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| Job Title:  | Specialist Physiotherapist in Learning Disabilities |
| Reports to (job title):  | Service Manager |
| Line Manager to:  | XXX |
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## Job purpose

To work as part of the Community learning Disabilities team.

* To offer specialist physiotherapy assessments and interventions for adults with a learning disability where access to generic physiotherapy is not appropriate.
* Use Physiotherapy skills to treat complex muscular-skeletal physical problems which often occur in combination with other cognitive and/or sensory disabilities
* Improve mobility for people with physical disabilities through the assessment and provision of specialist equipment e.g. wheelchairs, orthotics and other assistive technologies
* Work closely with other multi-disciplinary team members, carers and services to enable community inclusion and promote independence through reducing reliance on paid support
* Be an active member of the multi-disciplinary team and contribute appropriately to all service requirements and developments including teaching.
* Ensure safe practice and adherence to Safeguarding policies and procedures

Base

Swindon

This post is responsible for

## Key responsibilities

* To assess, plan, implement and evaluate specialist physiotherapy interventions for patients with learning disabilities that are patient centred and in consultation with the service user as part of their overall care plan. This may include musculoskeletal, neurological and falls.
* To take a lead role in the management of the general physical well-being of service users
* Apply specialist knowledge and skills to meet the needs of those with profound and complex needs and those who challenging services
* Contribute to the planning, organisation and maintenance and leadership of professional networks and interest groups to maintain and develop professional practice.
* To keep patient clinical records and statistics as per trust and professional guidelines with the use of information technology – ensuring timely, contemporaneous and accurate records.
* To work as a fully integrated member of the multi-professional team using the care plan/recovery planning approach.
* Participate in training of self and others as relevant to the post.
* To work in a collaborative and co-operative manner with other health care professionals, patients and their families.
* To provide leadership and supervision to designated junior staff ensuring that they receive advice and support and that the delegation of tasks is appropriate to his/her abilities and grade.
* To be responsible for education and supervision of physiotherapy students.
* To work within the National Standards of Physiotherapy and the Professional Code of Conduct for Physiotherapists and The health and Care Profession Council.
* To develop and maintain clinical skill and mandatory training through a variety of learning opportunities and provide evidence of clinical competence through the development and maintenance of a personal professional portfolio.
* To undertake regular continued professional development in line with the objectives agreed in Annual Individual Performance Review and Clinical Governance.
* To work in accordance with Professional and Trust Policies and Procedures to ensure compliance with the law.
* To care for own health and safety as well as that of patients and other members of staff.
* To contribute to evaluation of work and current practice by undertaking small projects to support the physiotherapy services i.e. audit research.
* To be involved in service development alongside the therapy lead as locality management.

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* To participate in the education and advice of other professionals and carers.
* To have the ability to risk assess and develop positive risk management for service users as part of the team.
* To be involved in supervision and appraisals of relevant staff.
* To be involved in the recruitment and selection of relevant staff within the team.
* Plan prioritise an organise own workload as well as any staff supervised by post holder, monitoring and adjusting activities and programmes as necessary.
* To be responsible for communicating sensitive or complex information concerning service users to family and other involved in their care in a way they can understand.
* Be aware of developments through the use of intranet, e-mail.
* Assess clients understanding of treatment proposals and their capacity to give informed consent and working within the legal framework when the client lacks consent
* Contribute to Physiotherapy meetings and represent physiotherapy or community team at other relevant meetings when required
* Provide professional advice and consultancy to the team manager, multidisciplinary team members, carers and other services.

## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don’t translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there’s only three, but because they are unique to who we are. We care, we think, and we do.

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| **Care** | **Think** | **Do** |
| * Inspire
* Understand
* Communicate
 | * Challenge
* Improve
* Learn
 | * Accountability
* Involve
* Resilience
 |

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company’s employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management:  NHS Code of Practice](https://www.nhsx.nhs.uk/media/documents/NHSX_Records_Management_CoP_V7.pdf) , [NHS Constitution](http://www.nhs.uk/choiceintheNHS/Rightsandpledges/NHSConstitution/Pages/Overview.aspx) and [HSCIC Code of Practice on Confidential Information](https://digital.nhs.uk/data-and-information/looking-after-information/data-security-and-information-governance/codes-of-practice-for-handling-information-in-health-and-care/code-of-practice-on-confidential-information) and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

* Completion of annual information governance training
* Reading applicable policies and procedures
* Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
* Ensuring the security and confidentiality of all records and personal information assets
* Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
* Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
* Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
* Adherence to the clear desk/screen policy
* Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder’s responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company’s medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company’s medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

## Personal Specification

Essential

* Degree or Diploma in Physiotherapy.
* Member of the Health Care Profession Council.
* Significant demonstrable post registration experience functioning as a Band 5 practitioner.
* Evidence of continuing professional development.
* Knowledge of Learning disabilities
* Knowledge of postural management.
* An understanding of multi professional team working and an ability to promote the role of the Physiotherapist within that.
* Be able to demonstrate the application of physiotherapeutic interventions in a variety of settings.
* Flexible and able to adapt to change/unpredictable circumstances.
* Able to work independently.
* Highly developed communication skills – both in writing and verbally.
* Knowledge of relevant legislation.
* Clinical educator or willing to undertake training. Able to demonstrate the ability to teach and advise others.
* Able to demonstrate highly effective clinical knowledge and apply it within the supervision process.
* Able to show initiative within the parameters of effective team working and evidence based practice.
* Able to contribute effectively to the strategic development of services.
* Independently mobile across geographical area.

Desirable

* Experience of working with clients in community settings.

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| Employee signature |
| Manager signature |