment and manual treatment of patients.

Undertake all aspects of clinical duties and decisions as an autonomous practitioner without support of colleagues.
Plan, manage and facilitate own caseload without supervision

To participate in the development and audit of patient clinical pathways in line with local and National guidelines.

To design and develop comprehensive patient information leaflets on Hand Therapy for patients and their carers to improve understanding of named conditions and improve compliance with treatment programmes.

Maintain accurate and comprehensive patient treatment records and provide activity/audit reports as required. Supervise the record keeping of fellow therapy staff and undergraduate and postgraduate students on placement in line with professional standards.

To prescribe specialist medical equipment to patients based on assessment findings.

Be professionally responsible and accountable for all aspects of working practice.

Use a range of verbal and non-verbal communication tools to communicate highly complex and sensitive information to patients regarding their diagnosis and care pathway, in order to progress rehabilitation/treatment programmes. This includes patients who may have difficulties understanding or communicating due to difficulties accepting diagnosis, psychological distress, depression, dysphasia, deaf/blindness, cognitive problems, language/cultural barriers,

Use developed persuasive, motivational, negotiating and empathic skills as well as expert analysis to uncover other social/psychological factors, which affect compliance in order to facilitate long-term/permanent lifestyle change following diagnosis of chronic spinal conditions.

Professional/Research/Teaching

Take a lead role in Hand Therapy to expand the evidence-base. To communicate the results of research to Consultant medical staff, GPs, members of the MDT, and Connect.

Take a lead role for Connect in clinical audit in Hand Therapy pathways and treatment protocols to standardize and improve local provision of therapy management of hands.

To produce service, medical and educational reports using various computer software programmes to disseminate information appropriately.

Take a lead role in developing and implementing clinical policies and pathways for Connect in management of hands. This will include liaison with Directorate of Quality to develop competency frameworks and Patient Group Directives for extended skills.

Present service developments/audit findings at national conferences and meetings.

Act as a clinical supervisor for Therapy students from local/national HEI.

Responsible for the development and delivery of specialised training programs in evidence based management of hands to therapists, nurses, medical and other AHP staff across the health economy.

Take responsibility for own continuing professional development and maintain a professional diary to provide evidence of CPD.

Organisational

Collaborate with Therapy Team Leaders/Lead Clinician in the recruitment and selection of appropriate staff to work within the service.

Participate in the strategic service development of the service and the business planning process.

Variation

The duties of this post may be subject to variation from time to time following consultation with the post holder.

Health & Safety

It is the general duty of every employee to take reasonable care for the health and safety of him/herself and others (including patients). This may involve the wearing of suitable protective clothing and footwear, and to co-operate with the management in meeting its responsibilities under the Health and Safety at Work Act. Any failures to take such care or any contraventions of safety or managerial instructions may result in Disciplinary action being taken.

Confidentiality

All staff are required to respect confidentiality of all matters that they may learn relating to their employment, other members of staff and the general public and will be required to confirm their compliance with relevant codes of conduct.

DBS

This post is subject to an enhanced level of DBS disclosure

Personal Specification

POST: ESP Band 8 Hand Therapy			
	Essential	Desirable	Measurement/ Testing method
Experience	<ul style="list-style-type: none"> At least two to five years experience at Senior Therapist level within neuromusculoskeletal area. Expert knowledge in the relevant clinical area. Experience with multidisciplinary team working, and supervision of therapy staff, assistants and students. Previous proven experience and participation in research projects, clinical audit, and other clinical governance agendas. 		Application Form Interview Questioning Reference
Skills	<ul style="list-style-type: none"> Basic IT skills: <ul style="list-style-type: none"> PAS Email Microsoft Excel/Word Developed motivational and negotiating skills to facilitate acceptance and ongoing compliance with treatment 		Application Form Interview Questioning and Presentation Reference

	<p>programmes where there are complex barriers to acceptance.</p> <ul style="list-style-type: none"> • Highly developed clinical reasoning and practical skills in diagnosis and management of complex Low Back Pain patients • Highly developed presentation and communication skills, as will be required to present information formally to Consultant medical staff. • Good organisational and time management skills. • Expert clinical assessment and manual treatment skills. • Additional expert clinical skills to deliver extended role clinical duties. <p>Highly developed problem solving skills</p>		
Knowledge	<p>Expert evidence based knowledge and a wide variety of complex treatment techniques and strategies relevant to clinical field.</p> <p>Attendance of post graduate courses relevant to specialist clinical field.</p>		Application Form
Qualifications	<ul style="list-style-type: none"> • Diploma or Degree in relevant profession, with appropriate HPC registration. <p>Completion of, or working towards MSc. In relevant clinical area.</p>		Application Form interview

Other	To be aware of and adhere to the Trust's Vision, Mission and Values.		Application Form Interview Questioning Reference