

Hollybank Trust - Job Description

<i>Job Title</i>	Physiotherapy Assistant
<i>Reporting To</i>	Clinical lead for Physiotherapy
<i>Overall Aim:</i>	To work within the Physiotherapy team to assist the Physiotherapists in the implementation of treatment programmes for children and adults with complex difficulties.

<i>Key Role Responsibilities:</i>	
Patient and Client Care	<ul style="list-style-type: none"> • To facilitate hydrotherapy and rebound therapy sessions offering guidance to other staff and assistants. • To work with children and adults in their homes completing physiotherapy programmes and additional tasks set by a physiotherapist. • To ensure correct implementation of physiotherapy care plans to children and adults across the Trust, including the community houses, providing advice to others regarding the implementation of these when required. • To identify any problems/concerns and to report these back appropriately. • To ensure a sensitive approach at all times with an awareness of the emotional needs of the children and adults. • To work independently at times, without direct supervision.
Communication and Relationship Skills	<ul style="list-style-type: none"> • To ensure correct implementation of physiotherapy care plans to children and adults across the Trust, including the community houses, providing advice to others regarding the implementation of these when required. • Ensure contacts are clearly documented in physio notes in line with departmental standards. • Ensure good communication with the wider MDT team. Kardex system is used to document interventions. • Line manager is kept informed. • Ensure good communication with children and adults, using augmentative communication methods as advised by the Speech & Language therapist • Represent the department in a professional manner at all times
Knowledge, Training and Experience	<ul style="list-style-type: none"> • To demonstrate an awareness of the problems associated with PMLD and complex needs and the physiotherapy role in managing these problems. • To be able to demonstrate extended relevant knowledge and experience. • Be able to take responsibility for own learning & development needs, as identified in PDR. • To have an awareness of Health & Safety issues which impact on the role. • To be willing and able to work in a hydrotherapy environment, rebound therapy and horse riding. • To develop the knowledge and skills in order to support the therapy sessions identified above.
Behaviour Management	<ul style="list-style-type: none"> • To ensure behaviour support plans are followed and adhered too. • To employ appropriate strategies to manage any challenging behaviours in the workplace.

<p>Moving and Handling To implement correct moving and handling techniques in order to ensure the safety and comfort of adults, whilst ensuring that Trust guidelines are adhered to and correct equipment is used where appropriate.</p>
<p>Analytical and Judgement Skills</p> <ul style="list-style-type: none"> • To work without direct supervision at times • To identify problems which are beyond the scope of own knowledge base and to refer these on to the Physiotherapist. • Maintain the safety of people at all times by assessing risks and contributing to the risk assessment process.
<p>Planning and Organisational Skills</p> <ul style="list-style-type: none"> • Contribute to the departmental planning of timetabled sessions and appointments. • Demonstrate initiative in adapting or modifying plans to meet the needs of the service. • To manage own time effectively.
<p>Documentation</p> <ul style="list-style-type: none"> • To accurately document all necessary tasks on the required documentation (Kardex, Care Plans,) in a timely manner, including further communications with other members of the team where necessary on essential aspects. • To record all incidents electronically in an accurate and timely manner and follow up assigned incidents as per required timescales. • To use appropriate IT skills to make necessary adjustments to care plans as directed by a physiotherapist.
<p>Safeguarding To adhere to and follow the Trust's Safeguarding procedures in order to protect the safety and privacy of all service users.</p>
<p>Confidentiality In line with the Data Protection Act you will see the use and safe sharing of information as part of your responsibility. You will ensure you work in line with our data protection and information governance policies and procedures protecting and respecting the privacy of our children, young people and adults.</p>
<p>Flexibility To carry out such other duties as may reasonably be required from time to time to meet the evolving needs of the organisation.</p>
<p><i>Competency Behaviours & Attitude</i></p>
<p>Personal Effectiveness To deliver high-quality services that make a real difference to the service users you work with, and take personal responsibility for the health, safety and wellbeing of others.</p>
<p>Working Together To work in a collaborative way, developing and maintaining positive relationships and treating people with empathy and respect.</p>
<p>Positive Attitude To support and encourage positive changes and new ideas by working with our service users to meet their needs and by embracing new ways of working to enhance what we do.</p>
<p>Developing Self and Others To be effective at developing yourself and others and communicate well.</p>
<p>General Attitude To act as a professional and positive ambassador for Hollybank Trust in order to support the Trust's mission and profile.</p>

Hollybank Trust is committed to developing the skills of its people, in line with its Investor in People status. If you have any query about your own personal development, please speak to your line manager.

HR Office use only

Regulated Activity	Yes <input type="checkbox"/> No <input type="checkbox"/>
Last updated	Notes 27/05/2021 JB Reformatted

Person Specification

Requirements	Essential or Desirable	How Assessed
<p><i>Qualifications/Education/Training:</i></p> <p>To be able to demonstrate relevant knowledge and experience.</p> <p>Minimum 3 passes at GCSE/ O Level (preferably one in English)</p> <p>Good level of literacy & numeracy</p> <p>Good working knowledge of IT programmes and Trust systems.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application Form / Interviews / References</p>
<p><i>Experience:</i></p> <p>Practical abilities to contribute to the therapy team at Hollybank.</p> <p>Previous experience of working in a health or social care setting.</p> <p>Previous experience of working with young people and adults with complex physical and learning disabilities.</p> <p>Experience of postural management.</p> <p>Experience of specialist physiotherapy & moving & handling equipment</p>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>Application Form / Interviews / References</p>
<p><i>Knowledge:</i></p> <p>Understanding of the problems & issues presented by people with PMLD & complex needs</p>	<p>Desirable</p>	<p>Application Form / Interviews / References</p>
<p><i>Work Attributes:</i></p> <p>Ability to work flexibly & be adaptable to the needs of the service.</p> <p>Ability to use a problem-solving approach.</p> <p>Good level of fitness</p> <p>To be reliable at all times & work under pressure</p> <p>A full clean driving licence and willingness to drive own or Trust vehicles.</p> <p>Willingness to occasionally adapt working hours to meet the needs of the service.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>	<p>Application Form / Interviews / References</p>

An interest in working with adults & children with disabilities.	Essential	
A positive attitude towards adults & children with disabilities	Essential	
Excellent verbal and written communication skills including a fluent grasp of the English language.	Essential	Application Form / Interviews / References

The Trustees reserve the right to amend this document as necessary, after consultation with the individual concerned, in order to reflect changes in organisational requirements and ensure that the future goals of Hollybank Trust are successfully achieved.