

## Job description for Specialist Physiotherapist – Learning Disabilities

### About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

**Our mission, making a difference for you, with you** was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people’s lives** – for **those we care for, those we work with** and **those who work with us**.  
**Everyone is part of our team.**

Our core strategy is to be an **employer of choice, a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values, leadership behaviours, teams, enablers** and **our mission** all of which are driven by **our vision of ‘being a leading provider of outstanding, compassionate care’**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



## This role...

The Northamptonshire Learning Disability Service delivers specialist multi-disciplinary healthcare assessment and treatment services locally for children and adults who have a learning disability presenting with physical health needs, a mental illness and / or severe challenging behaviour. The service provided is person centred and tailored to the individual and their environment, taking into account their ethnic and cultural backgrounds and needs. We provide this through direct support, joint working with other services and / or through offering consultancy to other professionals involved.

The team works in close partnership with the service user, family / carers, and other agencies e.g. mainstream Health Services, independent and voluntary services, Advocacy Services and Commissioners. We are embarking on a journey of integration with our Social Care colleagues and so this is an exciting time to join the team and be part of that journey.

This role requires you to provide high quality specialist physiotherapy assessment and treatment to patients with learning disabilities whose needs cannot be successfully met by mainstream services and to provide and promote best practice in community learning disability physiotherapy.

You will work with the physiotherapy team to provide specialist physiotherapy assessment and intervention to patients with learning disabilities in the community, working with a range of issues such as falls respiratory problems, post injury/operation, postural management, mobility, abdominal massage, obesity management along with supporting discharge from hospital and enabling access to community facilities. You will work in collaboration with the person, their network of care, mainstream health services, and the multidisciplinary team to enhance, optimise and maintain the person's physical presentation, function and quality of life.

We want to recruit a dedicated workforce to meet the diverse needs of this cohort of individuals. Successful candidates will need to have a genuine interest in working within a multi-disciplinary team providing Assessment and Treatment for the defined group of individuals.

For more information or an informal discussion please contact Rachel Conlon, CTPLD Operational Manager on 07719 070321 or Angela Jones, Lead Physiotherapist on 07740 421525.

## About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> <li>• Approachable and accessible to colleagues and across the organisation.</li> <li>• Ability to work in a flexible way and respond to change.</li> <li>• Ability to work in a fast paced and challenging environment.</li> <li>• Reliable and consistent in approach, demonstrating empathy and an open communication style with everyone the post holder engages with, fostering this culture across the team.</li> <li>• Reflect on own practice and performance through effective use of professional and operational supervision and appraisal.</li> <li>• Motivating and inspiring colleagues in providing high standards of care and support during a period of assessment and intervention.</li> <li>• To communicate effectively with individuals, carers, families, team and service members and other agencies, including the summarising and communicating of complex information.</li> <li>• To work and participate as a member of the multi-disciplinary team engaging in discussions and decisions making in relation to the assessment and treatment process.</li> <li>• To provide support and education regarding aspects of occupational therapy interventions.</li> <li>• To be able to adapt/adjust communication methods for individuals.</li> <li>• To represent the team/service and its interests, as required at local and regional events</li> </ul>	<ul style="list-style-type: none"> <li>• Registered as a physiotherapist with the Health and Care Professional Council.</li> <li>• 4 years post graduation experience as a physiotherapist</li> <li>• Evidence of post graduate CPD, regular supervision and appraisal</li> <li>• Evidence of maintaining knowledge of latest evidence and best practice in Physiotherapy and learning disabilities</li> <li>• Evidence of an interest in working with people with a learning disability</li> <li>• Understanding of the role of a community physiotherapist and its boundaries</li> <li>• Experience of working as an effective member of a multi-disciplinary team</li> <li>• Experience of managing groups of staff, dealing with staff issues and managing performance, sickness and conduct matters.</li> <li>• Demonstrable excellent patient care outcomes.</li> <li>• Experience of engaging and communicating effectively with people at all levels.</li> <li>• Experience of participating in audits.</li> <li>• Awareness of National policies and drivers within the Learning Disability Arena including Valuing People, Transforming Care, LeDeR Programme, Mental Capacity legislation</li> <li>• Health and safety awareness, including Clinical risk assessment and risk management.</li> <li>• Recognition of the role of other disciplines and professions within the multi-disciplinary team and the ability to articulate the role of the Physio.</li> <li>• Understanding of professional ethics and their application in practice.</li> <li>• Understanding of appropriate professional conduct, including ability to</li> </ul>

	maintain professional boundaries <ul style="list-style-type: none"> <li>• Experience of engaging and communicating effectively with people at all levels</li> </ul>
Skills and Abilities	
<ul style="list-style-type: none"> <li>• <i>Demonstrable leadership skills, with the ability to engage and work compassionately and effectively with colleagues, service users and their families.</i></li> <li>• <i>Excellent interpersonal skills and the ability to utilise them to communicate effectively within a multi-disciplinary working environment, with a variety of people about difficult matters / in difficult situations.</i></li> <li>• <i>Ability to undertake all elements of the Physio role across a variety of settings for a designated case load, from assessment through to formulation and evaluation, including the ability to clearly articulate clinical reasoning.</i></li> <li>• <i>To work with individuals to identify Physio goals as part of the overall treatment and formulation plan, supporting team colleagues.</i></li> <li>• <i>To plan and implement individual and/or group treatments, in collaboration with the individual, using graded activity to achieve therapeutic goals.</i></li> <li>• <i>To monitor and evaluate treatment, in order to measure progress and ensure effectiveness of the intervention.</i></li> <li>• <i>To undertake initial assessments, risk assessments and outcome measures as part of the MDT team, contributing to positive behaviour support plans.</i></li> <li>• <i>Effective written and oral communication skills, including use of IT systems and the internet i.e. SystemOne, ESR. In accordance with professional and Trust standards.</i></li> <li>• <i>Ability to complete Physio assessment and reports, in line with Team standards.</i></li> <li>• <i>Ability to work autonomously and collaboratively within a team, with good personal organisation skills and ability to work under pressure.</i> <i>Evidenced group work skills.</i></li> <li>• <i>Ability to reflect and critically appraise own performance.</i></li> <li>• <i>Excellent time management and organisational skills and the ability to work independently to prioritise a varied workload, meeting competing demands. The post holder will need to take initiative and work in a self-directed manner.</i></li> <li>• <i>Ability to maintain confidentiality and represent the professional face of the Learning Disability and wider NHFT internally and externally, dealing with any conflict in an appropriate manner.</i></li> <li>• <i>To comply with the relevant Profession Code of Ethics and Professional Conduct and national and Trust policies and procedures.</i></li> <li>• <i>To maintain fitness to practice and registration with the Health Professions Council.</i></li> <li>• <i>To respect the individuality, values, cultural and religious diversity of service users and contribute to the provision of a service sensitive to these needs.</i></li> <li>• <i>Ability to occasionally deal with distressing or emotional circumstances and situation and dealing with complex and sensitive matters including receiving and initially responding to complaints.</i></li> </ul>	

- *Ability to work in a busy, sometimes pressurised environment, prioritizing and working to deadlines.*
- *Ability to take a proactive approach to process and service improvement.*
- *Teaching and Presentational skills and a willingness to share professional learning and knowledge to colleagues to support collaborative learning of the team as a whole*
  
- *Able to drive and has access to a car for work*
- *Able to carry out moderate to intense physical activity throughout the working day, including the ability to bend, stoop, ~~and~~ manoeuvre equipment or work in a pool on an ongoing basis*

## About the role – linking with our 4 Leadership Behaviours



### ENGAGING PEOPLE/WORKING TOGETHER

All staff are expected to perform within the following minimum indicators

- Show compassion, care and kindness
- Invite and listen to others' views, sharing knowledge and experiences within the team to promote learning opportunities for all.
- Contribute and act positively, role modeling and participating in the induction, training and education of students and other staff within the team
- Treat others with dignity and respect
- Value each other's contribution and diversity working collaboratively with other professionals to build effective relationships that actively contribute to seamless service.
- Work with others to make improvements participating in the induction, training and education of students and other staff in the setting
- Ability to motivate self and other and support each other to achieve goals
- Communicate clearly and concisely ensuring individuals accessing the service remain at the centre of all decision making.
- To ensure a timely and efficient service is provided to all individuals, by maintaining good practices and ensuring excellent communication and working relationships.

### BEING AUTHENTIC

All staff are expected to perform within the following minimum indicators

- Communicate openly and honestly encouraging this in others.
- Treat others fairly and consistently, recognising the contribution of the multi-disciplinary team, individuals, family, carers and other agencies.
- Act professionally and confidently, supporting a culture of excellence and aspiration.
- Ask for help when needed, admit and apologise if mistakes are made / things go wrong, using reflection to develop practice.
- Work hard to do the best job possible, demonstrating dedication to delivery of the highest quality service.
- Demonstrate empathy and humility
- To ensure accurate, current records are maintained and respond to any audit recommendations.

## TAKING RESPONSIBILITY

*All staff are expected to perform within the following minimum indicators*

- *Provide the highest standards of service to patients and customers. Demonstrating an understanding of national guidelines and legislation relating to health and social care and their impact on service provision*
- *Take personal responsibility for own work and development, providing documented evidence of Continuing Professional development and commitment to lifelong learning. Consolidate acquired skills and broaden knowledge and experience in professional practice.*
- *Recognise others' good work, and say 'well done' and 'thank you'*
- *Give and receive feedback, to help each other to improve. Contribute to benchmarking, to assess quality and effectiveness of services.*
- *Have the courage to acknowledge and learn from mistakes, taking responsibility for errors or near misses in practice using reflection to develop practice.*
- *Take action when improvement is needed and support the implementation of recommendations following service / clinical reviews.*
- *Have a 'Can-do' approach exercising good personal time management, punctuality and consistent, reliable attendance.*
- *Priority work areas for this post will be agreed annually via objectives established through the NHFT Appraisal process.*

## EMBRACING CHANGE

*All staff are expected to perform within the following minimum indicators*

- *Take a positive open approach to change and service development.*
- *Aspire to continuously improve participating in research, audits and peer reviews. Demonstrate the ability to critically evaluate current research and apply this to practice*
- *Take an active role in improving quality, participating in clinical governance and quality improvement projects*
- *Are creative and willing to share ideas actively seeking out improvement opportunities within the Intensive Support Team.*
- *Ask questions to improve understanding to ensuring effective communication of complex information.*
- *Challenge positively and focus on solutions, supporting others to make improvements.*
- *Are flexible in their approach to assessment and intervention, encouraging creativity in others.*
- *Demonstrate a willingness to develop and make improvements.*



## Benefits

<b>Salary</b>	<b>Location of work</b>	<b>Permanent/fixed term</b>								
<p>Band 6 - Range £31,365 – £37,890</p> <p>You will be paid on the 27th of each month. If this date falls at a weekend you will be paid on the Friday before this date</p>	<p>CTPLD is a Countywide Service. This post is based at Newland House – Campbell Square Northampton.</p> <p>The post holder will have one allocated base for the purpose of submitting travel expenses, but will be expected to travel across the county in the course of their work.</p>	<p>This is a permanent post</p>								
<b>Hours/pattern of work</b>	<b>Annual leave and bank holiday entitlement</b>	<b>Pension entitlement</b>								
<p>Pattern of work is based upon a 37.5 hour week. Monday – Friday 9am – 5pm</p>	<table border="1"> <tr> <td>Length of service</td> <td></td> </tr> <tr> <td>On appointment</td> <td>27 days + 8 days</td> </tr> <tr> <td>After five years' service</td> <td>29 days + 8 days</td> </tr> <tr> <td>After ten years' service</td> <td>33 days + 8 days</td> </tr> </table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p><a href="https://www.nhsbsa.nhs.uk/nhs-pensions">https://www.nhsbsa.nhs.uk/nhs-pensions</a></p>
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<b>Health and Wellbeing</b> Because your health matters too	<b>Learning and Development</b>	<b>Equality and diversity</b>								



<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p>	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>
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Find out more about us at [www.nhft.nhs.uk](http://www.nhft.nhs.uk)