
JOB DESCRIPTION

Oxford Health NHS FT

Job Title: Specialist Learning Disability Physiotherapist
Band: 6
Responsible to: Learning Disability Physiotherapy Clinical Lead
Responsible for: Own Caseload
Physiotherapy Students
Accountable to: Learning Disability Service Team Manager
Place of work: Learning Disability Teams
Hours: 37.5 hours

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JOB PURPOSE

The post holder will be part of the Learning Disability teams providing a specialist physiotherapy service for adults with a learning disability living in the community across Oxfordshire. This post will be suitable for an experienced physiotherapist who has an awareness of and interest in posture management, respiratory health and long term condition management.

They will be passionate about the health of people with a learning disability, have a holistic mind set, be proactive in service development and committed to multi-disciplinary team working.

Caseload will primarily be based in the south of the county with the facility for non-clinical work from home. As this is a community role you must be a car driver and hold a full UK driving license.

You will have access to regular support and supervision from a B7 clinical lead physiotherapist who is experienced in the management of complex physical disability plus appropriate CPD opportunities.

To deliver specialist, evidence based physiotherapeutic management to people with a learning disability and a range of diverse and complex health conditions

To provide a high quality physiotherapy service to people with a learning disability in their homes and in a variety of community and other health care settings including communication with all partners

To be responsible for your own caseload as an autonomous practitioner adapting your approach to meet the health and communication needs of the service users

To work jointly and in a holistic manner with the multi-disciplinary Learning Disability Team, the LD Physiotherapy Team and wider health and social care services

To participate in and contribute to clinical governance, and physiotherapy and service wide developmental projects

DUTIES AND RESPONSIBILITIES

Clinical

- To accept clinical responsibility for a designated caseload of patients and be professionally and legally responsible and accountable for all aspects of your work ensuring high standards of clinical care
- To independently manage clinical need and prioritisation from the physiotherapy waiting list and across own caseload
- To be able to undertake a comprehensive assessment of service users' physiotherapy needs and use clinical reasoning to interpret information in a wide range of presentations and disabilities
- To develop, deliver and co-ordinate personalised intervention and management plans, and discharge planning, whilst following national evidence based practise and Learning Disability clinical areas of practise
- To deliver holistic physiotherapy management with due regard for the client's physical and psychosocial needs, and the environment in which the care will be delivered.
- To utilise a wide variety of treatment skills and options to maximise potential in a variety of settings.

- To undertake assessment and provision of complex health care including postural management under the support and supervision of the Band 7 physiotherapist
- To provide assessment and therapy in water (aquatherapy) and via rebound, where appropriate
- To be able to demonstrate a working knowledge of, and assess for and prescribe equipment to aid physical development and mobility and ensure safe use by others through demonstration plus training and supervision when appropriate
- To demonstrate highly developed handling skills when assessing and working with service users with a wide variety of complex conditions
- To be involved in teaching and instructing in physiotherapy programmes and management to relatives, carers, support workers and other professionals to promote the understanding of the aims of physiotherapy and to ensure a consistent approach to client care
- To facilitate the inclusion of people with a learning disability into community activities in order to integrate physiotherapeutic activities within the local community. To support people when considering the available options and choices to promote physical activity
- To undertake team assessments, referral screening and other team based duties as part of the multi-professional referral process
- To assist other members of the physiotherapy team, in all localities, depending upon the requirements of the service

Communication

- To assess capacity, gain valid informed consent and work within a legal framework with clients who lack capacity to consent to treatment.
- To maintain accurate, comprehensive and up to date documentation in line with legal and departmental requirements, and communicate assessments, recommendations and intervention outcomes to other agencies in the form of reports, letters and attendance at reviews
- To have competent written, organisational, IT and administrative skills
- To be able to communicate sensitively and effectively to families and support agencies and to other health professionals including GP's, consultants and other health and social care services.
- To communicate effectively and work collaboratively with the LD multidisciplinary team and with other agencies and community teams to deliver a coordinated service, including representing physiotherapy at case reviews, clinical team meetings, best interest decision making processes, mental capacity act processes and safeguarding procedures
- To take service user, family and support worker goals into consideration when considering care planning and individual physiotherapy management goals
- To work in close liaison with the client and their carers (formal and/or informal), and other specialist services, local resources and social services when planning, delivering and monitoring the client's physical management.
- To use highly developed interpersonal skills to listen well and communicate empathically when working with service users and be able to use alternative methods of communication and engagement techniques where there is sensory loss, communication difficulties, cultural differences or when sharing sensitive and complex information

- To be able to use positive behavioural support techniques and contribute to the development of appropriate PBS plans and be able to follow these when carrying out physiotherapy interventions
- In conjunction with other team members to contribute to strengthening the links between the Learning Disability teams and other acute and community based services, to enable individuals with learning disabilities to receive appropriate and timely services throughout the patient journey, including acute hospital discharge planning

Professional and Governance

- To always treat service users and their families/ carers with dignity and respect and promote equity and inclusion within society.
- To provide supervision, support and mentoring to Band 5 physiotherapists, undergraduate students and clinical support/assistant/technician staff depending on staff compliment at the time
- To support AHP work experience and physiotherapy student placements within the service and lead their clinical education during such placements
- To complete outcome measures as designated by the service
- To maintain own Continuing Professional Development through reflective practice, learning and ongoing evaluation of own practice
- To receive regular planned supervision and clinical support from senior physiotherapists and ad hoc support where required
- To participate in the performance appraisal and development process. Ensure that personal development needs are met in conjunction with senior physiotherapy staff
- To undertake mandatory training as relevant to the role
- To contribute to setting standards and policies for service provision and clinical practise through attending and contributing to in-service training, staff meetings and away days
- To contribute towards developing a service which is evidence based including research and utilising research findings to help monitor and support best practice
- Work in conjunction with the LD Physiotherapy Clinical Lead to establish and monitor professional and clinical standards and to take action to raise standards where necessary
- To take part in and where appropriate to lead, service change and development project work
- To use Information Technology and relevant software, keeping up to date with advances, to support service development and client records
- To collect statistics as required in line with Trust and team policies
- To be aware of and comply with relevant legislation, particularly in respect of consent, capacity and confidentiality
- To initiate and participate in clinical governance and audit activities as required by the service and Trust
- The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Oxford Health NHS Foundation Trust

STRUCTURE

Currently within our team we have 4 physiotherapy posts (1X rotational B5, 2X B6, 1X B7). For our senior leadership we have a part time AHP Professional Lead, Team managers, Nurse Consultant, Operational Manager and Associate Clinical Director/Acting Service Director

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. CSP, HCPC)

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand

hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).

- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Specialist Learning Disability Physiotherapist, Band 6		
Criteria for Selection	Essential Requirements	Desirable Requirements
Qualifications	<ul style="list-style-type: none"> • Diploma / degree in Physiotherapy • HCPC registration • Evidence of commitment to CPD 	<ul style="list-style-type: none"> • Experience at Band 6 level • Specialty specific post graduate courses eg in neurology, respiratory, posture management or other related field • Member of ACPPLD/ Special Interest Groups • MSc/post graduate diploma in relevant clinical field • Member of CSP
Skills & Experience	<ul style="list-style-type: none"> • Post graduate experience including a range of clinical placements • To have a broad knowledge of current best practice in physiotherapy • Demonstrates well established knowledge of range of specialist physiotherapy assessment tools & therapeutic interventions • Ability to transfer physiotherapy skills to the learning disability field • Experienced manual handling practises • Community level respiratory care skills • Awareness of 24 hour posture management concept • Experience of Therapy Outcome Measures (TOMs) • Experience of managing and prioritising a caseload • To understand the legal responsibilities of the profession • Demonstrates well established knowledge of national policies and procedures relevant to client group • To have an understanding of clinical governance • Able to act independently and on own initiative, but recognise when to seek support • Effective written, oral and computer based communication and presentation skills 	<ul style="list-style-type: none"> • Previous experience of learning disability • Specialist skills of working with people with complex physical disability (24 hour posture management) or complex health conditions • Previous neurological, community, respiratory or paediatric experience • Experience of aquatherapy/ rebound therapy • Experience of complex moving and handling • Experience of line management of staff • Student educator • Knowledge of relevant health and social care legislation and current practice • Knowledge of alternative and augmentative communication methods • Involvement in audit or research • Awareness of other relevant outcome measures

	<ul style="list-style-type: none"> • Competent IT skills for use of electronic health records, online working and ability to adapt to new developments 	
Personal Qualities	<ul style="list-style-type: none"> • Commitment to client centred, non-discriminatory practice • Excellent interpersonal skills • Ability to work collaboratively with the wider multi-disciplinary team and secure the co-operation of colleagues at all levels by building effective working relationships • Ability to work independently as well as part of a team • Ability to manage stressful situations including emotional or challenging behaviour • Good listener, with sensitive approach • Communicate effectively particularly where barriers to understanding exist • Motivated and enthusiastic and able to motivate, encourage and support others • Demonstrates willingness to be flexible to meet the demands of an unpredictable workload • Reliability • Evidence of self-directed learning / reflective practice • Ability to identify own strength and weaknesses, reflect on and appraise own performance with support of supervisor • Excellent organisational skills including good time management – clinical and non-clinical • To have an interest in the learning disability population group and the inequalities and barriers that impact their health 	<ul style="list-style-type: none"> • Leadership courses, qualification • Experience of educating, training others • Presentations, lecturing • Confidence in lone worker or sole worker situations
Other requirements	<ul style="list-style-type: none"> • UK driving license and use of a vehicle during working hours • Ability to travel and work in a range of clinical settings and across county as required • Good general health and able to manage the physical requirements of the post including moderate to 	

	<p>intense physical effort and manual handling for therapeutic purposes</p> <ul style="list-style-type: none">• Health, safety and risk awareness as it applies to own practise and that of others	
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