



JOB DESCRIPTION

Job Title:	Physiotherapy and Fitness Instructor
Band:	4
Responsible to:	Band 7 Clinical Lead physiotherapist Ward Manager
Responsible for:	Health and fitness activities
Accountable to:	Ward matron and manager Band 7 Clinical Lead physiotherapist
Place of work:	
Hours:	Fulltime 37.5 hours per week

JOB PURPOSE

- To work with qualified physiotherapists, and as part of a multi-disciplinary team, offering services to clients within the ward settings, gym and community setting (to facilitate discharge).
- To support the provision of high-quality physiotherapy services, including completing assessment and treatment within agreed competencies.
- To provide physical activities for groups and individuals within the mental health service.
- To support the physiotherapist in the clinical education of students on placement.
- To work without direct supervision to agreed standards and following service protocols, with guidance from qualified physiotherapy staff.

DUTIES AND RESPONSIBILITIES

Clinical

- To screen service users as appropriate for physiotherapy assessment. Screen for physical activities, gym, mobility and risk of falls using agreed physiotherapy protocols / local standard operating procedure.
- To receive and undertake delegated work that requires the use of specific skills to work with clients who have sensory impairments, complex physical, psychiatric and psychological needs.
- To be able to demonstrate a working knowledge and understanding of physical health issues, and subsequent suitable physical activities, which could be applied to the clinical area.
- To undertake therapeutic procedures and activities with clients as individuals or in groups in consultation with a qualified physiotherapist, and in liaison with the clinical team.
- To give advice to members of the multi-disciplinary team and staff from other agencies on physiotherapy related and physical health matters within agreed competency levels.
- To provide advice which contributes to the treatment and care of service users / patients within the service, including the development of care and treatment programmes in line with agreed departmental protocols, including making adaptations to programmes as appropriate.

- To be able to plan own ongoing work activities independently, and to be able to implement short term changes in working practice in own clinical area, to enable delivery of these routine activities, whilst being aware of the impact this may have on other services. This would also include the organisation and co-ordination of activities with other members of the multi-disciplinary team.
- To work independently and in isolation from the physiotherapist, other healthcare professionals and the team base, e.g., in Social Services premises, leisure centres, clients' homes or other appropriate venues.
- To effectively communicate with individuals, to overcome barriers to communication and understanding. This will be with patients who have complex emotional and psychological conditions e.g. depression, dementia, psychosis, anger and aggression, using a range of verbal and non-verbal communication tools, to persuade and reassure individuals to enable agreement and co-operation within treatment.
- To form a professional relationship with patients and carers, communicating with them in such a way that their views, culture and autonomy are respected.
- To provide and receive complex and sensitive information and to report effectively to the clinical team on individual client's progress and performance.
- To treat clients with respect, acknowledge their dignity, pay attention to their comfort, well-being and safety, and encourage / assist them to be independent and lead ordinary lifestyles.
- The post requires developed physical skills such as hand, eye and sensory co-ordination.

Organizational Duties

- To be actively involved in the development of departmental policies that will influence changes to the delivery of care to service users, being aware of the wider impact that this may have on other services, disciplines and agencies.
- To be responsible for following and adhering to Trust policies and procedures.
- To observe a personal duty of care in respect of the equipment and resources used by themselves, and equipment used in the treatment and care of service users.
- To be responsible for participating in stock control, safety management and the security of stock in their own clinical area.

- To provide advice and demonstration of own workplace activities to new or less experienced employees.
- To facilitate in the education of physiotherapy students on placement with the Trust, and feed into the assessment process via the identified clinical educators.
- To record legible and appropriate assessment and treatment notes and multi-disciplinary records, using approved documentation.
- To occasionally participate in research and development activities, appropriate to service improvement and development, including undertaking surveys or audits in line with own clinical work.

Professional Duties

- To follow general standard operating procedures, protocols and guidance of the ward, and Physiotherapy and Fitness in Mental health department.
- To work in accordance with the Physiotherapy Assistants' Code of Conduct issued by the Chartered Society of Physiotherapy.
- To be able to work autonomously without direct supervision, in accordance with agreed competencies. To use regular clinical supervision sessions, to facilitate the ongoing monitoring of treatment outcomes and professional development. To also refer to more senior physiotherapy staff appropriately when further support or advice is required.

Physical effort

- There is a frequent requirement to exert moderate physical effort for short periods during a shift.
- There will be a requirement to be involved in manual handling activities in respect of equipment and maneuvering clients into position for treatment purposes.
- There may be requirements to drive a car or use public transportation during shifts.

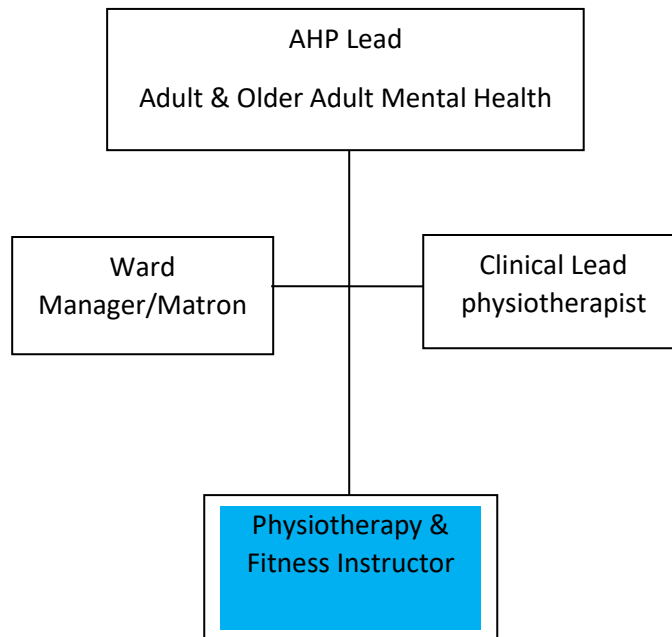
Mental effort

- There is a frequent requirement for concentration due to the unpredictable nature of the service users and carers involved.

Working conditions

- There will be an occasional exposure to body fluids.
- There will be some exposure to hazards such as direct face to face aggression, and the unpredictable behaviour of some service users and carers.

STRUCTURE CHART



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and

supervision as appropriate to the role.

- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: 4 <i>Physiotherapy and Fitness Instructor</i>		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<ul style="list-style-type: none"> • Ability to screen patients following set protocols for physiotherapy assessment and general fitness • Ability to motivate in a variety of ways • Ability to assess fitness for multigym and group activity 	
Qualifications – Academic/Skills/Professional	<ul style="list-style-type: none"> • Level 3 qualification in fitness • A good, overall understanding of physiotherapy and people with mental health conditions • An understanding of the CSP's Physiotherapy Assistants' Code of Conduct. 	Evidence of use of academic qualifications in a job role.
Further Training or Job Related Aptitude and Skills	<ul style="list-style-type: none"> • To actively facilitate / partake in and use own initiative to progress physiotherapy programmes, e.g., individual / group activities. • A commitment to personal development and lifelong learning. • Ability to write up / maintain patient / service records. • Good IT skills or a willingness to learn. 	

Experience	<ul style="list-style-type: none"> • Experience of work within the health, social / voluntary care or educational sector. • Aptitude to follow the Physiotherapist's directions and remain within scope of practice. • Evidence of work within a multi-disciplinary environment. • Good supervisory, organisational and time management skills with ability to plan / prioritise work and to direct patients, carers, and colleagues. 	Work experience in mental health adult and /or forensic mental health.
Personal Qualities	<ul style="list-style-type: none"> • To promote patient choice, independence and individual rights using good listening skills, adaptive communication and motivation skills and the passing of accurate information to patients, carers and colleagues in a confidential manner. • To safely move equipment within work locations and to transport small equipment between venues. • Lots of enthusiasm, patience, and an ability to respond sensitively to patient and service needs. • To cope daily with frequent, highly distressing, and emotional situations, e.g., patient/ carer non-compliance, unsociable and self-injurious behaviours, verbal and / or physical abuse, anxiety /depression, dementia, and other specific syndromes / conditions. • Good adaptability skills in 	

	<p>response to unpredictable changes in patient / carer daily routine and the working environment, e.g., non-attendances, staff shortages, noise, disruption, lack of working space and privacy.</p> <ul style="list-style-type: none"> • A reliable, good timekeeper, with a flexible approach to patient and service needs and contracted working hours. • Physical dexterity, co-ordination and sensory skills to carry out / progress physiotherapy programmes. • A car driver with a current British / International Driving License or access to public transportation. 	
Contractual Requirements or other requirements	<ul style="list-style-type: none"> • Ability to travel between sites and to regional meetings 	