

Job Description

Job Title	Physiotherapy Support Worker
Salary Band	Band 4
Division/Service Line	Adult Community Services
Department	Penwith Community Rehab Team

Job Overview

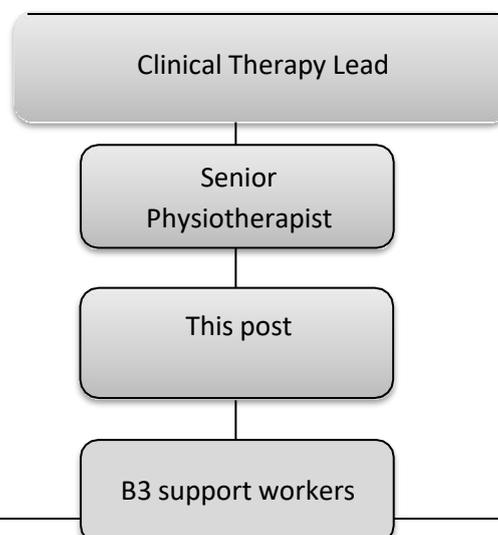
The purpose of the post is:

- To undertake specific skilled physiotherapy support work, carrying out assessments utilising various treatment skills, to aid the rehabilitation of patients. To plan and implement interventions, using various treatment skills and to monitor progress and evaluate the outcome.
- To encourage patients and carers in an active approach to regaining and maintaining personal independence.
- To manage your own caseload and time management and offer timely reviews of rehab care plans.

Key Dimensions of the post are:

- To practise autonomously, under the supervision of a qualified therapist, reporting back any problems.
 - To hold own caseload of patients allocated by the team.
 - To practise as a lone worker.
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Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- Behave professionally and represent the Organisation in a positive manner
- Maintain positive working relationships with multi-disciplinary team colleagues, statutory and voluntary agencies and GPs, concerning patients on caseload (information may be sensitive)
- Patients/carers concerning patient's treatment/carer's needs. Information may be sensitive and patients may have communication, perceptual or cognitive / understanding difficulties. Requires skills in reassurance and persuasion
- Attend team meetings
- Good verbal and written communication skills
- Commitment and understanding of team working

Management and Personal Development

- Take part in surveys and audits as required by the Organisation/team, e.g. Record Keeping Audit
- Engage in supervision and appraisal system
- Take responsibility for own Continuing Professional Development e.g. engaging in regular clinical supervision, identifying learning needs, reflecting on practice
- Complete mandatory training
- Work in line with CFT's Strategic objectives
- To follow organisational policies
- To comment on proposed policies concerning own area of work

Clinical Activities

- Provide initial assessments for clients within a specific cohort i.e. fractured neck of femur and non complex fallers.
- Collaborate with the MDT as required i.e. occupational therapy, social prescribers, health and wellbeing coaches.
- Devise a treatment plan in collaboration with the client, considering their motivations and wishes.
- Evaluate client's responses to therapy intervention(s) and decide on appropriate action, e.g. adapt intervention, adapt environment, seek advice from therapist
- Apply the 'Clinical Criteria for Loan Equipment'/ladder approach to ensure appropriate prescription of community equipment/best use of available resources
- Educate patients, carers and other disciplines on safe and appropriate selection, fitting and use of community equipment
- Follow procedures for the replenishment of community equipment
- Plan and provide therapy interventions (individually and in groups), acting within competencies and modifying treatment programmes as appropriate
- Instruct patients and carers, providing direction and guidance on a range of interventions
- Advise and educate patients, carers and other disciplines, within competencies, e.g. anxiety management, fatigue management, safe use of community equipment, lifestyle management
- Work without direct supervision, including monitoring and reviewing the person's progress
- Plan and prioritise own caseload and organise time effectively

Administrative/IT Systems and Processes

- To update patient records, in compliance with Health Care Profession Council/CFT's record keeping standards
- To record information regarding your clinical activity on the appropriate systems e.g. RiO
- To input data and assist with other administrative duties as appropriate, e.g. taking messages
- To undertake triage of referrals to the team

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

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Role Requirement	Essential	Desirable
<i>Education and Qualifications</i>		
GCSE English and Maths or equivalent	✓	
NVQ 4 in Health & Social Care or equivalent qualification/experience Or, Rep Level 4 Fitness Professional with modules in one of the following: falls, GP referrals, diabetes. Or, Bachelors degree in Sports Science or similar.	✓	
IELTS unless qualification taken in English	✓	
Evidence of recent study e.g. strength and conditioning, motivational interviewing, supporting change, health coaching.		✓
<i>Experience</i>		
Previous experience working as a Therapy Support Worker in a similar setting with an understanding of their roles and respect for the other professionals within the team		✓
Working with people to facilitate learning of skills or gaining of independence	✓	
Extensive experience of working in a range of settings e.g. fitness or leisure centre, personal trainer, work in hospital or community setting.	✓	
Experience of working with people with a broad range of impairments/ disabilities		✓
Experience of working without direct supervision, including monitoring and reviewing the person's progress	✓	
Experience of working as a lone worker		✓

<i>Skills , Aptitude, Knowledge and abilities</i>		
Ability to time manage and prioritise, with the support of supervisor	✓	
Good written and verbal communication skills	✓	
Ability to empathise when helping to motivate and encourage patients with impairments	✓	
Able to observe and modify a treatment activity, demonstrating an understanding of the patient's needs	✓	
Ability to demonstrate understanding of disability/impairment and the concepts of rehabilitation	✓	
Ability to manage own caseload	✓	
Experience in assessment for adaptive equipment and mobility aids		✓
Reflective practitioner with portfolio evidence to support this		✓
<i>Training</i>		
Evidence of further training relevant to speciality e.g. voluntary courses of relevance to post		✓
<i>Personal Qualities</i>		
Demonstrates respect for other professionals within the team	✓	
Motivated	✓	
Professional	✓	
Willing to assist in student learning.	✓	
Commitment to client centred, non-discriminatory practice.	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Ability to travel independently where required to meet the requirements of the role	✓	
Occupational Health clearance satisfactory to the Trust	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		