

Job Description

Job Title	Grade/Salary
Occupational Therapist	
Accountable to	Responsible for
Group Head of Wellbeing and Community	
Job Purpose and Role	
The enthusiastic post holder will be responsible for delivering Occupational therapy to the palliative patients under the care of Teesside Hospice. The post holder will assess and devise holistic treatment plans tailored to the patient's needs on the in - patient unit and well-being services with added input to the community. The role will entail working autonomously and within the multidisciplinary team to provide effective palliative care. The post holder will have experience in supporting patients with long term conditions in particular palliative care, neurology, and respiratory physiotherapy, and be an advocate for promoting a rehabilitative environment to maximise patient's independence, function, and quality of life.	

Main Duties and key result areas	
General duties	• Provide necessary equipment and aids and advice on their safe and proper use, as required in the provision of safe and responsive patient care including mobility aids. • Provide relevant professional advice, education and information to patients, families, carers, and professionals with use of relevant supporting materials in a variety of settings e.g. IPU, Wellbeing Centre. • To make recommendations to maintain the patient's functional abilities and quality of life within the community. • To demonstrate expertise management of patients with complex specialist needs. Deliver 'hands on' patient care directly on a regular basis working as part of the wider team within the scope of professional registration.

	• Ensure that evidence-based practice is embedded in treatment approaches and contribute to the development of departmental guidelines • Maintain a safe environment for patients and carers • Maintain current registration with HCPC • Assume responsibility for their own professional development and update and maintain own clinical skills as required for the role · • To be an integral part of the allied health professionals' team • Comply with relevant legislation and guidelines for providing a high standard of care ensuring patients are safe inclusive of Mental Capacity, Safeguarding and Data protection • Comply with all statutory and local policy requirements, including Health & Safety, Fire etc. • Show evidence of updating own professional knowledge and skills and jointly establish a personal development plan with their line manager using the appraisal system. • To undertake activities from time to time, representing Teesside Hospice's service to outside groups or the public. • To assist in events and publicity on behalf of the Hospice, when required
Clinical	• Complete holistic Occupational Therapy assessments of patient's needs to formulate a patient-centred specialised treatment plan including relevant symptom control with a view to improving/maintain their present level of functional independence and wellbeing • Assess, plan and implement treatment programmes for patients and their carers, in all activities of daily living with a view to maintaining /improving their present level of functional independence • Ensure safe, efficient and effective delivery of patient focussed care in line with identified evidence-based practice, local and national standards • Autonomously complete holistic assessments of patient's needs to formulate and deliver a patient-centred specialised treatment plan including relevant symptom control with a view to improving/maintain their present level of functional independence and wellbeing • To ensure clinical practice is evidence based and in line with regional and national guidelines • Ensure effective communication within the MDT • To promote a multi-disciplinary approach to care, attending MDT meetings. • Report promptly to the line manager and document appropriately any untoward incident, complaint, grievance etc. or other aspect likely to affect the safe and efficient functioning of the service.

- Help patients manage symptoms such as fatigue, breathlessness, pain and anxiety through a variety of techniques
- Provide adaptations/equipment to aid daily living, as well as materials and tools and give instruction on their safe and proper use.
- Carry out home assessments, liaising with the multidisciplinary team at Teesside Hospice and support teams within the community to facilitate appropriate patient discharge
- Make recommendations to maintain the patient functional abilities and quality of life within the community
- Be responsible for appropriate hospice equipment and to ensure that it is properly maintained.
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- Build therapeutic relationships with patients, families, and carers to facilitate informed decision-making and be creative in promoting self-management strategies.
- Provide necessary equipment and aids and advice on their safe and proper use, as required in the provision of safe and responsive patient care including mobility aids, breathlessness management tools and other items.
- Focus on a rehabilitative approach, helping to maximise their independence for as long as possible
- Plan and deliver educational programmes/ sessions to patients and carers on topics relating to specialist palliative care symptom management
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Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders
- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service

Skilled

- Having and showing the knowledge, ability or training to work well
 - Seeking opportunities to learn from a wide range of sources
 - Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

Compassionate

- *Feeling or showing kindness and concern for others*
- *Able to empathise with people who dealing with a terminal illness*
- *Being kind in use of language and behaviour*
- *Caring for others who need our support and help*



Better Health
at Work Award
Silver Award



All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement
- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.
- Fulfil obligations in relation to safeguarding, namely: recognising possible abuse, including knowing what abuse is, what to look out for, and how to be vigilant at all times. Respond quickly and appropriately to possible concerns. Sometimes a concern is obvious, sometimes it is not. Report my concerns to the appropriate person to ensure that me and my organisation does everything possible to keep our patients and people safe and supported and record my observations and concerns, including the actions I and others have (or haven't) taken.

The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.

Signed Date

Print name



Person Specification (Example for illustration purposes)

Attribute	Detail	Essential or Desirable



Skills & Abilities	Excellent written and verbal communication skills are essential	E
	Excellent IT Skills, specifically Microsoft Word, Excel.	E
	Experience of using SystmOne	
	Ability to work autonomously	
	Evidence of resilience	
	Can adapt to changes in practice and service delivery	
Knowledge & Experience	Understanding of the dying process and the ability to manage the emotional impact of working with the dying and bereaved	E
	Strong interpersonal skills and relationship management	E
	Experience of online sales operations i.e. eBay and Amazon	E
	Experience of supervising or managing a team is preferable	D
	Experience in a variety of settings, such as respiratory, Neurlogical or community settings	
	Experience of working collaboratively with community teams	
	Experience of working in a palliative care setting	
Education & Qualifications	Diploma/Degree in Occupational Therapy	E
	Valid and up to date HCPC registration	E
	Advanced communication skills	D
	Evidence of postgraduate training/qualification relevant to clinical area	
Personal Attributes/ Key skills	Team Working	E
	Ability to remain calm and professional during difficult situations	E
	Flexible and adaptable	E
	Communication and Influencing	E
	Attention to Detail	E
Other	Leading Others	E
	Ability to travel independently across areas covered	E
	Ability to undertake audit	