

JOB DESCRIPTION

OCCUPATIONAL THERAPIST BRAINWAVE SOUTH EAST CENTRE

JOB OVERVIEW

Since 1982, the national Charity Brainwave has been providing home based therapy Programmes. A full description of the Charity's approach can be found on its web site (www.brainwave.org.uk) and a video at <http://uk.youtube.com/BrainwaveCentre>.

Brainwave currently has three permanent Centres, Essex, Somerset and Cheshire. To meet the expectations of its clients and demand for its services, it has been decided to strengthen the team at the South East Centre by appointing a second Occupational Therapist. The position is based at Centre in Witham, and reports to the Centre Manager, a Band 7 paediatric physiotherapist.

Brief description of OT role

The OT will evaluate a child or infant's performance compared to what is developmentally expected of that age group. If there is a discrepancy between developmental expectations and function, the OT will look at various neuromuscular, perceptual/cognitive factors, which influence function. A child's key function focuses on play, age appropriate self care skills and educational needs.

1. BACKGROUND

The post holder will work with children, predominantly aged between 6 months and 12 years, presenting with a range of physical and cognitive disabilities. The Charity seeks to maximise the outcomes of individual children by providing an individually designed, home based Programme of exercises, which parents and / or carers can practice for up to ten hours a week. The programme uses mainstream technique. However, the therapy team has the luxury of being able to spend considerable time with the child and their family in order to provide an holistic approach.

Brainwave works as closely as possible with NHS and educational mainstream services.

2. JOB PURPOSE

As a member of a small multi disciplinary team, you will

- Assess children for their OT needs
- Contribute to the development of OT within the Charity, setting clear goals and objectives for each child to achieve
- Evaluate your clinical treatment at each formal reassessment
- Where parental permission is obtained, publicity may be given to the progress of a child.
- Be able to work as part of a multi-disciplinary team, assessing and designing therapy programmes for children

Each Brainwave Programme now consists of one or more of the following elements, entirely dependent on the child's needs, which in many cases will be multiple:

- **Developmental** exercise programmes to improve co-ordination, balance and kinesthetic abilities as well as providing physiological benefits.
- **Physical** exercises to promote development and motor relearning. The musculoskeletal system needs to be flexible since contracture prevention and maintenance of strength and control are a crucial part of any Programme. Each Programme aims to achieve developmental milestones and task specific functional activities through handling and active exercises.
- **Cognitive** exercises to encourage sensory awareness and establish simple cause and effect responses. Tasks including picture recognition, matching and sequencing are used to promote focused attention and a Picture Exchange Communication System (PECS) is available to encourage functional communication and speech. A cognitive suite, equipped with touch screen technology and switch operated equipment, has been developed to facilitate this provision.

With the aid of medical notes, a history interview and evaluation process is completed before members of the therapy team design an appropriate Programme which is taught to the parents until the therapists are satisfied that the exercises can be delivered efficiently and safely at home.

3. KEY RESPONSIBILITIES OF POST HOLDER

3.1 Clinical

- Skilled in carrying out, analyzing and interpreting assessments ranging from observation to more in-depth assessment of the child's motor, sensory and perceptual systems

- Competent in administering and interpreting specialist standardised Paediatric assessments.
- Required to design and show families specialised programmes in order to meet the OT treatment goals that they have identified following assessment. knowledge of specific paediatric treatment approaches, such as neuro-developmental or sensory integrative treatment approaches is required.
- Provide specialist reports to medical professionals outside the Charity, in order to contribute to the accurate diagnosis of the child's difficulties/needs.
- A knowledge of specialised paediatric equipment e.g. seating for postural management
- Design and teach treatment programmes to be implemented.

3.2 Professional

- Responsible for maintaining up to date paper and electronic records of clinical intervention and statistical data in accordance with professional standards. This involves the frequent use of computer software to produce formal reports, departmental policies, and therapy Programmes.
- Complies with the College of OT Code of Ethics and Professional Conduct, with HPC standards of proficiency and applies specialist skills and knowledge in order to demonstrate professional competence and fitness to practice as an OT.
- Complies with Health, Safety and Risk Management policies.
- Required to manage their time efficiently within the structured assessment day

3.3 Research and Service Development

- Actively involved in service review and evaluation and in developing Paediatric OT provision to ensure a high quality service.
- Responsible for your own continuing professional development, maintaining and improving on their current knowledge of Paediatric OT.

4. COMMUNICATIONS AND RELATIONSHIPS

- To ensure that the child and their family/carers co-operate with and engage in the OT process, the post holder is required to convey complex information in easily understood language and use motivational and persuasive techniques.
- The post holder is required to communicate effectively with children of all ages and abilities and frequently has to overcome barriers to understanding, e.g. children with learning, cognitive and sensory impairments/difficulties. This may involve using alternative or augmentative communication methods.
- Communication with service users frequently involves the handling of complex and sensitive information, which may be contentious in nature, e.g. diagnosis, prognosis and treatment of children with complex needs. The post holder communicates unpleasant or upsetting news and is frequently required to handle situations sensitively using empathetic and re-assurance skills. The post holder deals with face-to-face complaints and refers these to the line manager.

- The post holder is occasionally exposed to distressing or emotional circumstances. This includes dealing with difficult family situations, e.g children with complex physical and cognitive disabilities, behavioural issues, a lack of emotional attachment/bonding.
- The post holder provides guidance and demonstration for parents, in order to enable them to safely utilise the recommended equipment, and to carry out treatment programmes or incorporate OT strategies into their management of the child.
- The post holder liaises with NHS / educational establishments.
- The post holder will promote awareness of the role of the OT within the multidisciplinary team negotiating priorities when appropriate.
- The post holder will adhere to Brainwave's values of passion, open, friendly, respect, enable and professional.

5. PHYSICAL DEMANDS OF THE JOB

5.1 Physical Skills/Effort

- The post holder is frequently required to assess risk and manually move and handle children of all ages with complex physical and cognitive disabilities safely and within recommended guidelines.
- Demonstration and use of moving and handling equipment including hoists and wheelchairs.
- Demonstration of wheelchair independence skills.
- In order to appropriately administer standardised movement assessments and carry out treatment intervention, the post holder is frequently required to demonstrate physical tasks that demand a degree of physical fitness e.g. demonstration of motor skills such as jumping from standing start, climbing wall bars, forward rolls
- Manual Occupational Therapy treatments requiring dexterity, precision and good sensory co-ordination and strength to perform techniques frequently throughout the day often with sustained effort.
- Handling children and ensuring their safety whilst they are positioned on suspended/mobile equipment.
- Frequent periods of intense concentration on the part of the therapist, whilst ensuring the continued engagement of the child/children during assessment and therapy/treatment sessions.
- Speed and accuracy in word processing skills for up to 2 hours on a daily basis.

5.2 Work Conditions

- The post holder is required to carry out OT intervention in a variety of settings, including the child's home on occasions. These conditions include: -
 - children and families with poor personal hygiene.
 - body fluids i.e. urine, faeces, vomit, mucus, saliva and sweat
- OT intervention involves the assessment for and adjustment of toileting, bathing and positioning equipment that has been exposed to bodily fluids and food and may be in an unsanitary state.

- Exposure to verbal and physical aggression from children with behavioural difficulties or cognitive impairments, or from parents/guardians.

6. JOB SPECIFICATION

Qualifications	<p>Diploma/Degree in Occupational Therapy HPC Registration Evidence of CPD.</p> <p>Preferred Specialist paediatric post-graduate training, short specialist courses and personal study on child development, paediatric conditions, assessment and treatment approaches such as Bobath and Sensory Integration. MA in Play Therapy</p>
Experience	<p>Must have post registration experience. Post-graduate experience of working in a Paediatric OT setting. Demonstrate an understanding of Paediatric OT theory and approaches.</p> <p>Preferred Post graduate Play therapy experience / qualification Post-graduate experience of working in a community setting Knowledge and understanding of child protection procedures.</p>
Skills	<p>Excellent clinical skills and an ability to demonstrate appropriate use of models of practice. Developed clinical reasoning skills. Excellent communications skills Excellent observation skills Excellent time management and organisational skills. Ability to self-motivate. Ability to accurately assess and provide appropriate intervention. Ability to work in partnership with a small multi disciplinary team to meet the needs of individuals</p>
Research and Training	<p>Demonstrate a sound knowledge and understanding of the application of clinical governance, quality assurance, standard setting and clinical audit.</p>

9. TERMS AND CONDITIONS

Grade and salary:	Agenda for Change Band 6 or 7, according to experience
Hours of work:	37.5 hours per week
Annual leave:	25 days + 8 public holidays per annum
Superannuation:	The post-holder is entitled to a 3% employer contribution to a stakeholder pension
Performance Review	Overall performance will be formally assessed and reviewed regularly, with additional informal assessment taking place as necessary.
Equal Opportunities:	In Brainwave, we believe that all staff should be treated equally in employment. We will not discriminate against any member of staff, or job applicant, on grounds of age; gender or choice of sexual lifestyle; being married or not; race, colour or ethnic origin; religion or belief; disability; or Trade Union membership.
Disclosure checks:	We carry out criminal record checks on all new staff. You must look after the health and safety of yourself and anyone else who may be affected by what you do at work. You must also co-operate with us to make sure that we comply with legal and organisational safety regulations.