

**Royal Hospital for Neuro-disability**

**Job Description**

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| **Job title:** | Band 6 Music Therapist  |
| **Department:**  | Specialist Services |
| **Salary grade:** | Band 6  |
| **Responsible to:** | Therapy Manager |
| **Behavioural Framework:**  | Employee |

**Scope**

The RHN is a leading national centre of excellence, providing adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex Neuro-disability and their families, underpinned by a strong research and education programme.

Music Therapy supports the assessment and rehabilitation of patients and residents through the provision of music therapy in various areas including physical skills, cognition, emotional expression, and communication, choice-making and relating to others.

The Specialist Services Unit provides rehabilitation and disability management for adults with complex neuro-disability and highly specialist needs: it comprises a neuro-behavioural service, Huntington’s Disease service spread across 2 wards, and a service for ventilator dependent people. RHN also has a Specialist Nursing Home and a Brain Injury Service which provides rehabilitation for adults with acquired brain injury, and you may be required to work across all 3 services. You will be responsible for delivering a high quality Music Therapy service to residents, as part of a multi-disciplinary team.

**Main Objectives of the role**

1. Demonstrate an awareness of RHN’s objectives and contribute to achieving them appropriately.
2. Strive to improve efficiency in all areas of your work.

 3. To deliver a high quality Music Therapy service to allocated caseload

 4. To engage in CPD activities.

5. To continually educate staff on music therapy techniques and promote the reputation of the music therapy service externally.

6. To liaise with the MDT team and families to provide effective treatment to patients.

 7. To be involved with facilitating volunteer placements and assist with student placements as appropriate.

**Key Responsibilities**

1. To deliver a Music Therapy service within the wards specified in accordance with the Music Therapy service operational policies and procedures and to work as part of the Music Therapy team in delivering a co-ordinated service within the wards identified by the Music Therapy Professional Lead. This will include participation in service projects and assisting with the organisation and running of the service, including assistance with the students and others as necessary.
2. To liaise effectively and efficiently with the Music Therapy team on matters relating to the running of the service, through written and verbal communication, attendance of team meetings, participating in professional development taking place in the team and other events identified and approved by the Professional Lead.
3. To plan, implement and evaluate music therapy programmes within the wards specified, including assessment and treatment programmes for both individuals and groups as appropriate following service guidelines, including the use of treatment goals. To deliver Music Therapy treatment based on patient need, encompassing differing treatment techniques, flexible models of delivery and approaches.
4. To maintain efficient records of all patient contacts, assessments, treatments and discharges ensuring basic standards for documentation.
5. To manage the Music Therapy caseload and resources within the areas of operation specified by the Professional Lead and others within the Service.
6. To contribute to the development of evidence based practice within treatment programmes. To contribute to and undertake research and audit activities as specified by the Professional Lead and liaison with others as agreed by the Professional Lead.
7. To liaise effectively and efficiently with the multidisciplinary team on matters relating to clinical caseload and unit management, through documentation, attendance of case conference and team meetings as agreed with the Professional Lead. To undertake joint clinical work and other events identified by the unit team leaders in agreement with the Professional Lead.
8. To communicate effectively with relatives and relevant external agencies regarding the role of Music Therapy within patient’s treatment programmes through reports and attendance of case reviews as appropriate.
9. To refrain from disclosure of confidential information about a client except within the clinical team directly responsible for the treatment of that client and during supervision.
10. To maintain music skills at an optimal level of professional competency to carry out the clinical work.

**Person specification: Essential and Desirable**

1. State Registered Arts Therapist (Music) with the Health Professions Council (HCPC)
2. Skills of flexibility, adaptability & creativity as required for work with people with challenging behaviours & complex disabilities.
3. Competent music & musicianship skills required for the use of one instrument & voice within music therapy practise.
4. Effective assessment, implementation, & evaluation skills required for group & individual treatment programmes facilitated by therapist alone or conjointly.
5. Skills required for the thorough documentation of clinical work at a standard required for professional practice.
6. Experience of clinical work with adults with profound & complex disabilities.
7. Rapport building qualities, (e.g., communication & relational styles that assist with workplace relationship building), essential for work with individual clients/residents, clients groups, care stakeholders (care-givers) & staff within a hospital context.
8. Highly motivated & a positive approach to work.
9. Knowledge regarding music therapy research within the field of neuro-disability.
10. Experienced in running workshops to educate multidisciplinary team members in music therapy.

**Employee Behavioural Framework**

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| **Working Collaboratively for RHN** |
| Demonstrating our values and working together to deliver the best possible service for patients and customers.  |
| * I share information within my team.
* I will ask for assistance if I need help.
* I work with my team to resolve problems.
 | * I am willing to learn new skills.
* I offer help to my team if they need it.
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| **Achieving our Potential** |
| Developing our skills and knowledge, reflecting on successes and set-backs, and demonstrating a commitment to development at RHN.  |
| * I take personal responsibility for my tasks
* I seek opportunities for personal development
* I am willing to carry out new tasks if required
 | * I suggest improvements and new ideas
* I know what I’m good at and where I need to improve.
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| **Preparing for the Future** |
| Looking forwards, reflecting on current activities, accepting change and being part of a culture of continuous learning and improvement. |
| * I know what areas I need to improve
* I am willing to learn to broaden my skills and knowledge
 | * I reflect on my team’s successes and challenges
* I speak up in team meetings and express my views
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| **Leading by Example** |
| Acting as a role model and setting an example that motivates and inspires others at RHN. |
| * I take pride in what I do
* I am punctual
* I try not to let my team down and ask for support when I need it
 | * I’m a good team player
* I improve my knowledge by learning from others
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| **Committing to our Patients & Customers** |
| Providing high quality patient care and customer service to patients and customers, and treating them with respect, dignity and consideration.  |
| * I demonstrate a positive attitude
* I am proud of the work I do
* I always promote a positive image of the RHN
 | * I respond in a timely manner
* I share knowledge with my team
* If I cannot answer a question, I’ll ask my nearest colleague to help
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The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the postholder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: