



Royal Hospital for Neuro-disability Job Description

Job title:	Therapy Technical Instructor III
Department:	Therapy Department
Salary grade:	£25714-£28926 per annum (depending on experience)
Responsible to:	Senior Therapist responsible for the implementation of the programme within the designated clinical area.
Accountable to:	Clinical Lead Therapist, Therapy Manager, Service Manager
Key Relationships	Senior Therapists, therapy support staff, other members of the therapy team and all staff working in the designated clinical area.
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. The Technical Instructor III role will start in the brain injury service and may have the option to rotate giving the employee the opportunity to work across our long term care, brain injury and specialist services, providing excellent clinical support for patients with a range of neurological disabilities including cognitive, sensory and/or physical impairments, which impact on their day to day lives.

The post holder will be a key member of the multi-disciplinary team (MDT), implementing all aspects of patients' person-centred care plan, including therapy led treatment plans, MDT rehabilitation activities, support with patient personal care (where appropriate) and implementing the patients' behaviour support plan.

This role may include rotations across our specialist services including Ventilator unit, Neuro-behavioural unit /Huntington's disease service, Brain Injury Services and Specialist Nursing Home. The post holder will be supported to complete all specialist mandatory training and competencies associated with these areas.

Key Responsibilities:

1. Be a full member of the therapy team, maintaining an allocated clinical case load, carrying out treatment programmes and discussing outcomes under guidance of the registered physiotherapists in the designated clinical area. This includes reporting any changes in condition and difficulties implementing treatments and care plan.
2. To assist the registered physiotherapists in the regular reassessment of their patients on their caseload.

3. To assist the physiotherapy and wider therapy team with administrative tasks as required e.g. guideline development, audit, stock management, stats, computer related tasks.
4. To keep legible, accurate notes, recording activities and noting progress or changes in the patient's capabilities.
5. Monitor the equipment relating to that patient, reporting back any problems to the senior therapist or relevant MDT members in a timely fashion.
6. Attend appropriate ward and department meetings, taking responsibility for liaison with all relevant MDT members in relation to the caseload.
7. Supervise physiotherapy assistants when requested by the registered physiotherapists.
8. Take responsibility for own timetabling, liaising with the therapy team and relevant MDT members for the designated area ensuring equality of time for all patients.
9. To work collaboratively and assist the wider ward MDT in the delivery of direct care to patients, as directed by the patient's care plan and behaviour support plan and in support of the patient centred goals. This may include aspects of personal care including toileting, showering and feeding.
10. With support to incorporate safe manual and therapeutic handling skills within your practice, requesting clarification and teaching where necessary. Skills that will be developed include:
 - i. Mobilising techniques
 - ii. Facilitatory techniques
 - iii. Splinting application
 - iv. Moving and handling techniques
 - v. Aquatic Therapy skills and techniques (for water based sessions)
 - vi. Application of knowledge relating to basic wheelchair and specialist seating systems
 - vii. Application of knowledge relating to bed positioning, and other postural management systems
11. To acknowledge and value the contributions of all patients at all times. To demonstrate full appreciation of the needs of individuals with a disability and demonstrating respect, maintaining privacy and dignity of all patients at all times.
12. To implement MDT guidelines and techniques into your practice, requesting clarification and teaching where necessary
13. To assist and lead (as appropriate) in therapy sessions (land based and water based) following required mandatory training.
14. To assist the physiotherapy team and wider MDT within group based patient activities, including administrative tasks such as statistics, audit, stock checks and ordering.
15. To support patients to access the wider community and services both within and outside of the RHN as directed by qualified MDT staff, in conjunction with patient centred goals.

16. To establish an effective working relationship with all patients and relatives, by promoting positive interactions, both during clinical contact and during unstructured time on the ward.
17. To maintain effective and professional communication with colleagues, patients and relatives at all times. This includes implementing communication guidelines with patients and been aware of the needs for flexible and adaptive communication skills.
18. To proactively contribute, as required, to the in-service training and on-going service development of the physiotherapy department.
19. To contribute to supporting and induction new staff members (as appropriate)
20. Demonstrate an awareness of RHN's values and contribute to achieving them appropriately. Demonstrating an openness and ability to be receptive to change.
21. To actively partake in identifying individual learning needs and undertaking the required developmental plan, as identified at the Individual Performance review process.
22. To be able to work clearly within your scope of practice at all times.
23. To maintain and demonstrate compliance with all mandatory training and training required to safely and effectively complete the post.
24. To demonstrate awareness of hospital policies and ensure they are adhered to.
25. Strive to be holistic, proactive, professional and efficient in all areas of your work.

Our values

Seeing the whole person

Understanding who our patients and residents are and what their specific needs involve. Taking an interest in everyone at the RHN – staff, patients, residents and their families – seeing the whole person, with interests, hobbies and commitments. Providing high quality customer service, developing ongoing relationships and caring for patients as individuals.

Treating people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

Delivery on promises

Doing what we say we will do. Working together to deliver the best possible service for patients, carers and key stakeholders. Taking personal responsibility, being pioneering and sharing knowledge, ensuring clarity, compassion and respect.

Willingness to learn

Giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. Developing new skills, knowledge and technologies, and taking the time to reflect on successes and setbacks.

Demonstrating a commitment to continuous professional and personal development and a flexible approach to working. Being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. Accepting the need for change and developing a culture of continuous learning and improvement.

Honesty and integrity

Acting as a role model and setting an example that motivates and inspires others. Providing a clear direction that recognises and utilises the strengths of our people. Working with a positive attitude, being friendly, open and honest in interactions with others. When mistakes happen, talking honestly and openly about them, to make sure that they don't happen again.

Personal specifications: Therapy Technical Instructor III (Rotational)

	Essential	Desirable
Education	<p>Educated to a standard of literacy in English</p> <p>NVQ III in Care, or actively working towards achievement</p>	<p>GCSE (or equivalent) in a broad range of subjects.</p> <p>A recognised qualification in healthcare / awaiting registration in UK</p>
Experience	<p>Previous experience working with people with complex disabilities.</p> <p>Previous experience working as a therapy assistant (3 years minimum) or technical instructor or equivalent band level</p>	<p>Previous experience working with people following neurological events.</p>
Skills and Knowledge	<p>Show evidence of the ability to work as an integrated member of the multidisciplinary team.</p>	

	<p>Good verbal communication skills, in English.</p> <p>Keen interest in group work, with evidence from a previous job or hobbies.</p> <p>Good written communication skills.</p> <p>Evidence of self-motivation (study)</p> <p>Willing and able to take responsibility</p> <p>Computer literacy</p>	<p>Evidence of experience of working with wheelchairs and seating systems.</p> <p>Experience of postural management programmes including bed positioning</p> <p>Evidence of supervisory skills.</p> <p>Knowledgeable in the use of Microsoft Office</p>
Professionalism	<p>Be able to understand the professional boundaries of the post and understand the need to work within your scope of practice</p> <p>Able to recognise and value the role of all disciplines within the multi-disciplinary team.</p> <p>Able to learn procedures and accept direction of activities by a supervisor.</p>	<p>Experience working with a range of MDT members and understanding of how the post contributes to wider MDT working.</p>
Personal Qualities	<p>Pleasant, outgoing and suited to working within a diverse population of people.</p> <p>Is able to recognise the needs of others and self, and will take appropriate action.</p> <p>Flexible, receptive and open to change within the department and wider RHN services.</p> <p>A degree of physical fitness</p>	<p>Able to recognise the team dynamics and respond accordingly</p> <p>To demonstrate an understanding of the RHN values and how they influence the work completed at the RHN,</p>

	<p>Highly motivated and committed to creating an effective and innovative workplace.</p> <p>Be willing to be an active participant in continuing professional development and life long learning.</p>	
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The Key responsibilities listed are those that the post holder is expected to demonstrate immediately on taking up the post. They constitute the minimum standard performance the post holder is expected to reach and form the basic core requirements of that performance. They are not intended to be exhaustive and the post holder will be expected to constantly enhance and add to their competence.

Whilst these responsibilities underpin the basic standards on which performance and progress will be monitored and assessed, the post holder will also be evaluated on outcomes derived from the key targets and performance indicators which will be assigned periodically following discussion. The ability to reach the required level of competence in the areas identified will be regarded as the very minimum necessary to fulfil the basic job requirements.

The job description is not exhaustive and in consultation with the post holder it may be subject to additions and amendments from time to time as the need arises. Therefore, in addition to the duties and responsibilities listed, the job holder may be required to perform such other duties as might be reasonably be required.

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

Signed:

Date: