

Crisis Care Pathway**JOB DESCRIPTION**

Job Title:	Occupational Therapist
Band:	Band 6 OT
Hours per week:	37.5 hours per week
Location:	Crisis Care Pathway - Countywide
Responsible To:	Service Manager – Crisis Care Pathway
Accountable To:	Head of Service – Crisis Care Pathway

Job Summary:

To work as an integrated part of the crisis care pathway providing rapid assessment, signposting and discharge plans with a focus on occupational performance and safe functioning at home for patients within the crisis care pathway for patients aged 18 and over who present with a suspected mental health, self-harm or drug and alcohol problem.

KEY DUTIES

1. Provide specialist occupational therapy assessment and brief interventions to patients across the Crisis Care Pathway, which prevents admission from A&E, or contributes to a smooth and early discharge and/or prevents an admission to a mental health unit.
2. Improve the experience of patients with mental health illnesses who receive care in the acute hospital and crisis care pathway.
3. Provide an occupational therapy perspective to the multi-disciplinary team members regarding assessment, intervention, management and discharge planning.
4. Provide specialist occupational therapy advice and support regarding the management and treatment of patients to acute hospital staff, collaborating with acute occupational therapy and physiotherapy teams to provide joint assessments and a more integrated approach to treatment and discharge planning.
5. Provide a service to the Crisis Care Pathway countywide.
6. Contribute to support, training and skill development of acute hospital staff in mental health awareness.

Service Delivery

1. To manage a complex client caseload with occupational therapy needs.
2. To use advanced clinical reasoning to assess how a patient's mental health difficulties impact upon their occupational performance areas (self-care, productivity & leisure) and performance components (inter and intra personal, cognitive and physical).
3. To apply specialist clinical knowledge and risk management skills to carry out assessments of patients in the acute hospital which may include the use of equipment to patients who may present as unpredictable.
4. To undertake specialist assessment of the impact of trauma, disability or psychological issues on functional ability whilst considering risk factors, level of support and accommodation needs in order to aid discharge planning, community care plans or alternatives to admission.
5. To plan intervention in conjunction with those involved in the patient's care (both professional and informal carers) ensuring clear communication and regular evaluation of care plans.
6. To independently assess patient's mental state, identifying any significant risk factors and undertaking risk assessments individually or collaboratively with other professionals.
7. To promote the empowerment and education of patients in relation to their recovery and holistic health with a focus on social inclusion, health promotion and relapse prevention.
8. To evaluate effectiveness of therapy interventions in conjunction with patients, carers and other professionals.
9. To ensure small pieces of equipment are prescribed for patients as required enabling a smooth and prompt discharge from hospital.
10. To work within the recovery framework and promote recovery principles within the multidisciplinary team.
11. To employ a range of therapeutic skills to facilitate optimal recover from acute crisis.
12. To ensure the effective use of community resources to facilitate recovery.
13. To ensure effective communication with team members and effective liaison and dissemination of patient information to other involved services.
14. To promote and apply equal opportunities and anti-discriminatory interventions that respect the clients' customs, values and spiritual beliefs at all times.
15. To produce specialist occupational therapy reports where required and disseminate to other involved professionals, agencies and the patient.

16. To keep up to date records of assessment and treatment progress and maintain documentation as necessary in accordance with the service, Trust and COT standards.
17. To develop and maintain links with relevant, statutory and non-statutory agencies for signposting and meet patients' needs post discharge.
18. Assist the service lead and teams promoting patient and carer involvement in the service.
19. To use expert knowledge and skills and sound clinical judgement to manage difficult situations which may arise including sensitive or contentious situations involving patients or carers relating to the care of the patient.

Advisory/ Education

1. To act as a source of advice and consultation within the clinical specialism of liaison mental health/occupational therapy in supporting other appropriate agencies.
2. To provide training and education to the co-workers and acute hospital staff on issues relating to occupational therapy, discharge planning and mental health where required.
3. Work alongside other professionals to develop a multi-agency approach to the care and needs of mental health patients within a general hospital.
4. Attend relevant forums to enhance the development of the mental health liaison service and occupational therapy role within this.
5. To ensure that all clinical practice has a theoretical base to inform and support clinical delivery of care.
6. To actively engage in a structured process of clinical supervision of students/learners from other areas within the Trust.
7. To contribute to the education of students within the service.

Leadership/ Management

1. To implement all Trust and local policies, standards and guidelines to support the safe delivery of clinical practice.
2. To follow the Trust and occupational therapy service policies and procedures and the College of Occupational Therapy professional standards in clinical practice.
3. To actively contribute to the team approach attending clinical and multi-disciplinary team meetings as required.
4. To contribute to the development of the mental health crisis care pathway policies/guidelines.
5. To contribute to data collection/audits as required by the crisis care pathway service manager.

6. To offer support and supervision to other staff within the service where appropriate.
7. To maintain active lines of communication with the MDT and service lead to ensure service delivery is robust.
8. To undertake roles and responsibilities as designated by the service manager and head of service.
9. To provide cover for the other occupational therapists within the crisis care pathway.

Personal and Professional Development

1. To maintain fitness to practice and registration with the HCPC and comply with the COT code of ethics and professional conduct.
2. To promote and apply evidenced based practice to service delivery.
3. To keep abreast of new developments and research in mental health and occupational therapy, networking with others in similar roles.
4. To contribute to service activities related to clinical effectiveness via audit, research and evidence based practice.
5. To ensure own development through regular participation in supervision and appraisal process.

Health and Safety

To carry out the duties placed on employees by the Health and Safety at Work Act 1974 i.e.

- I. To take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.
- II. To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- III. Not to intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare in the pursuance of any relevant statutory provision.

No Smoking

In order to protect the health of employees, patients and visitors, Northamptonshire Healthcare NHS Foundation Trust operates a No Smoking Policy. Therefore smoking is prohibited in all of the Trust's buildings, grounds and all Trust-owned or leased vehicles.

Equality and Diversity

To ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Managing Diversity and Equal Opportunities in Employment Policy.

Risk Management

To have a commitment to identifying and minimising risk, report all incidents and report to manager any risks, which need to be assessed.

Professional Registration

All qualified / professional staff is required to adhere to the relevant Code of Practice (and other guidance issued by them). It is the responsibility of the individual concerned to keep professionally registered and updated in accordance with the requirements of the relevant Code of Practice and to follow guidance issues by the professional body.

Policies and Procedures

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines. Any contravention of the Trust Policies or managerial instruction may result in disciplinary action being initiated.

This post is subject to the terms and conditions of employment of Northamptonshire Healthcare Trust.

Review of Job Description/Person Specification

This is not an exhaustive list of duties and responsibilities, but indicates the key responsibilities of the post. The post holder may be required to undertake other duties as may reasonably be required of you commensurate with your grade and/or hours of work at your initial place of work or at any other of the Trust's establishments.

NOTE: This is a description of the job as it is at present constituted. It is the practice of this Trust regularly to examine employee's job descriptions and to up-date them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. This procedure is jointly conducted by each manager and those working directly to him or her. You will, therefore, be expected to participate fully in such discussions and, in connection to them, to re-write your job description to bring it up-to-date if this is considered necessary or desirable. It is the Trust's aim to reach agreement on reasonable changes, but if agreement is not possible the Trust reserves the right to effect changes to your job description after consultation with you. Appropriate notice of such changes will be given.

Safeguarding Adults and Children

It is the duty of all staff working for the Trust to safeguard children and adults and undertake safeguarding training at an appropriate level.

Confidentiality

All staff is required to respect the confidentiality of all Trust business and the business of the Trust's staff, residents, patients and general public which they may learn in the execution of their duties.

Data Protection

All staff is expected to adhere to the regulations regarding the Data Protection Act 1984 as laid down by Northamptonshire Healthcare NHS Foundation Trust.

Service User Records

Data quality of information within service user's records remains the responsibility of each NHFT employee. Refer to the Data Quality Policy IGP014.

Infection Control

The prevention and control of healthcare associated infections in service users, staff and visitors is taken seriously by the Trust. All staff employed by Northamptonshire Healthcare NHS Foundation Trust is required to adhere to the Trust infection control policies and procedures.

Employees must be aware of the importance of protecting themselves, service users and visitors and of maintaining a clean safe environment. Any breach in infection control practice, which places service users, other staff or visitor at risk, may result in disciplinary actions.

Each staff member is responsible for ensuring they identify together with their manager, their infection control training needs in their PDP.

Working Conditions

The post holder will be based across the Crisis Care Pathway countywide.

Employee/Managers Signature

I agree that this Job Description is a true reflection of the main duties and competencies required to carry out my role:

Employee Name: _____

Signature: _____ Date: _____

Managers Name: _____

Signature: _____ Date: _____

Additional

Throughout, to be aware and comply with:

- 1) Trust Policies and Procedures.
- 2) The Services Standards, Policies and Procedures.
- 3) Health and Safety Legislation.
- 4) Guidelines pertaining to the use of the Mental Health Act 1983.
- 5) Data Protection Act 1984.
- 6) Criminal Justice Act 2001.

This job description is not intended to be exhaustive, but simply to set out the main objectives of the post. Additionally, the post holder may well be required to undertake any other duties as delegated by the service manager and head of service. An innovative, flexible approach to the role will be encouraged and job descriptions reviewed and amended as necessary.