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JOB DESCRIPTION

JOB DETAILS

Job Title: Senior Therapist (PT or OT)
Grade: B6
Location: Outpatient Therapy Team
Department: Burns, Plastics and Maxillofacial Surgery

JOB PURPOSE AND FREEDOM TO ACT

To provide a high standard of specialist therapy to patients under the care of the Consultants of the Burns, Plastics and Maxillofacial Department in Salisbury.

To work autonomously, providing a high level of therapy assessment and treatment, including specialist splinting, for adults and children with acute hand trauma such as fractures, tendon and other soft tissue injuries, burns and complex injuries requiring plastics reconstructive surgery. In addition, to assess and treat children with congenital hand conditions and adults with long term conditions with a requirement for plastic surgery intervention.

SCOPE OF THE JOB

Patient/client care

You will work as part of the hand therapy team to manage a busy caseload of specialist and complex conservatively managed and surgically treated outpatients with traumatic and elective hand and upper limb injuries. This will include thorough assessment and treatment of complex traumatic injuries utilising specialist skills such as splinting and soft tissue management. Additionally you have the opportunity to manage non-surgical conditions referred from the community. The caseload includes adults and paediatrics (trauma and congenital hand cases).

You will be required to work flexibly to support the inpatient teams across both the burns and plastic trauma wards during periods of annual leave, sickness etc. There is also the expectation that staff will be moving toward 7 day working patterns in the future.

Responsibility for Information Resources:

Completion of accurate documentation in patient notes, in accordance with Therapy (BAOT and CSP) Standards of Practice and National Standards for Physiotherapy and Occupational Therapy Practice in the Management of Burn Injured Adults and Children. Complete data entry into a computerised patient management system.

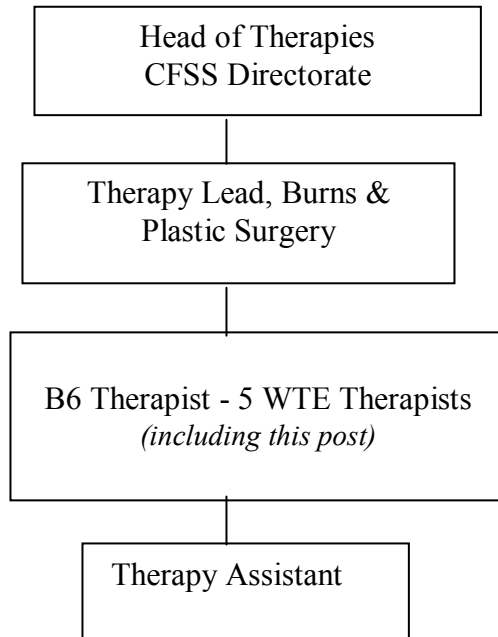
Financial and Physical Resources:

The post holder is required to undertake safe use of equipment belonging to the department, none of which is of more than £5000 in value, and maintain stock control for any items in use within the department.

Human resources:

Responsible for the supervision of less experienced qualified and unqualified therapy staff including students, undertaking appraisals, objective setting and monitoring of performance and allocation of work.

ORGANISATIONAL CHART



QUALIFICATIONS, SKILLS AND KNOWLEDGE

Knowledge, training and experience

- HCPC Registered Therapist
- Degree in Physiotherapy or Occupational Therapy
- Evidence of broad post registration experience in an NHS setting including significant MSK work.
- Post graduate experience in the assessment and treatment of acute hand conditions in an NHS setting.
- Post registration training pertinent to this area of work i.e. acute hand injuries.
- Evidence of splinting skills using thermoplastics.
- Evidence of knowledge of psychosocial issues relating to trauma.
- Evidence of teaching and supervision of students and qualified staff.
- Ability and confidence to advise / teach skills at all levels, to carers and colleagues.
- Evidence of good communication skills, both written and verbal
- Evidence and experience in effective multiagency team communication.
- Evidence of working in a multidisciplinary team.
- Evidence of involvement in clinical audit.
- Able to demonstrate basic computer skills.
- Evidence of own professional and personal development through keeping professional portfolio.

Planning and Organisational Skills

Able to work autonomously and as part of a team, balancing the clinical and non-clinical aspects of the job to the benefit of the service and therapy team. Ability to use own initiative, plan, prioritise workload and work flexibly and imaginatively. Good organisational skills

Analytical and Judgmental Skills

Able to work autonomously as a specialist therapist assessing, treating and evaluating complex conditions, primarily acute hand injuries, and plan therapy intervention appropriate to the patient's needs. Frequent requirement to make fast decisions.

Physical skills

Physically able to assist patients with their mobility and comply with the Trust's Manual Handling guidelines.

Able to undertake frequent light physical effort for several short periods: frequent moderate physical effort over short periods involving the delivery of manual therapy, therapeutic handling and the demonstration of exercises.

Ability to lift and handle therapy equipment e.g. wheelchairs, hoists, toilet frames.

Able to fabricate thermoplastic splints – requiring fine dexterity and precision working.

KEY TASKS

In accordance with CSP and BAOT Codes of Professional Conduct and Trust standards, develop and maintain the clinical and managerial skills necessary to provide effective therapy treatment through a variety of learning opportunities, providing evidence of clinical competence through the development and maintenance of a personal professional portfolio.

Be accountable for effective and safe treatment of patients referred, ensuring a high standard of therapy input is provided and documented in accordance with national and departmental standards.

Provide a comprehensive assessment of the patient including the use of specialist assessment tools in conjunction with other members of the MDT. Assessment will involve complex facts requiring analysis and interpretation within specialist fields e.g. acute simple to complex hand injuries, management of minor to 40% burn injuries, complex multiple limb trauma and multi pathology.

Plan and develop specialist therapy treatment programmes for patients with the broad aim of maximising the patient's physical status and independence with the overall aim of return to the community and employment.

Implement the treatment plan safely and effectively using highly developed clinical skills and techniques, appropriate modalities and equipment, advanced splinting skills using thermoplastics.

Evaluate therapy treatment outcomes through on going assessments, reflective and evidence based practice. Monitor and adjust treatment programmes accordingly.

Promote the use of evidence based practise through the process of clinical audit and training within a multi-professional framework, ensuring clinical care provision is safe, effective and appropriate.

Communicate collaboratively and co-operatively with the patients and relatives/ carers/ agencies and other health care professionals, recognising and respecting their involvement in the planning and delivery of care to ensure effective therapy intervention.

Liaise with the other members of the MDT regarding the care of patients and undertake referral of patients to other services and CCGs as required.

Be responsible for own caseload and the development of therapy programmes and packages of care for patients and integration of these into the team's package of care.

Jointly plan and allocate therapy intervention for patients under the care of the plastic surgeons and be jointly responsible for the day to day running of the therapy service with other therapy team members to ensure an efficient and equitable provision of therapy within the limits of available staffing resources.

Assist in developing the profile of the therapy service through clinical governance and work with the other members of the MDT.

Be involved either as a participant or lead, in multi professional training opportunities within the service

Direct and support less experienced therapists and the therapy assistant in the implementation of treatment programmes and administrative tasks including accurate statistical information.

Be responsible for professional and clinical supervision of staff and students through IPR and objective setting.

Teach other professionals outside of the service within the context of the own therapy skills. Be involved in the running of internal and national courses.

Protect all confidential information concerning patients, obtained in the course of professional practise and make disclosures only with the patient consent or when disclosure can be appropriately justified.

Be responsible for the health and safety of the therapy team and ensure that the therapy departments are kept clean and tidy with safe use, maintenance and storage of equipment and materials.

To assist in stock taking and follow stock control procedures.

Assist the Therapy Lead and Clinical Specialist as required. Deputise if necessary.

To maintain patient safety through rigorous and consistent compliance with Trust policies for the prevention and control of infection, including hand hygiene. To undertake mandatory annual training updates in infection control procedures.

To safeguard and promote the welfare of children and young people in compliance with Trust and staff responsibilities under Section 11 of the Children's Act 2004; to follow Trust safeguarding children and child protection policies and guidelines and undertake

By following Trust Policies in relation to Safeguarding Adults, staff will ensure that they work with other agencies to protect adults from abuse at all times.

To respect and value the diversity of our patients, their relatives, carers and staff by committing to address the needs and expectations of the diverse communities we serve to provide high quality care, and strive to make best use of talents and experience from our diverse workforce.

Policy and Service Development

The post holder is required to follow departmental policies and to help develop and implement policies pertinent to their area of work.

Research and Development

There will be an element of service development as part of multidisciplinary team developments primarily as clinical audit

COMMUNICATION AND WORKING RELATIONSHIPS

Work closely with staff in the multidisciplinary teams to maintain effective exchange of information between team members and the patient and carers.

Establish and maintain effective communication between multidisciplinary team members to facilitate an effective and safe patient discharge/ transfer of care with early

identification of areas of concern and means of determining appropriate corrective action.

Communication with patients who may have psychological issues, will require the therapist to demonstrate empathy, motivational skills and sensitivity. Liaising with Psychology team as appropriate.

Establish and maintain good communication with Therapy colleagues in the wider context of Therapy within Salisbury NHS Foundation Trust, Wiltshire CCG and other Trusts, in particular in relation to the transfer of patients between services.

Provide and receive complex and sensitive information in relation to staff and patients. Deal with situations which require good motivation and persuasive skills. Demonstrate enhanced communication skills.

Undertake accurate documentation using a problem orientated approach. Write discharge summaries, reports and letters ensuring appropriate and timely documentation.

Liaise and negotiate with other agencies for the provision of services e.g. Care in the community, orthotics and medical equipment.

Attend relevant meetings in relation to the provision of patient care, to promote the service and exchange information regarding developments and changes occurring within the service, feeding back and undertaking action as appropriate to the team

Attend relevant Trust cascade briefing sessions and participate in ward Rounds, team meetings and case conferences.

WORKING CONDITIONS AND EFFORT

Working conditions: There will be exposure to unpleasant working conditions, e.g. bodily fluids and the need to follow Infection Control Guidelines.

Physical effort: There will be frequent light physical effort for short periods of time and frequent moderate physical effort required, including the moving and handling of patients.

Mental effort: There will be a need to concentrate and be flexible to the demands created by the service, to deal with the unpredictable nature of the work in terms of

volume and complexity of conditions seen. There is a need to be able to deal with frequent interruptions from colleagues in order to discuss and plan treatment for the acute hand injuries in the outpatient service.

Emotional effort: There will be frequent exposure to distressing circumstances and the need to deal sensitively with patients who have suffered disease or trauma, who may have high levels of anxiety, aggression or psychological needs caused by pain, lack of understanding, confusion, mental health or age related conditions in addition to limited mobility and function.

CONDITIONS OF SERVICE

Salary: Agenda for Change Band 6

Hours: 37.5 hours worked over five days. However, job share would be considered.

Annual Leave: 202.5 hours Annual Leave plus 60 hours Bank Holidays (Depending on Length of NHS Service)

Special Conditions

An Occupational Therapist may be required to arrange and undertake home, community and work visits as necessary. For this reason the therapist must have access on a daily basis to a suitable insured vehicle that will enable flexibility of timing to provide responsive home and community visits.

This job description is intended as a guide to the general duties required of this post, which may vary from time to time. It does not form part of the terms and conditions of employment.

Employees are required to co-operate with Management and Safety Representatives on matters relating to the Health and Safety at Work Act, including the Radiation Protection Supervisor.

This post is bound by the Data Protection Act 1998 and the Trust Regulations on confidentiality.

This post is subject to an exception order under section 4(2) of the Rehabilitation of Offenders Act 1974.

It will be necessary to undergo an enhanced check against the Protection of Children Act list held by the Criminal Records Bureau.

10. JOB DESCRIPTION AGREEMENT

Job Holder's signature.....
Date:

Line Manager's signature.....
Date:

Review date: