

Job Description

Highly Specialised Physiotherapist (Band 7 equivalent)

ORCHARD HILL COLLEGE

CLIENT GROUP:

Orchard Hill College is a day specialist college providing further education to adults with severe/profound and complex learning difficulties and/or disabilities from a range of backgrounds. Orchard Hill College provides a wide range of quality full time and part-time education courses designed to meet the individual needs of the adults at College and in the community as part of their College programme, to ensure that learners of a range of abilities *can and do achieve*.

JOB PURPOSE AND SCOPE:

- To provide high quality, clinically effective, person centered and evidence based Physiotherapy assessment and intervention to learners with profound/multiple learning disabilities as well as physical disability/complex physical health needs attending courses within the College and its satellites.
- To provide support and training to all teaching staff with regard to Physiotherapy interventions.

REPORTING RELATIONSHIPS

RESPONSIBLE TO: Head of therapy
Director of learning and support services

ACCOUNTABLE TO: Principal
Board of Governors

FUNCTIONAL LINKS

The Physiotherapist will be expected to work in collaboration with allied professionals and will need to maintain links with a variety of bodies. These will include:

1. Students and their parents/carers and advocates
2. College staff
3. Other professionals working with students.
4. Community Services
5. Sutton & Merton Primary Care Trust and other relevant PCTs

DUTIES AND RESPONSIBILITIES

CLINICAL

- To manage a varied caseload of adults with severe/profound and complex learning difficulties and/or disabilities, and to organise this efficiently and effectively with regard to clinical priorities and use of time.
- To provide clinical assessment and intervention to learners in the service.
- To plan and implement and review person-centered individual and/or group interventions which aim at improving functional abilities and participation in College-related learning activities as well as everyday life.
- To liaise with all team members and family/carers in order to provide a co-ordinated approach and ensure physiotherapy treatment is integrated into learner's objectives that support learning and skills for daily living.
- To monitor, evaluate and modify intervention in order to measure progress and ensure effectiveness of intervention
- To independently assess, clinically reason, advise and order specialist equipment for mobility/postural control both static and dynamic, being aware of financial implications and restrictions. Liaise with PCTs/social services/ external agencies/ parents/ carers regarding the provision and use of such equipment.
- To monitor new developments in specialised equipment and communicate with manufacturers.
- To educate and support those working with the learner how to correctly use the equipment, the purpose of the equipment and set guidelines for its use.
- To guide and support teaching staff in physiotherapy and manual handling programmes in the classroom.
- To keep up to date with current and new manual handling techniques thus ensuring safe practice.
- To set up and run aquatic therapy sessions and complete relevant risk assessments and clinically effective programmes.
- To design appropriate moving and handling guidelines for learners who have significant physical disabilities in addition to their learning disability, using a range of techniques and equipment.
- To carry out risk assessment and risk management plans, including moving and handling
- To compile activity programmes with clear therapeutic aims and goals based on evidence based practice.
- To attend and contribute to review meetings where appropriate ensuring person centred approach.

- To attend College-arranged meetings for learners, including Parents' Evenings and Open Days etc. To attend team meetings and to be able to travel to other venues for the team meeting.
- To use IT and other alternative methods of communication to overcome barriers to communication e.g. simple clear language, Makaton, symbols and photographs.
- To comply with the Chartered Society of Physiotherapy and Health and Care Professions Council's Code of Ethics and Professional Conduct.
- To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to the work situation, and ensure others do likewise.
- To supervise junior physiotherapists for their clinical work and provide support as required.

ADMINISTRATION & MANAGEMENT

- To manage own clinical caseload and time effectively, prioritising work as required.
- To complete and maintain accurate treatment records in accordance with CSP Standards of Practise.
- To jointly create and utilize files with others in the College therapy/nursing team.
- To prepare and submit written reports including contributions to the interdisciplinary team reports and EHCP's.
- To address issues of confidentiality, consent and sharing of information throughout assessment and intervention and clearly record in learners' files.
- To utilize standard college documentation as required e.g. equipment ordering, finance system, curriculum and integrated paperwork.
- To be responsible for equipment used in carrying out duties. To adhere to departmental equipment policy, including competence to use equipment and to ensure the safe use of equipment by others through teaching, training and supervision of practice
- To be responsible for maintaining stock, advising on resources to carry out the job.
- Maintain weekly - calendars of contact and non-contact input for individual learners.
- To participate in clinical audit.
- To be responsible for accessing regular formal clinical supervision, and ensuring supervision sessions are recorded.

- To be responsible for providing clinical supervision to the junior physiotherapists and ensuring that the supervision sessions are recorded.
- To be responsible for writing up the personal development plan (PDP) for the junior physiotherapists in the team and reviewing the targets regularly as necessary.
- To oversee the working practices within the physiotherapy department and do audits to check safe clinical practise as necessary.
- To oversee that the caseload within physiotherapy department is manageable with the given number of physiotherapists and highlight any recruitment needs if required.
- To arrange termly in- service trainings for the physiotherapy department and keep up to date with the latest research in the learning disability field.
- To support staff with assessment and treatment of complex cases and provide advice to deal with external agencies/parents when a situation of conflict arises with regards to provision of service.
- To keep the therapy, lead up to date with the working practices within physiotherapy department and highlight any concerns, training needs, service development issues when required.
- To oversee the manual handling and aquatic therapy service and be responsible for updating the Moving and handling and aquatic therapy policies as required.
- To assist the therapy lead in general service development related tasks which may not be specifically physiotherapy related.
- Contribute to other policies and procedures in conjunction with the therapy team and college staff.
- To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate.
- To represent Orchard Hill College as appropriate.

PROFESSIONAL

- To be professionally and legally accountable for all aspects of own work, including the management of learners within your care. To ensure a high standard of clinical care for those learners and support junior staff i.e. physio students.
- To undertake comprehensive specialized assessment and re-assessment of learners with musculoskeletal / orthopaedic / respiratory conditions.
- To keep records of intervention, according to professional standards and College Protocol, meeting legal requirements. This includes risk assessments, goal setting, report writing and statistics.

- To be responsible for the day to day organisation and planning of own caseload, including readjusting plans as situations change or arise and providing support to other team members as needed.
- To be aware of the sensitivity required to work closely, effectively and in a professional manner with learners, parents/carers, advocates, the multidisciplinary team, College staff, Community Services, PCTs and other professionals working with students
- To respect the confidentiality, individuality, values, cultural and religious diversity of learners and to contribute to the provision of a service sensitive to these needs.
- To undertake College induction programme and on-going training, including Good Practice training and Protection of Vulnerable Adults (POVA) training.
- To participate in staff meetings, individual planning meetings, department meetings and liaison meeting with other professionals.
- To promote awareness of the role of physiotherapy within the multidisciplinary team, all team meetings and with outside agencies.
- To contribute to the induction, training and education of College staff both formally and informally.
- To maintain personal development through use of off-site and in-house training, contact and involvement with relevant special interest groups, attendance of in-service training, and review of literature as required.
- To maintain own clinical professional development (CPD) by keeping abreast of new developments within the profession and ensure that practice is based on best available evidence and that learning outcomes are recorded in a portfolio.
- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal, audit and outcome measures.
- To comply with the Chartered Society of Physiotherapists and Health Professions Council's Code of Ethics and Professional Conduct.

GENERAL

- To be aware and comply with Orchard Hill College's Health and Safety Policy and Procedures and implement any policies that may be required to improve the safety of the work area, including the prompt recording and reporting of accidents and ensuring that equipment used is safe.
- To be aware of and comply with all other College policies and procedures, including promoting Equality and Diversity.
- To undertake such other duties of a similar nature from time to time as may be required by the Principal

NOTES

- Regular manual handling is an integral part of this post.
- Many of the learners have complex physical disabilities and complex health needs. These include challenging behaviour and mental health issues.
- The post holder should be prepared to travel to other sites occasionally for team meetings, training etc.

This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with the manager.

This content of the job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.

The post holder is expected to comply with all relevant Orchard Hill policies, procedures and guidelines, including those relating to Equality and Diversity, Health and Safety and Confidentiality of Information.

Person Specification

HIGHLY SPECIALISED PHYSIOTHERAPIST (Band 7)

ORCHARD HILL COLLEGE

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. **You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form.** If you are selected for interview you may be asked also to undertake practical tests to cover the skills and abilities shown below:

Qualifications/

1. Recognised physiotherapy degree qualification or equivalent.
2. UK Health and Care Professions Council – License to Practice.

Experience

3. Relevant experience at undergraduate/post graduate level.
4. Experience of supervising junior physiotherapists and contributing to the service development needs of the team.

Abilities, Skills and Knowledge:

5. Ability to provide effective clinical assessment and intervention.
6. Ability to assess and treat complex clinical cases which cannot be dealt with by junior staff.
7. Ability to carry out effective postural management.
8. Knowledge of up-to-date manual handling techniques and legislation.
9. Ability to operate effectively as part of a multi-disciplinary team.
10. Ability to instruct and support teaching teams in a range of techniques to support learners within the class environment and in the use of specialised equipment.
11. Ability to work closely with teaching staff in the identification of integrated learning and therapy related individual objectives.
12. Excellent interpersonal skills including observation, listening and empathy skills.
13. Able to organise own time and prioritise workload.
14. Knowledge of assessment tools relevant to the specialist client group.

15. In depth knowledge of national policies and procedures relevant to the specialist client group.
16. Knowledge of a range of appropriate therapeutic interventions relevant to the client group.
17. In depth knowledge of the principles of clinical governance/audit.
18. Understanding of the roles of other professionals relevant to the client group.
19. Knowledge of standards of record keeping and good practice.
20. Skilled in using equipment and technology to adapt information and make it accessible to the individual.
21. Understanding of how to access other services and agencies.
22. Good physical fitness with the ability to undertake physical handling techniques/abilities.
23. Able to communicate a commitment to the view that students with severe/profound and multiple disabilities can and do achieve.
24. Ability to work within and promote the College's Equality and Diversity, Safeguarding and Health & Safety policies.