

## Job Title: Principal Occupational Therapist - Pain

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**Department:** Pain Clinic / HCS  
**Division:** Surgical Directorate – Specialist Services  
**Reports to:** Pain Consultant AHP & Strategic Lead  
**JE Ref:** HCS1125

**Grade:** CS12 **JE Date:** 07/07/2022

- To work as a clinical specialist AHP, assessing, formulating and treating a highly complex clinical caseload as an autonomous Occupational therapist practitioner, managing Occupational therapy staff within the Pain management service.
- To lead on occupation and social participation initiatives for the Interdisciplinary pain team, managing OT team and wider team in relation to these interventions.
- To provide specialist information and advice to clients, their families, Healthcare Professionals, External agencies (Social Security/Back To Work team, Jersey Employment Trust, Skills Jersey), Occupational Health Services (e.g. AXA), Employers (including Government department managers), the Third sector (e.g. Pain Support Jersey) in relation to persistent pain and up to date and evidenced based management in relation to employment and functional/social independence.
- To work in collaboration with the Consultant AHP, Pain Multidisciplinary team and other staff to ensure both an effective and high quality Occupational therapy service and PMP (Pain Management Programme) service delivery.
- To lead critical audit activity in own area and support supervised research activity; supporting strategy and policy development regarding persistent pain and employment ensuring the integration of research evidence into vocational rehabilitation.

### Job specific outcomes

#### **Clinical patient/client care (65%).**

- Professionally responsible and accountable for the expert assessment, formulation, treatment and management of a caseload of highly complex (co-morbid; complex psychosocial issues; associated mental health challenges; high prevalence of ACEs and trauma) patients directly referred to the Principal Persistent Pain occupational therapist within the Pain Management Centre.
- To develop, implement and manage specialist vocational rehabilitation plans (Return to work plans and workplace adjustments, including ergonomic assessments and environmental/behavioural adjustments) to match the individual needs of patients together with liaising Employers/line managers, Social Security Sections, the Third Sector (to set up therapeutic voluntary placements) and Occupational Health Services.
- To develop and implement specialist persistent pain education and rehabilitation plans including intensive Pain Management programmes, integrating with the PMC MDT, provision of social/leisure opportunities and provision of aids and equipment to improve independence.

#### **Audit, Research & Teaching (25%).**

- As part of the primary remit of the PMC service, to provide specialist persistent pain related training to multiple professions and interdisciplinary teams across HCS, Primary care and the community.

- Responsible for the training, supervision, appraisal and work performance of Occupational therapy staff working within the Pain management service and those working within the Occupational Therapy service who directly support patients under the care of the Pain management service.
- Accountable for the design and implementation of complex clinical audits within own specialist service area, critically appraising quality, safety, efficiency and evidence base, contributing to PMC department governance and quality improvement agenda.
- To contribute to and challenge best practice for specialist vocational occupational therapy, in line with discipline guidelines & evidence base, which may be sparse or conflicting.
- Support and participate in supervised research activity to inform best practice within specialist field as well as service development; collaborating with external agencies, tertiary institutions and other Gov.je departments where appropriate. Presenting audit and research findings at appropriate scientific conferences.

#### **Service Management and Development (10%).**

- Supports critical appraisal and implementation of appropriate departmental and organisational policies relating to the delivery of Occupational therapy within the Pain Management Service. Proposes changes and where appropriate supports implementation by the wider team, taking into consideration the impact on other professions and departments.
- Accountable for appropriate stock ordering; use and maintenance of equipment used within specialist area; ensuring this is kept within budget, reporting any significant problems to the Pain Lead Consultant in a timely and efficient manner.
- Responsible to the Consultant AHP for business planning for the Pain specialist occupational therapy service; ensuring this aligns with Pain Service, HCS and Gov.je strategy where appropriate.

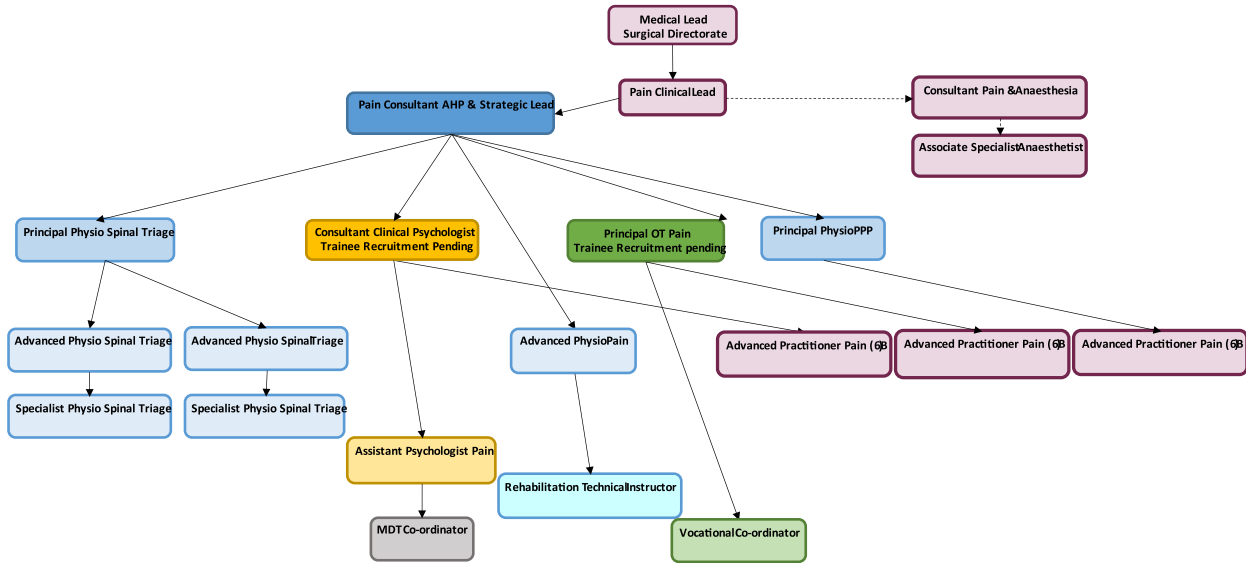
#### **Statutory responsibilities**

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

- The postholder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice
  - Ensure appropriate communication of relevant patient information through the maintenance and updating of patient/client records in line with the requirements of Clinical Governance and Quality as set out in the Standards of Practice from the RCOT; HCPC and HCS.
  - To meet all requirements of Clinical Governance (e.g. statutory & mandatory training; CPD; reflective practice etc.) and propose any necessary changes to Occupational therapy service delivery, which this may give rise to.
  - To interpret and inform the Consultant Leads of specific national and professional evidence and policies which affect the specialist area.
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## Department Organisational Chart



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Degree in Occupational Therapy and registered member of the Royal College of Occupational Therapists,</li> <li>Qualification in Management Studies</li> <li>Master's degree in vocational rehabilitation or Pain science</li> <li>Registered with the Health &amp; Care Professions Council and registered as an Occupational therapist under the Health Care (Registration) (Jersey) Law 1995.</li> <li>Additional specialist post-graduate knowledge and skills training through recognised, accredited courses (Persistent Pain is a postgraduate area of specialism and not covered by undergraduate or post-graduate training).</li> <li>Post registration training in Mental health conditions including severe and enduring illness.</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of pain physiology, neuro-anatomy and Mental Health conditions as it relates to complex persistent pain patients.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Knowledge of the Bio-psychosocial model of pain; psychological models used in its' management (including cognitive-behavioural approaches to the assessment and management of pain) and understanding of how these relate to the rehabilitation of patients referred to the service.</li> <li>• Expert and practical knowledge of Occupational Therapy models of practice and treatment approaches in area of speciality (i.e. Model of Human Occupation, Canadian Occupational Performance Measure)</li> <li>• To understand the role of other Health professionals in the service (Clinical Psychologists and Physiotherapists, Specialist Nurses) and in services external to PMC (including orthopaedics, rheumatology, neurology and Mental Health) supporting strategic work and the delivery of safe, effective and cohesive clinical care.</li> <li>• Advanced understanding of clinical governance, its' systematic evaluation and application.</li> <li>• Extensive and detailed knowledge of Occupational therapy equipment, treatment modalities and adaptations.</li> <li>• Advanced knowledge and experience of delivering quality improvement within healthcare settings.</li> </ul>	
<p><b>Technical / Work-based Skills</b></p>	<ul style="list-style-type: none"> <li>• High level assessment skills to provide treatment/intervention plans based on self-report measures, information gained from family, employers and other healthcare professionals, as well as objective detailed functional observational measurement.</li> <li>• Advanced specialist experience and knowledge of Vocational rehabilitation including functional assessment within the working environment, task analysis, development of work hardening plans to support a return to/stay at work.</li> <li>• The post holder is expected to have acquired and maintained specialist expertise for the delivery of occupational therapy input into persistent pain management programmes.</li> <li>• Computer skills that enable use of word processing, data collection and analysis, literature searching and presentation production.</li> <li>• Good knowledge of Disability Discrimination and Employment laws (Jersey).</li> </ul>	

	<ul style="list-style-type: none"> <li>• Leadership skills to inform the Occupational therapy element of multidisciplinary treatment and training programmes.</li> </ul>	
<p><b>General Skills/Attributes</b></p>	<ul style="list-style-type: none"> <li>• Ability to critically appraise, adapt and implement relevant national and international guidelines for specialist area</li> <li>• Excellent negotiating and interpersonal skills and the ability to adapt personal style in order to influence and engage others.</li> <li>• The post requires the holder to be able to effectively communicate complex clinical information in spoken and written form for patients, carers, including through interpreters, and fellow professionals and outside agencies at multiple levels.</li> <li>• Ability to engage patients in the active self-management of their persistent pain condition where they are often emotionally distressed, ambivalent or resistant to this e.g. through fears or misunderstandings about their condition, previous physical, emotional or sexual abuse, and Adverse Childhood Experiences (ACEs).</li> </ul>	
<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Minimum of Seven years, full time, relevant post qualification experience, including working within Adult Mental Health services and Persistent Pain Management; with two of these years spent in management or research and critical appraisal of specialist area.</li> <li>• Experience and knowledge of project-based service delivery, incorporating planning, evaluation, reporting methods and appropriate user involvement processes(e.g. co-design)</li> <li>• Experience in communicating specialist information on range of service development issues</li> <li>• Experience in teaching, lecturing and training other professions</li> </ul>	
<p><b>Criteria relating to Safeguarding</b></p>	<ul style="list-style-type: none"> <li>• Ability to identify/assess clinical risk and appropriately report to relevant authorities (e.g. Safeguarding team, Adult Mental Health service, Primary Care).</li> <li>• Up to date registration with HCS and HCPC.</li> <li>• Up to date DBS enhanced check and up to date Adult safeguarding advanced level.</li> <li>• Membership of specialist interest professional bodies including IASP, British Pain Society and RCOT Trauma and MSK</li> </ul>	

	Specialist Section Pain Clinical Forum, or equivalent.	
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Delete as appropriate: ***Clinical Post not yet known***

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5 core accountabilities attributes and behaviour indicators.

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 6 core accountabilities attributes and behaviour indicators.

**The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.**

### **Core Accountabilities, Attributes and Behaviour Indicators**