



HORTICULTURAL THERAPIST DEFENCE MEDICAL REHABILITATION CENTRE (DMRC) STANFORD HALL

Job Description

May 2024

Permanent FTE 0.6 (24 hrs/week)

Reports to: Senior Horticultural Therapist (HT)

HighGround is a charity started in 2013 and uses the green environment to improve the wellbeing of serving personnel and veterans. One of the services HighGround provides to the DMRC is Horticultural Therapy. HT is the use of plants and the green environment by a trained professional through which certain clinically defined goals can be met.

The Horticultural Therapist (HT) works with a Senior HT who is an Occupational Therapist (OT) and they are embedded in the Occupational Therapy (OT) Team at DMRC. They provide a service to a referred caseload of patients with a range of minor to complex biopsychosocial needs to deliver clear goal focussed rehabilitation.

The HT will be supported by Senior HT and work alongside the Therapeutic Gardens Manager and Gardening Volunteers. The HT will have clinical supervision from the Senior HT in relation to patient care.

The HT will work autonomously, without direct supervision and be accountable for their own professional actions in line with the HealthCare Professions Council (HCPC) and Royal College of Occupational Therapists (RCOT).

Add flow chart of HG organisational structure using job roles not names

PRINCIPAL RESPONSIBILITIES

Professional

1. To provide specialist rehabilitation to DMRC patients with minor to complex needs and associated chronic conditions using the medium of Horticulture.

2. To be responsible for planning, organising, and implementing Horticultural Therapy treatment programmes based on the treatment goals of all DMRC patients referred to the Horticultural Therapy service by their Occupational Therapist (OT).
3. To be responsible for the development and therapeutic application of individual HT activity plans which form the basis of treatment.
4. To work with patients to encourage the optimum use of their abilities and recovery where possible, ensuring that rehabilitation strategies are implemented according to each individual rehabilitation programme.
5. To work alongside DMRC Multidisciplinary Team (MDT) to provide excellent care and delivery of horticultural programmes on a one-to-one basis or in groups.
6. To work with patients with challenging behaviour, and deal effectively with emotional responses and provide guidance and support to others in the workplace dealing with challenging behaviours.
7. To monitor, assess and evaluate individual patient progress with their rehabilitation and feedback to the referring OT/MDT.
8. To work autonomously, without direct supervision and be accountable for own professional actions.
9. To provide support to the Senior HT in ensuring the provision of a comprehensive, evidence based and professional HT service across all clinical areas.
10. To support the Senior HT in developing and implementing policies and procedures for the HT Service and ensure quality of service provision and evidence-based practice. This includes implementation of relevant National standards and guidelines.
11. To support the Senior HT in providing specialist clinical advice and education to OT staff, OT students, other members of the MDT, and external agencies/ organisations as requested.
12. Maintain up to date, accurate patient records in line with Professional Practice Guidelines.
13. To support the Senior HT to record data and statistics and routine information using spreadsheets and be responsible for ensuring information is up-to-date, relevant to the needs of the service and communicated effectively.
14. To support the Senior HT to monitor and advise on clinical input across the Horticultural Therapy Service ensuring all patients referred receive the highest level of care.
15. To follow The Royal College of Occupational Therapists (RCOT) guidelines, standards of practice and local policies in carrying out professional duties.

Communication

1.To demonstrate highly proficient communication skills:

- a. To create an environment that promotes effective communication to patients, carers, colleagues, and external agencies.
- b. To be a highly skilled communicator dealing sensitively with highly distressing or emotional issues.
- c. To communicate effectively with patients including obtaining informed consent for treatment, and an understanding of their specific condition even when there are barriers to learning such as cognitive and communication impairment, or when English is their second language.
- d. To be a highly effective communicator demonstrating skills in negotiation, mediation, empathy, reassurance, and the ability to motivate others.
- e. To maintain good working relationships with other departments, teams and external agencies and support and co-ordinate inter departmental activities.

2. To record patient interventions clearly and accurately (performance and progress) with DMRC policies and procedures (using the SOAP OT format).

3. To work with HighGround's Senior HT, Therapeutic Gardens Manager and Garden Volunteers to ensure continuity of service throughout the year.

Analytical and Judgement Skills

1. To assess complex patients with a range of diagnoses, identifying, developing, and implementing appropriate specialist rehabilitation programmes based on clear clinical reasoning, knowledge and experience of a range of procedures and conditions underpinned by sound theory and evidence-based practice.

- a. To support the MDT in the interpretation of assessment results and recommendations based on clinical need as part of the larger rehabilitation process.
- b. To be an expert resource to the clinical teams demonstrating expert knowledge and skills.
- c. To be skilled at assessing and interpreting a range of complex factors relating to the patient's condition which will impact on their ability to carry out their activities of daily living

Professional Ethics

1. To comply with the Royal College of Occupational Therapists Professional Code of Conduct at all times.

2. To maintain Continuing Professional Development, evidenced by a portfolio.
3. To exercise good personal time management, punctuality, and consistent reliable attendance.
4. To behave in a professional manner and always uphold HighGround's standards and values.

Leadership, supervision, and appraisal

1. To participate in clinical supervision and Individual Performance Review where the job description will be reviewed, objectives will be agreed, performance monitored, and personal development needs discussed.

Training, staff, and students

1. To support the induction, training and education of staff, students, and Garden Volunteers within the HT and wider OT Service.

Professional development

1. To attend DMRC mandatory training as required.
2. To attend study days and in-service education training to develop skills in conjunction with the agreed Individual Personal Development Plan (PDP), as agreed with the Senior HT and OT PLA.
3. Adhere to basic principles of clinical governance, risk management and safeguarding quality of service provision.
4. To comply with High Ground and DMRC policies and procedures.
5. To promote Horticultural Therapy ensuring optimum use by referring OT's throughout DMRC.
6. To promote the OT and HT service internally and externally to DMRC.
7. To ensure use of social media follows DMRC guidance and approval.

Research and development

1. To support the Senior HT on clinical evaluation, audit, and research projects some of which are complex and multi-faceted
2. To support the Senior HT in the planning, organisation, and implementation of policies, projects, and specialised programmes of care within own clinical speciality, taking account of changing organisational requirements and clinical needs.

3. To support the Senior HT to evaluate HT practice using evidence-based projects, patient and staff feedback, audit, and outcome measures.
4. To adhere to research and development guidance from DMRC.

Management:

1. To support the Senior HT in working with the TGM and garden volunteers to order resources and maintain adequate supplies to ensure the smooth running of the HT service.
2. To work with the TGM and Gardening Volunteers to plan and facilitate sessions and events

Planning and Organisational Skills

1. Ability to have an overview and understanding of structures and systems within Defence Medical Rehabilitation Centre Stanford Hall.
 - a. To be responsible for prioritising, organising and planning own and team's clinical workload making short term adjustments to plans on a daily basis as required.
 - b. To have delegated day to day management responsibility for the development, implementation and delivery of rehabilitation within clinical area.
3. Continuing Professional Development (CPD) is an important requirement of this job role, and the successful applicant will be expected to demonstrate 30 hours of CPD pro rata throughout the calendar year to ensure their practice is current and relevant.
4. To be aware of departmental duties and initiatives to ensure a safe environment, recognising all patients' requirements for dignity and privacy.
5. The job will require an awareness of risk situations for self, patients, Garden Volunteers, and others.

EXPERIENCE/SKILLS REQUIRED

Essential:

OT Professional qualifications to Degree or Diploma level.

State registration with Health and Care Professions Council.

Knowledge & experience of rehabilitation in relation to physical and/or mental health.

An interest in horticulture and it's therapeutic benefits.

Able to work autonomously guided by professional regulations, national policies, standards, and guidelines.

Ability to operate away from main place of work in the community if required.

Full driving license.

A flexible approach to working.

Able to work alone or in a small team.

IT skills (e-mail, Excel spreadsheet etc)

Desirable:

Basic practical horticultural skills and knowledge

Committed to personal development

Experience of audit and research

Excellent presentation skills

CONFIDENTIALITY

As an employee of HighGround you may gain privileged knowledge of a highly confidential nature relating to private affairs, diagnosis and treatment of patients, information affecting members of the public, personal matters concerning staff, commercial confidences of third parties, and details of items under consideration by DMRC. Such information should not be divulged or passed to any unauthorised person or persons.

www.highground-uk.org