



University Hospitals Birmingham
NHS Foundation Trust

Join us at UHB



Building healthier lives

Welcome from our CEO

Professor David Rosser



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A stylized, handwritten signature in black ink, appearing to read 'David Rosser'.

Professor David Rosser,
Chief Executive Officer

JOB DESCRIPTION

Job Title	Senior Occupational Therapist
Pay Band	Band 6
Department	Occupational Therapy, Therapy Services
Division	3
Reports to	Clinical Lead Occupational Therapist
Professionally Responsible to	Therapy Lead and Professional Lead for Occupational Therapy

JOB SUMMARY

Would you like to work in a dynamic, innovative Trust delivering the best in care for our patients and where there is a strong focus on staff development including specific Band 6 development programmes across Therapies.

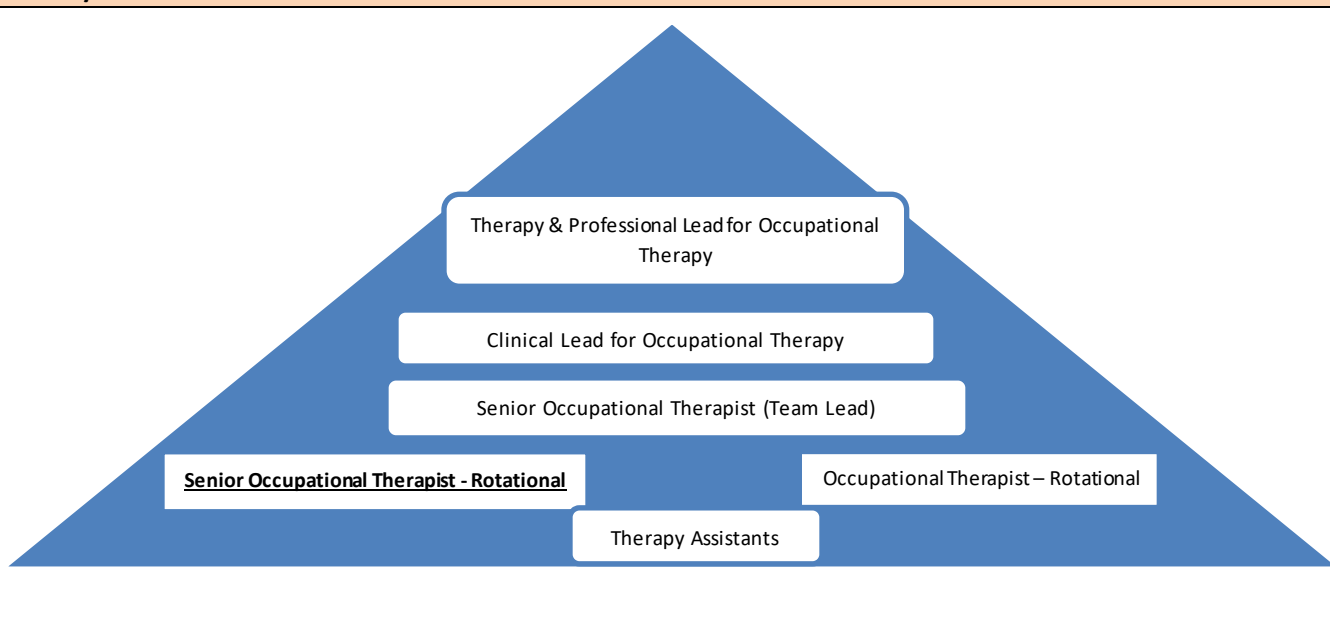
You will have the opportunity to experience rotations within the areas of Major trauma, Critical Care, Acute Medicine, Specialist Surgery, Oncology, Haematology, Renal Medicine, Health care for Older People, Stroke, Neurosciences including Neurosurgery, Burns & Plastics, Upper Limb and Older People's Assessment and Liaison Service (OPAL).

You will have access to regular clinical supervision and a range of internal and external training. You will have the opportunity to work with Senior expert colleagues and work within a specialist multi-disciplinary team.

We offer support with specialist areas including postural management, wheelchairs and splinting. You will be expected to supervise and support junior OT staff within the team and provide daily leadership to your clinical team.

This post comes with the support of our team and managers. This is extended by support from our School of Nursing, AHPs and Midwifery. The School offers exciting opportunities for career growth and development, and our focus is on providing a supportive environment as part of your continuing professional development. We want you to feel a sense of belonging, community, commitment and support whilst working at UHB.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

We would expect applicants to have excellent communication skills, a flexible approach and the ability to work autonomously. Excellent organisational and time management skills are essential.

You will have excellent prioritisation skills and demonstrate client centred practice. You should provide evidence of relevant courses and training as well as commitment to ongoing CPD.

You should have relevant clinical experience specific to the post, and you will need to have experience of working within the Acute NHS as well as working within a multi-disciplinary team.

The successful candidate will be required to supervise staff and complete annual appraisals of staff as well as support undergraduate students within their clinical placements.

KEY RESPONSIBILITIES

To perform specialist assessment of patients with diverse presentations and complex physical and psychological conditions. To hold responsibility for assessing patients quickly when referred, working without direct supervision. Access to advice and support from senior therapy staff is readily available.

To undertake all aspects of clinical duties as an autonomous practitioner and maintain associated records.

Clinical

1. To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. Organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.
2. To undertake a comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition and / or problems.
3. Formulate and deliver an individual therapy treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual therapy techniques, patient education, exercise classes and alternative options.
4. To take delegated responsibility from the band 7 occupational therapist for managing patients with particular conditions and be responsible for providing specialist therapy assessment and treatment plans for patients with these conditions.
5. To formulate accurate prognoses and recommend best course of intervention to patients, carers and other health care professionals, developing comprehensive discharge plans.
6. Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
7. To use a wide range of verbal and non-verbal communication tools to communicate effectively with patients and carers (as appropriate) to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating, cultural issues and who require interpreters. For example, patients may have slurred speech, be



confused, in pain, depressed, deaf, blind or who may be unable to accept diagnosis and where English is not the first language.

8. Evaluate patient progress, reassess and alter treatment programmes if required.
9. To manage clinical risk within own patient case load, at all times.
10. Work within trust clinical guidelines and individual professional guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
11. To participate in 7 day working when appropriate service delivery allows and commences.
12. To be responsible for maintaining accurate and comprehensive patient treatment records in line Professional Standards of Practice and Trust Policy.
13. To represent the therapy service and /or individual patients, whenever necessary, e.g. at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate therapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.
14. To be responsible for the safe and competent use of all equipment, and patient appliances and aids by patients and ensure that junior staff/assistants attain competency prior to use.

Professional

1. To work in accordance with the Royal College of Occupational Therapists and the Health and Care Professions Council Standards of Proficiency, Conduct of Performance and Ethics.
2. To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
3. Maintain and develop current knowledge of evidenced based practice, developing specialist knowledge of particular conditions and patient types.
4. To comply with the organisational and departmental policies and procedures and be involved in reviewing and up-dating as appropriate.
5. To be responsible for the safe and competent use of equipment by patients, and by assistants and student therapists, through supervision of practice. Additionally ordering, monitoring and ensuring that equipment use is safe by checking / testing equipment prior to use and maintenance reporting
6. To be actively involved in the collection of appropriate data and statistics for the use of the department on a monthly basis.



7. Deputise for the band 7 in their absence as required, taking responsibility for operational management of the team, including allocating and organising the work of junior and assistant staff to meet service priorities on a daily basis.

BUDGETARY AND RESOURCE MANAGEMENT

1. To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.
2. Additionally ordering, monitoring and ensuring that equipment use is safe by checking / testing equipment prior to use and maintenance reporting
3. To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

1. To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of occupational therapy, and to ensure a consistent approach to patient care.
2. To assist with teaching student occupational therapists to graduate level on therapeutic skills and knowledge within core clinical areas on a daily basis.
3. Teach, assess and contribute to the performance assessment and appraisal of newly qualified occupational therapists and generic therapy assistant staff.
4. To regularly participate in the staff appraisal scheme as an appraisee/ appraiser and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.
5. Be an active member of the in-service training programme by attendance at, and participation in, in-service training programmes, tutorials, individual training sessions, external courses and peer review.
6. Assist with the supervision and co-ordination of junior staff, students and assistants on a daily basis.
7. To attend all mandatory training, as required by Trust Policy.
8. Ensure that your own practice and that of staff under your supervision meet the required professional standards of occupational therapy practice.

RESEARCH AND DEVELOPMENT

1. Undertake evidence-based audit and research projects to further own and teams clinical practice. Make recommendations to clinical lead/manager of service for changes to practice by the team. May lead the implementation of specific changes to practice or contribute to service protocols.
2. Undertake the measurement and evaluation of your work and current practices through the use of e.g. evidence based practice projects, audit and outcome measures, either individually or with more senior therapists.
3. To undertake, as directed the collection of data for use in service audit and research projects, where appropriate. To manage and undertake research into specific areas of clinical practice



and/or service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.

4. Be actively involved in professional clinical groups, and other professional development activities.

EFFORT

1. Highly developed physical skills including dexterity, co-ordination & sensory skills for assessment and manual treatment of patients.
2. Resilience to meet the increasing and ever-changing demands of the role.
3. Resilience and emotional intelligence whilst working with unwell patients and anxious patients/relatives and carers.
4. An ability to cope with occasional exposure to distressing/emotional situations.

TRUST VISION & VALUES

DO NOT AMEND THIS SECTION

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Last Updated: 03/02/2023

PERSON SPECIFICATION

JOB TITLE: Senior Occupational Therapist	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • BSc Degree in Occupational Therapy/ Diploma in Occupational Therapy • Current registration with Health and Care Professions Council. • A levels or equivalent qualification 	<ul style="list-style-type: none"> • Evidence of leadership training. • Attendance at Clinical Educators Course.



<ul style="list-style-type: none"> • Good standard of general education including GCSE maths and English grade C and above. • Evidence of CPD including recent post graduate training relevant to clinical speciality. 	
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Demonstrates comprehensive clinical experience enabling the post holder to manage a caseload of patients with complex needs in this speciality. • Significant experience of working in an acute hospital setting • Experience of team/service development. • Experience of supporting and supervision of junior therapists, student occupational therapists and assistants. • A specialist knowledge across a range of therapy practices, routine and non-routine, requiring expertise within the field of therapy. • Good understanding of working in an acute trust. • Understanding of current legislation and application to Occupational Therapy. 	<ul style="list-style-type: none"> •
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Highly developed physical skills including dexterity, co-ordination & sensory skills for assessment and manual treatment of patients. • Excellent written and verbal communication skills including an ability to provide and receive complex, sensitive and contentious information. • An ability to prioritise and organise own workload. 	



<ul style="list-style-type: none"> • An ability to cope with a range of complex options, finds solutions, analyse, compare and decide on appropriate course of action. • Ability to work weekends as part of a 7 day working pattern (when appropriate service delivery allows and commences) • An ability to work as part of a multi-disciplinary team. • IT skills – computer literate in email, Word & PowerPoint. 	
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Demonstrate a professional attitude. • An ability to cope with moving/manoeuvring patients/equipment on a daily basis. • An ability to frequently concentrate on patient assessments and treatments. • An ability to cope with occasional exposure to distressing/emotional situations. • Demonstrate an interest in developing expertise within the clinical areas. 	<ul style="list-style-type: none"> • Car Driver

