

Job Description

JOB TITLE: *Therapy Support Worker*

DIVISION: Therapy Services

GRADE: Band 3

REPORTS TO: Registered Therapist As Specified

ACCOUNTABLE TO: Therapy Services Manager

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes.

We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

JOB SUMMARY

The post is that of a therapy support worker providing specific assessments and treatment to patients under the guidance and supervision of a registered therapist. Some clerical and administration tasks will also be undertaken (eg keeping records, filing or arranging appointments as appropriate). When working with in-patients, the role will be to provide rehabilitation and interventions to facilitate the safe discharge of patients.

KEY JOB RESPONSIBILITIES

Clinical

To gain consent from patients / and relatives by sharing clear, easily understood information relating to any delegated interventions undertaken.

- To undertake initial assessments independently or with other members of the team using agreed protocols and guidelines; providing treatment planning and ongoing sessions with the therapists' guidance when appropriate.
- To provide simple treatment procedures in both individual and group settings, when judged competent, following the appropriate training directed by a qualified therapist.
- Take an active role in supporting the therapist in on Home Assessment Visits
- Utilising tact and persuasion engage patients in treatment programmes, making basic clinical decisions e.g. is the patient fit to undertake the planned activity.
- To plan, prepare and carry out the appropriate level of rehabilitation and progress in line with treatment plans.
- Communicate effectively with patients, carers/relatives and all multi-professional colleagues regarding all aspects of patient care.
- To participate in the discharge planning process including the coordination of required after care and equipment, with the therapists' guidance when appropriate.

- To actively consider all aspects of risk management whilst carrying out clinical and non clinical duties.
- Maintain accurate patient records and departmental documentation as per Therapy guidance and Trust policies.
- Participate in the out of normal working hours service in support of qualified clinical colleagues, this includes weekend working.

Educational

- Actively participate in the Trust Appraisal Process.
- Ongoing commitment to own personal development with the identification of personal training needs.
- Assist in the induction, training and education of other staff and students.
- Active participation in appropriate departmental In-Service Training programmes.
- Comply with Trust mandatory training requirements.
- Maintain an ability to safely and competently assist with the handling and moving of patients when this is required therapeutically, including the safe use of all relevant manual handling equipment, plus wheelchairs and electric beds.

Managerial

- To work flexibly to meet the needs of Therapy Services across both campuses
- Exercise good personal time management, punctuality, consistent reliable attendance, and day to day management of own delegated workload
- Aware of own role and scope of practise and the contribution within the therapy team, and be able to seek supervision and support from a registered therapist when protocols no longer apply.
- Contribute to the collection and collation of patient information and data as required by the therapy service.
- Maintain effective working relationships within therapies and the multidisciplinary team.
- To maintain confidentiality at all times – this includes patient and staff information
- To undertake any other duties that may be reasonably required.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

For senior/clinical managers the following statement must also be included

The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

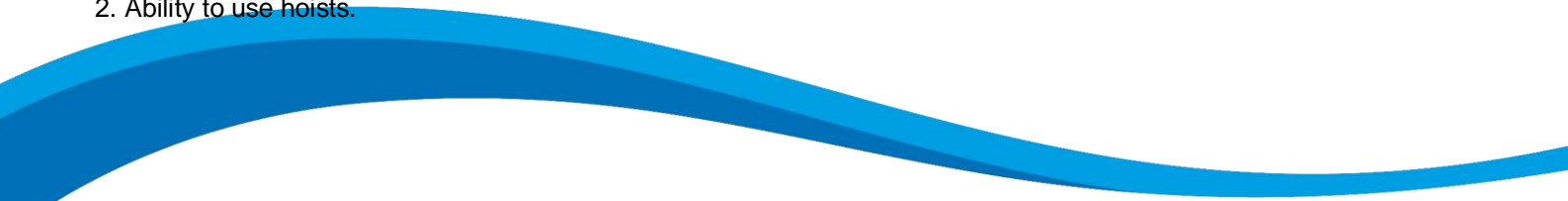
General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

WORKING CONDITIONS

1. Occasionally exposed to aggressive behaviours of patients, relatives and carers.
2. Regularly exposed to highly unpleasant working conditions e.g. humid atmosphere in hydrotherapy, incontinent patients.
3. Regularly involved with toileting patients.
4. Sometimes required to work in confined spaces.

Physical Effort

1. Ability to carry out manual handling of patients and equipment.
 2. Ability to use hoists.
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3. Frequent, moderate effort on a daily basis, sometimes heavy, is required to move patients and equipment.

Mental Effort

1. Ability to recognise changes in patient's condition during treatment and report back to the physiotherapist.

2. Ability to respond to changing demands/priorities.

Emotional Effort

1. Regularly exposed to patients with challenging behaviours e.g. dementia, learning difficulties.

2. Occasionally exposed to distressing circumstances.

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed by:

Date:



