

POST TITLE:	Urgent Community Response Specialist Practitioner (Occupational therapist/ physiotherapist / Registered Nurse)
BAND:	6
ACCOUNTABLE TO:	Urgent Community Response Team Leader
RESPONSIBLE TO:	Matron of Specialist Services
LINE MANAGEMENT RESPONSIBILITY FOR:	Rehabilitation Assistants

JOB OVERVIEW

To be part of the Urgent Community Response Team that provides a seven day a week, rapid assessment, and intervention for adults of all ages who do not require specialist acute hospital admission, but who require crisis intervention within a community setting. This may be due to an alteration in their physical or psychological well-being, or a temporary change in their social circumstances which makes it difficult for them to be maintained in a community setting without a short period of rehabilitation or intervention from the service.

The post holder will work as part of the multi-disciplinary team comprising Occupational Therapy, Physiotherapy, Nurses, Pharmacists, Rehabilitation Assistants and Local Authority staff. The post holder will act as a specialist, assisting in embedding best practice into the clinical area. The post holder will participate in seven day working rota which will include weekends and public holidays. Providing assessments and determining level of care required and initiating care plans where appropriate to maintain safety of the service user.

You will complete training within a competency-based framework to allow you to work across professional boundaries. The post holder will use a range of treatment media to promote independence and quality of life for service users.

DETAILED JOB DESCRIPTION AND MAIN RESPONSIBILITIES

Clinical Duties

- To manage autonomously a clinical workload of patients / service users at a specialist level, assessing and treating service users and maintaining clinical records.
- Provide proactive case management of service users from admission to discharge, to assist in co-ordinating flow through the service.
- To have specialist assessment and treatment skills in the areas listed but not limited to:
 - Prioritisation of patients referred to the service.
 - Falls, frailty, complex multi-pathologies, mental health, and end of life care.
 - Support patients and carers in coming to terms with their functional and social situation and help them to make appropriate psychological adaptation to it.
 - Knowledge of a range of therapeutic assessments and treatment modalities appropriate to the clinical area, including referral pathways.
 - Transfer of care and discharge planning from the service.
 - Assessment of the home environment.
- To act, within the Community Division, as a specialist resource on falls and frailty, and provide advice and training for other professionals on these topics as required.

- To manage and prioritise own clinical workload as appropriate, working efficiently to manage professional time and delegate according to the training and competency levels of other team members to ensure the effective delivery of the service.
- To participate in the supervision process with staff on a daily basis and for students as required.
- To ensure a high standard of patient care is provided, to assist the Team Manager to implement and reviewing clinical standards relevant to the work undertaken.
- To use electronic systems to maintain accurate records. This will include, but not be limited to System1.

Professional Duties

- To comply with and, along with Clinical lead, contribute to the development and implementation of protocols, procedures, and guidelines both clinical and service specific. To give feedback on policies when required which may impact on the management and care of service users.
- To participate in governance initiatives on a regular basis, measuring and evaluating individual and nursing and therapy team's clinical practice, e.g., CPD, clinical effectiveness, research and development, clinical audit and service activity data.
- To ensure specialised treatments offered to service users are based on the best available clinical evidence by keeping up to date with current literature, implementing research tools and liaising with other practitioners, both within and outside the service, to develop and maintain best practice.
- To be responsible for the issue and safe use of equipment used in your area of work and to adhere to the appropriateness service policies.
- On a day-to-day basis, to support members of the team and contribute to them successfully meeting their objectives and development needs.
- To assist the manager to manage the performance of staff in delegated roles in supervision and professional development reviews.
- Maintain professional registration.
- To maintain confidentiality of all information relating to individuals who are receiving, or who have received input from the service.
- To participate in the Community Division supervision process and peer review and maintain an up-to-date CPD portfolio including evidence of experiential learning, reflective practice and any relevant training or experience. This should demonstrate responsibility for maintaining own competency to practice.

Managing Self

- Participate in regular supervision.
- Attend all mandatory training.
- Participate annually identifying, developing, and agreeing your own development plan with your Line Manager using the Trust Appraisal.
- Comply with all Trust policies, procedures, and protocols.
- Carry out duties with due regard to the Trust's Equal Opportunity Policy.
- Seek advice and support from Line Manager whenever necessary.
- Maintain professional conduct always including appearance.
- Ensure maintenance of Professional Registration.

Detailed Job Description and main responsibilities

- The post holder will develop blurred boundary competencies (Nursing / therapy appropriate) to assist the MDT in managing ongoing clinical risk of service users.
- Management of referrals into the Urgent Community Response Team - You will need to liaise and co-ordinate staff and manage capacity within the service.

- Provision of short-term intervention to maintain a patient safely at home or to prevent re-admission, for example provision of equipment or domiciliary care.
- Work autonomously within Trust policies and professional practice, maintaining accurate and comprehensive up to date records.
- Determine a clinical diagnosis, develop, deliver, implement, evaluate, and modify individualised treatment programmes and/or provide specialist advice, ensuring appropriate pathways of care and communication via liaison and referral to other agencies as required.
- Participate within and deliver education and training of qualified and nonqualified healthcare / social services.
- To support the Team Manager and Deputy in the day to day running of the Urgent Community Response team.
- To support within the wider MDT on the delivery of the service
- The post holder will work as part of the wider Health and Social Care Team linking with staff from the Acute Trust, Primary and Social Care.
- The post holder will be required to undertake lone working in line with Trust policy.
- The post holder will be expected to demonstrate self-directed development and practice.

Due to the nature of the role the successful applicant would hold a full UK driving licence and have access to a vehicle. However, if this is not possible due to a disability defined by the Equality Act 2010 then reasonable adjustments would be considered.

This job description is an outline only and is not definitive or restrictive in any way. It will be regularly reviewed and may be amended in the light of changing circumstances following consultation with the post holder.

PERSON SPECIFICATION

ROLE TITLE: Specialist Practitioner

BAND: 6

REQUIREMENTS	Essential or Desirable	Application	Interview	Reference
QUALIFICATIONS / TRAINING				
Relevant Degree to role	E	X	X	X
AHP registered Therapist or RMC registered nurse	E	X	X	X
Evidence of Postgraduate Training	E	X	X	X
Previously based competency training in relevant field	D	X	X	
Willingness to undertake additional and mandatory training as required	E	X	X	
Willing and able to participate in a competency work-based training	E	X	X	
Relevant Accredited Postgraduate Training	D	X	X	
KNOWLEDGE, EXPERIENCE & EXPERTISE				
Experience of working with older people	E	X	X	
Recent experience of working with patients who fall, for a range of reasons, and the ability to complete specialist assessment of their complex needs, and implement an appropriate treatment and management plan.	E	X	X	
Good Clinical Reasoning skills	E	X	X	
Evidence of CPD, self-directed learning and Reflective Practice	E	X	X	
Critical Appraisal Skills	E	X	X	
Ability to maintain legible and accurate records	E	X	X	
Knowledge of relevant legislation, NICE guidelines and local/National Initiatives	E	X	X	
Experience developing others.	E	X	X	
Experience in dealing with complaints (e.g., diffusing complaint or investigating complaint	D	X	X	
Experience in contributing to service improvements e.g., Audit, patient information etc	D	X	X	
Experience in supervising and training others	D	X	X	
Comprehensive knowledge of appropriate and available therapeutic assessments and approaches in the speciality.	E	X	X	
Specialist knowledge of Falls, frailty, older people, complex needs. Able to apply this knowledge to clinical practice.	E	X	X	
Experience of breadth and depth of therapy practice across core work areas.	E	X	X	
Recent extensive experience of working with patients who fall in a community setting.	D	X	X	
COMMUNICATION AND RELATIONSHIPS (INCLUDING MANAGEMENT RESPONSIBILITIES)				
Ability to communicate effectively with people with complex difficulties and in difficult situations	E	X	X	
Self-motivated with ability to work independently and influence others	E	X	X	
Ability to recognise own limitations and have a willingness to share and learn skills. from others	E	X	X	
Ability to work in a stressful environment and concentrate in conditions. requiring emotional demands	E	X	X	
Access to transport insured for business use.	E	X	X	
DBS REQUIREMENT				
<p><i>This position is eligible for an enhanced check with children's barred list information. or This position is eligible for an enhanced check with adults and children's barred list information</i></p>				

