

Job Title:	Band 6 Specialist Physiotherapist – Learning Disabilities
Reports to (job title):	Specialist Team Coordinator
Line Manager to:	N/A

The Service & The Role

The post holder will provide holistic, high quality community physiotherapy services for adults with learning disabilities in Wiltshire. This entails working with service users who might present with multiple and profound learning disabilities, emotional and mental health difficulties and challenging behaviour.

The post holder will work as an autonomous practitioner and as an active member of a multidisciplinary and integrated team, ensuring that service users are at the centre of care, liaising with other professionals, carers, agencies and service providers where necessary. In addition, the post holder will be responsible for the supervision and management of junior staff and deputise for the Lead Physiotherapist when required.

Location

Primarily based in Swindon, you will have the flexibility to work within a model that supports both on-site and hybrid working arrangements, depending on the nature of the role. HCRG Care Group is committed to fostering an agile and adaptable workforce to best meet the needs of our organisation and service users.

Some travel across the BSW patch may be required so willingness to travel and a full UK driving license and access to a vehicle is essential.

Key Responsibilities

[This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role]:

The post holder will:

- Work as an autonomous practitioner within an integrated multidisciplinary team and be professionally and legally responsible and accountable for all aspects of own work
- Manage a clinical caseload of adults with learning disabilities, who have a need for specialist physiotherapy intervention, using a person-centred and evidence-based approach; many of these individuals will have profound and multiple learning disabilities, complex health needs, mental health problems and challenging behaviour

- Generate appropriate and accessible physiotherapy programmes, documents, and information (e.g. photographic, pictorial) to enhance the understanding of service users and carers
- Undertake physiotherapy assessments using highly specialist investigative, diagnostic, analytical, and clinical reasoning skills, taking into account all aspects of an individual's life (e.g. social, emotional, environmental)
- Formulate and undertake individualised treatment and/or physical management programmes based on the assessment findings/clinical reasoning, using options from a wide range of treatment skills and ensuring that intervention is evidence based and high quality; appropriate outcome measures should be used and goals of treatment agreed with the individual and/or carers

Patient Care

- Have core and specialist physiotherapy knowledge and skills (e.g. tone / posture management, aquatic therapy etc.) to support the physical management for people with complex disabilities
- Have in-depth knowledge of specific syndromes and conditions associated with learning disability
- Provide physiotherapy input where it is most appropriate for or preferred by an individual and carers – this can include day centres, family or own homes, residential and nursing homes, places of work, leisure centres etc.
- Monitor, review and evaluate effectiveness of treatment / physical management programmes, adapting them as necessary
- Assess for, and prescribe appropriate specialist equipment (e.g. mobility aids, positioning equipment), instructing individuals and carers in its safe use and maintenance. Where appropriate be responsible for ordering specific client equipment
- Take part in multidisciplinary team working, e.g. joint assessments
- Facilitate understanding of highly complex clinical issues by non-clinical staff, carers and people with learning disabilities through the use of appropriate communication means and skills
- Facilitate and support access to generic services for an individual (e.g. outpatient physiotherapy) and act as a specialist resource in line with the principles of Valuing People [Now]
- Identify when referral to another profession or agency is required; take responsibility for discussing this with individual and carers and ensuring the referral is appropriately made
- Liaise with paediatric services to assist in a smooth transition of individuals into adult services
- Attend and contribute to meetings related to an individual as appropriate – e.g. best interest meetings, care reviews, Safeguarding Adults meetings etc.
- Attend and contribute to clinical and business multidisciplinary team meetings as well as physiotherapy service meetings and forums
- Assess service users understanding of proposed intervention, gain valid informed consent, or have the ability to work within a legal framework with individuals who lack capacity to consent to treatment, ensuring consent for any treatment is documented
- Prioritise referrals/workload, advising the Lead Physiotherapist/Team Coordinator of any service needs or deficiencies
- Be alert to the possibility of abuse and actions required according to Safeguarding Adults Procedures

- Communicate effectively by verbal, non-verbal and written means in a range of settings, adapting skills to the specific needs of the individual or organisation and to time and place
- Use a range of specialist communication skills (verbal, written, photographic, non-verbal, signs, symbols etc.) to work effectively with adults with learning disabilities, many of whom have difficulties with both comprehension and expression
- Generate appropriate and accessible physiotherapy programmes, documents and information (e.g. photographic, pictorial) to enhance the understanding of service users and carers
- Promote collaborative inter- agency working, e.g. facilitating transition processes
- Recognise non-verbal signs of distress, anxiety, fatigue etc. that would indicate a change in an individual's compliance with treatment
- Be able to defuse difficult situations and prevent escalation, or recognise the need to withdraw
- Use appropriate skills of persuasion, motivation and negotiation to ensure the best outcome from a physiotherapy intervention

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.

Care Think Do	
•Inspire • Challenge •	Accountability
•Understand • Improve •	Involve
•Communicate • Learn •	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, NHS Constitution and HSCIC 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

Qualifications and Training (Essential)

- Diploma/Degree in Physiotherapy
- Current registration with Health and Care Professions Council

Skills, Experience and Knowledge (Essential)

- Evidence of continuous professional development
- In depth experience as a qualified physiotherapist in a range of relevant specialities e.g. in learning disability, complex disability, community, neurology or elderly care
- In depth experience of multidisciplinary working and working in partnership with external agencies and organisations
- Experience of training and supervising others
- Experience working in the NHS as a qualified physiotherapist
- Work experience demonstrating ability to work without direct supervision in a safe manner
- Demonstrable assessment and treatment skills
- Physical capability to treat and manually handle service users in a variety of settings
- Able to reflect on own practice
- Able to work effectively as part of a multidisciplinary team
- Ability to build strong and effective relationships and to work in partnership
- Able to manage time effectively
- Ability to prioritise, organise and delegate
- Able to communicate clearly, effectively and ability to augment communication skills to meet a variety of needs.
- Competent in the use of various computer programmes (e.g. Excel, PowerPoint, Outlook, Photo Editor)
- Ability to present information to others using various mediums
- Ability to pass on knowledge to others and assess competency
- Ability to access own transport and commute between locations in a timely way
- A good standard of written and spoken English is required to be able to undertake the relevant duties.

Other requirements (Essential)

- Valid UK driving licence and access to vehicle
- High self-motivation
- Willingness to travel across the BSW patch

Desirable

- CSP membership
- Membership of relevant special interest group
- Relevant postgraduate training in learning disability, posture management, neurology or other relevant area
- Knowledge of relevant policies (e.g. "Valuing People Now", LeDeR)
- Experience of working unsupervised in a community setting
- Experience of working with people with learning disabilities
- Experience of working as a qualified physiotherapist with people with complex disabilities

Manager signature
