

Job Description

Position Details		
Title: Exercise Therapy Technician	Band: 3	Hours per week: 26.25
Accountable to: AHP Team Lead	Service: Mental Health AHP Service,	Base:
Purpose of the Position		
<p>This role will support the delivery of an 18-month exercise and improved lifestyle programme with and for people experiencing severe and enduring mental illness who access ward and community based Mental Health Services.</p> <p>Working with the Senior Exercise Professional the post holder will ensure a 6 day exercise and physical activity programme across mental health wards. They will support the provision of jointly-run supported gym and exercise sessions in mainstream community exercise facilities, working in partnership with Leisure and voluntary sector providers. And work with public health partners to ensure an Improving Lifestyle range of educational sessions. Working with people who access our services to improve and evaluate this project is key to its success and this post holder will be key in supporting and promoting this.</p> <p>They will be supported by a Senior Exercise Professional and wider multi-disciplinary service and receive supervision and professional development from a Senior Exercise Professional, Physiotherapy and the Allied Health Professions Service.</p> <p>This post will mainly involve working This role will mainly involve working on the acute and psychiatric intensive care wards, for working age adults.</p>		
Service Description:		
<ul style="list-style-type: none">• Mental Health Services cover a variety of different services including inpatient facilities for both adults and older persons, community services including rehab, crisis and health and wellbeing, IAPT Talking Change and learning disabilities.• The “One referral, one AHP” is a centralised AHP Service for both inpatients and community settings. Within this centralised model there are two distinct service pathways for adult and older persons mental health. There is the expectation that AHPs will work across multiple areas and services within a specific service pathway.• This post will involve working across the inpatient and community settings for adult mental health services and involve close working with community exercise and physical activity providers . This post will mainly involve working This role will mainly involve working on the acute and psychiatric intensive care wards, for working age adults• Individuals admitted to these wards are experiencing severe and/or acute metal illness or crisis and require an increased level of care due to their illness which can include depression, schizophrenia, psychosis, bipolar affective disorder. Individuals may pose a risk to themselves and others and these risks can include self harm, suicide and aggression.		

Main Duties and Responsibilities

Clinical and Professional
<ul style="list-style-type: none">• To provide and support patient to access physical activity and exercise in a way that improves mental health, supports patients to manage mental illness and engage in long term exercise.• Provide evidence based exercise and physical activity interventions and advice under the guidance of a Physiotherapist and senior Exercise Therapist.

- To support with the organisation and provision of supported gym sessions in community settings alongside Mainstream community physical activity and exercise providers.
- To provide exercise and physical activity intervention to patients on the inpatient adult mental health wards. This will include group and 1-1 provision that is patient centered and evidence based.
- To support and work collaboratively with community physical activity and exercise scheme providers during weekly ward based groups.
- To understand the principles of risk assessments (both physical and mental health related) and identify where this information is stored. Using this information the post holder will be able to risk assess who is suitable for exercise with support from senior nursing staff, MDT, Physiotherapists and other senior clinicians with suitable knowledge.
- Where appropriate and as part of an agreed plan of intervention support patients to access and engage with physical activity / exercise classes and providers outside of NHS trust to build confidence and support long term engagement following discharge.
- Where appropriate, refer patients onto or provide advice about community based exercise and physical activity groups and providers.
- Where appropriate, complete follow-up contact with patients referred on for community based exercise and physical activity groups to collect evaluation data, feedback and support long term engagement.
- To provide basic advice and education on physical activity, health and well-being, healthy eating etc. to patients, carers, families and other health professionals as required, to promote a healthy lifestyle.
- To support the development and delivery of a healthy lifestyle education programme.
- To continually re-assess and manage the physical needs of the individual in the context of other potentially complex needs, e.g changes in mental and physical health and environment. To amend outcomes, treatment plans and risk assessments as indicated by the patients' condition with support from Physiotherapy staff as required.
- To continually evaluate outcomes and reassess treatment plans and risk assessments (of the individual or the environment) as the patient's condition changes, and alter the intervention accordingly with support from Physiotherapists where required. All concerns will be communicated to Physiotherapy or senior Exercise Therapy staff.
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking to work within a legal framework in the management of the patient.
- To complete specified outcome measures
- To produce and maintain accurate, comprehensive and timely clinical records. To ensure that letters, reports and discharge summaries are produced as required and in line with the Trusts Record Keeping Policy.
- Independently manage own time and caseload under the guidance of Physiotherapist or senior Exercise Therapist.
- Have the ability to handle patients with mobility problems, in an enabling way. This will include communication skills and may include the use of hoists, wheelchairs, walking aids etc.
- To recognise signs of the deteriorating patient and know how to summon help.
- Contribute to development of patient care by attending relevant team, departmental or other appropriate meetings and comment on recommended changes to clinical care or service provision.
- To comply with Trust/departmental policies regarding incident reporting.
- To be able to inform and work in line with clinical and environmental risk assessment across NHS and community settings.
- To work independently in the community, adhering to appropriate Mental Health legislation, NHS policy and lone working policy.

Communication

- Use skills of tact, diplomacy and gentle persuasion to enhance patients compliance in treatment programmes. This may involve treating patients with communication impairment or where English is not the first language

<ul style="list-style-type: none"> To demonstrate a wide range of communication techniques and interpersonal skills, e.g. persuasion, motivation and explanation, in order to enable and support patients, who may have low levels of motivation or levels of comprehension, to take part in physical activity. Provide information to clients and carers on improving their health and wellbeing and of any resources/services available to them
Administrative
<ul style="list-style-type: none"> Compile and maintain statistical data concerning patients and intervention on a database. Support senior clinicians in evaluating this data and compiling reports. Collect patient feedback re interventions / service and feedback to clinical leads. To assist in simple administrative procedures as required as part of every day activities. To comply with Trust and Service requirements for documentation and activity monitoring To use email and other information systems, including electronic/computer-based recording systems as required.
Knowledge, Education and Training
<ul style="list-style-type: none"> To actively engage in own supervision and take responsibility for own personal development. To provide advice and education on physical activity, health and well-being ,healthy eating etc. to patients, carers, families and other health professionals as required, to promote a healthy lifestyle. To support the development and delivery of a healthy lifestyle education programme. Be of sufficient physical health and fitness to undertake and complete training in the Prevention and Management of Violence and Aggression. This training will be 5 days in duration and designed to equip individuals with the necessary skills and knowledge to effectively manage challenging behaviour which can include physical and verbal aggression.
Management and Leadership
<ul style="list-style-type: none"> To support the education of junior MDT staff and students.
Other
<u>Physical Effort</u> <ul style="list-style-type: none"> High levels of physical effort when participating in and leading on exercise and physical activities either with groups or single individuals. Be of a suitable level of physical fitness to be able to complete training in Prevention and Management of Violence and Aggression (PMVA). Occasionally handling of patients with mobility problems; can involve use of wheelchairs, hoists etc. Support patients while walking. Moving patients from lying to sitting; sitting to standing etc. <u>Mental</u> <ul style="list-style-type: none"> Frequently manage sensitive situations with difficult or aggressive patients. Frequent interaction with patients who can be volatile, potentially physically or verbally aggressive. <u>Emotional</u> <ul style="list-style-type: none"> Occasional exposure to distressing circumstances including patients receiving unwelcome news, the care of terminally ill patients and elderly patients. <u>Working Conditions</u> <ul style="list-style-type: none"> Occasional exposure to bodily fluids. High risk of exposure to behaviour that challenges including verbal and physical aggression, suicidality and deliberate self harm and sexually inappropriate behaviour within the context of an individuals mental illness.
Quality and Service Improvement
<ul style="list-style-type: none"> Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for patients/clients/families and staff. Contributes to evidence-based practice in speciality areas. Demonstrates commitment to quality improvements, risk management and resource utilisation participating in monitoring and evaluation activities including audit and research activities

- Provides input into clinical standards/protocols and policies and undertakes clinical audits as required.
- Evaluates the effectiveness, efficiency and safety of clinical practice contributing to service improvement initiatives.
- Participates in the implementation of models of care appropriate to patient/client population needs.
- Contributes to and participates in Solent NHS policy development providing own expertise where relevant and feedback on proposed policies based on relevant experience and expertise where applicable.
- Participates in case review and debriefing activities as required.
- Participates in group/unit discussions that review current practice.
- Contributes to the development of programmes of care/care packages providing specialist advice where relevant.
- Promote patient and public involvement in activities designed to inform service improvement
- Actively participate in clinical audit and service improvement activity to improve patient care and patient outcomes (privacy, dignity and duty of candour).
- Fully adheres to the NHS trust Integrated Clinical and Safeguarding Supervision policy along with Safeguarding Children and adult policies, and information sharing protocols to ensure the health and well-being of children and adults at risk.
- Familiarity with the requirements of the Mental Capacity Act and maintains MCA mandatory training.

Health and Safety, Security and Equality

- Works in accordance with the relevant Health and Safety Trust policies, procedures, and guidelines.
- Contribute to development of service.
- Attends organisational mandatory training as required by the Trust and relevant to your role.
- Actively participates in and enables others to carry out risk assessments within the working environment.
- Ensures self and colleagues are trained and competent to use equipment safely.
- Ensures incident reporting is expedited promptly and appropriate action plans completed.
- Identifies potential health, safety and security issues and collaborates with others to promote and maintain an environment that supports infection prevention and control policies and procedures.
- Supports and promotes a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the NHS Trust's Equal Opportunities Policy.
- Promotes a culture which respects and values diversity, and support patients, visitors and staff in exercising their rights.
- Ensures care within areas of practice and adheres to the 5 principles of the Mental Capacity Act Code of Practice (2005).
- Recognises and reports behaviour which undermines equality and diversity in accordance with organisational policies and current legislation.

Limits of Authority

- May not dismiss or suspend staff under the disciplinary procedures.
- May not take annual leave without prior agreement of the manager

General Requirements

- Ensure they and where appropriate their staff:
 - adhere to trust policies and procedures at all times,

- comply with trust standing orders, standing financial instructions, policies, procedures and guidelines,
 - follow any policies and procedures in relation to infection, prevention and control
 - are aware of their responsibilities in relation to safeguarding children, and vulnerable adults, and the specific responsibilities placed on individuals who care for such clients/patients
 - take all reasonable steps to manage and promote a safe and healthy working environment which is free from discrimination,
 - comply with the trust policy on confidentiality, and the Data Protection Act 2018 as amended, relating to information held manually or on computerised systems,
 - respect the confidentiality and privacy of clients and staff at all times,
 - maintain a constant awareness of health, welfare and safety issues affecting colleagues, patients, visitors and themselves, reporting any accidents or fault in line with trust policy,
 - fully participate in health and safety training,
 - participate in personal training, development, appraisal, and attend all relevant training courses as required.
 - comply with the professional body code of conduct
- This job description seeks to outline the key duties and responsibilities of the post; it is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed during the annual appraisal process.
 - The post holder may, with their agreement, which should not reasonably be withheld, be required to undertake other duties as required, which fall within the grading of this post, to meet the needs of this new and developing service.
 - Individuals who are required to hold a professional registration in order to practice must continue to be a member of their professional body throughout the lifespan of this job description. Such individuals will be required to notify the Trust immediately if their professional body limits or changes the terms of their registration.
 - This job description will be reviewed yearly as part of the annual individual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post holder.

PERSON SPECIFICATION

Post: Physiotherapy Assistant (Band 3)

Requirement <i>Where a specific requirement is identified, NHS Trust will consider relevant skills and experience obtained via an alternative route (where the identified standard can be met) and/or where the standard can be met with reasonable adjustments i.e., appropriate access, equipment and/or software</i>	Essential	Desirable	Met
Criteria 1. Qualifications			
Good basic education to GCSE or equivalent	x		
Level 2 REPS Gym Instructor working towards level 3 or equivalent qualifications.	x		
Criteria 2. Experience			
Previous experience working in the exercise industry, preferably experience of working within GP referral schemes	x		
Experience working in health care, preferably mental health.	x		
Criteria 3. Skills			
Excellent communication skills, written and verbal	x		
Demonstrate strategies for organising own workload	x		
Good IT skills – able to use digital packages, including Microsoft, competently.	x		
Demonstrate and provide evidence of skill development and provide examples of good practice where key skills have been applied.	x		
Ability to act on own initiative and take responsibility for own actions	x		
Able to use strategies to deal with difficult situations and appropriately seek support and advice when required.	x		
Shows flexibility and ability to work within a changing environment	x		
Experience of participating in audit		x	
Demonstrate strategies for problem solving and decision making	x		
Able to deal with all requests from patients in a sympathetic and helpful manner	x		
Criteria 4. Knowledge			
Knowledge and understanding of the rehabilitation/therapy process as required for the role	x		
Knowledge of SystmOne or other clinical database		x	
Understanding of clinical governance requirements	x		
Understanding of health & safety responsibilities	x		
Understanding of Data Protection	x		
Ability to undertake Prevention and Management of Violence and Aggression training and engage patients in physical activities			
Criteria 5. Values			
	x		
Criteria 6. Equality			
Be able to demonstrate and understanding of the principles of equality, diversity, and inclusion and how they apply to staff and patients in a healthcare setting. Able to demonstrate personal commitment to challenging discrimination and promoting equalities, at an appropriate level for the post	x		
Criteria 7. Other			
	x		
To be able to work over six days per week on a rostered basis.	x		
The role requires Enhanced DBS	x		

The role requires the post holder to sign up to the Automatic Renewal DBS service	x		
Is able to work legally in the UK			
Is able to work with children and vulnerable adults	x		
Ability to travel independently for meetings and clinical duties across a range of sites in Southampton/Portsmouth/Hampshire as required for the role.	x		