

## **JOB DESCRIPTION**

**Job Title:** Specialist Physiotherapy Technical Instructor

**Grade:** Band 4

**Base:** Barnet Community Learning Disabilities Service

**Responsible For:** Health Team Manager

**Accountable To:** Lead Physiotherapist

### **Job Purpose:**

- To support and implement the provision of specialist Physiotherapy services within the Learning Disabilities Service, under the supervision of but not always alongside the Lead Physiotherapist.
- To provide a service in a wide variety of community settings (i.e. people's own or family homes, day services, health and other trust facilities, leisure centres).
- To promote the independence of people who use the service as part of a large multi-disciplinary team; this will involve working with people with complex health needs.

### **Key Areas of Responsibility**

#### **Clinical**

1. To establish and maintain appropriate therapeutic relationships with people who use the service and/or carers, putting them at ease and encouraging participation.
2. To show awareness of any special needs the person and/or carer has (hearing or visual impairment, poor memory, speech problems and physical impairment). This may involve using alternative forms of communication, such as symbols or signing.
3. Where possible, to work with people to develop goals jointly and place people who use the service at the centre of intervention plans.
4. To have a balance of independent working on specified tasks, which may involve working independently with people who use the service whose case management is predictable, in addition to co-working with the therapists.
5. To understand the need to gain informed consent to treatment where possible and work within the legal framework with people who lack capacity to consent to treatment.
6. To use negotiating skills to persuade others to follow an intervention plan, where there are barriers to the acceptance and implementation of the plan.
7. To provide and receive complex, sensitive or contentious information in an antagonistic or highly emotive atmosphere.
8. To demonstrate a clear understanding of own and other people's responsibilities, contributing to the development of team initiatives.
9. To identify and explore own contribution to team working.
10. To collect information to contribute to assessment/intervention according to pre-defined formula agreed with the therapist and carry out routine intervention following aims of the therapist.
11. To be able to demonstrate competence in basic manual handling issues.

12. To demonstrate the ability to deliver aspects of training according to a pre-agreed and designed plan in conjunction with the therapist, this may involve passing on skills and knowledge to people who use the service and/or their carers and support workers to raise awareness of physiotherapy role and the aims of their programmes.
13. To show competence to oversee group activity sessions (i.e. Rebound Therapy or Hydrotherapy), following pre-agreed treatment plans and provide feedback to the therapist in a clear and concise manner.
14. To attend review meetings to pass on pre-arranged information and/or collect/relay information to the therapist.
15. To share information and ideas with colleagues using a problem-solving approach as part of service development and use personal reflection to help develop own practice and enhance the level of care provided for people who use the service.
16. To support colleagues by being a reliable team member and provide advisory cover for colleagues on annual leave.

### **Professional**

1. To demonstrate on-going personal development through participation in internal and external development opportunities, recording learning outcomes in a portfolio. This will include setting appropriate objectives for personal development with the Lead Physiotherapist and Team Manager.
2. To work collaboratively and communicate effectively with medical, nursing, therapy and social work colleagues, to ensure delivery of a co-ordinated MDT service. This will include case conferences, reviews, strategy meetings and formal care planning where appropriate.
3. To work within the local clinical governance plan.
4. To take an active role during team meetings and in-service training in line with (Trust name) policies.
5. To participate in annual staff appraisal scheme and personal development plans.
6. To participate in supervision sessions with the Lead Physiotherapist and respond appropriately to feedback where necessary to contribute to action plans to develop performance.
7. To promote new knowledge to enhance own skills and practice.
8. To act appropriately in the home environment of people who use the service and respect their style of living.

### **Organisational**

1. To comply with national and local policies, procedures and plans in accordance with the Barnet Learning Disabilities Service, North Central Division and CLCH. This will include possessing working knowledge of legislation and guidelines relevant to learning Disabilities (i.e. 'Valuing People Now').
2. To manage own time and prioritise own workload with guidance from the therapist.
3. To maintain accurate patient records in line with departmental requirements and communicate assessment and treatment results to other professionals as appropriate.
4. To be aware of health and safety issues and act upon them as necessary (see section below).
5. To collect data and statistics as directed by the Lead Physiotherapist.

6. To report accidents and incidents promptly and ensure that equipment is safe. To be competent in the safe use of equipment and ensure the safe use by others through education, training and supervision.
7. To have a flexible approach to diary planning to accommodate highly variable changes in the health needs of this complex group.
8. To provide peer support to other technical instructors and newly employed staff, this may involve supporting staff during their induction period.
9. Any other duties that may be considered appropriate by the Lead Physiotherapist or Team Manager.

### **Safeguarding Clause**

- CLCH are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Rigorous recruitment checks are carried out and successful applicants will be required to undertake an Enhanced Disclosure via the Disclosure & Barring Service (DBS).

### **Infection Control**

- CLCH staff are responsible for protecting themselves and others against infection risks. All staff regardless of whether clinical or not are expected to comply with current infection control policies and procedures and to report any problems with regard to this to their managers. All staff undertaking patient care activities must attend infection control training and updates as required by CLCH.

### **Health and Safety**

- Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act (1974), to ensure the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.
- To ensure that the Trust's Health and Safety Policies are understood and observed and that procedures are followed.
- To ensure the appropriate use of equipment and facilities and the environment is maintained in good order.
- To take the necessary precautions to safeguard the welfare and safety of themselves, patients, staff and visitors, in accordance with the Health and Safety at Work Act.
- To undertake appropriate Health and Safety training to support safe working practice including, where appropriate, its management.

### **General**

- All staff are required to respect confidentiality of all matters that they learn as a result of the employment with the Trust, including matters relating to other members of the staff and members of the public/patients.
- (Trust name) embraces the principles of Improving Working Lives and all staff will be required to adhere to the standards laid down, in this initiative.
- Maintain appropriate patient and clinical records in line with the Trusts policies and procedures, and in line with the agreed service specification.
- The post holder will be expected to participate in an annual appraisal of their work in line with the Knowledge and Skills Framework (KSF) where the job description will be reviewed, and objectives set. In line with the annual personal development plan the post holder will be expected to undertake any training or development required to fulfil their role.

- Ensure that all patients, clients and colleagues are treated at all times in an equitable manner, respecting diversity and showing an understanding of diversity in the workplace.
- The post holder must carry out their responsibilities with due regard to the Trust's Equality and Diversity Policies, Procedures and Schemes and must ensure that equality is promoted at all times.

This job description is not exhaustive and may be amended from time to time in consultation with the post holder. The post holder will be required to undertake any other duties as may be required for the effective performance of the post.

**Person Specification:  
Specialist Physiotherapy Technical Instructor  
Community Learning Disabilities Teams**

	Essential	Desirable
<b>Training and Qualifications</b>	Specialist skills acquired through in-service development/experience.	Formal technical qualification (i.e. City & Guilds or Health Care NVQ or equivalent).
<b>Experience</b>	2 years' experience of working in a community health or social care setting.	Experience of working in a physiotherapy department.  Experience of working with people with learning Disabilities.
<b>Knowledge and Skills</b>	<p>Ability to work independently in community settings.</p> <p>Basic knowledge of anatomy and physiology.</p> <p>Good communication skills, (i.e. written, verbal and non-verbal).</p> <p>Ability to communicate with people who do not use speech.</p> <p>Ability to recognise and work within an individual's physical limitations.</p> <p>Knowledge of specialist equipment, relevant to post.</p> <p>Ability to teach practical skills to people who use the service.</p> <p>Good personal organisational skills.</p> <p>Computer skills.</p> <p>Ability to work as part of a team.</p> <p>Willingness to be involved in the delivery of practice placements for students.</p> <p>Understanding of professional conduct.</p>	<p>Supervisory skills.</p> <p>Ability to work under pressure.</p> <p>Knowledge of the Sign-a-long vocabulary.</p>
<b>Other</b>	Commitment to client-centred, non-discriminatory practice.	Car Driver.

	<p>Commitment to lifelong learning.</p> <p>Up to date manual handling training for the lifting of people using the service and equipment during treatment sessions.</p> <p>Understanding of the hazards associated with lone working in the community.</p> <p>Ability to work in domestic environments with low levels of hygiene and potential exposure to fleas, lice and body fluids.</p> <p>Knowledge of breakaway/de-escalation techniques.</p>	
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**The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.**