

Job Description

Job Title	Grade/Salary
Therapy assistant	
Accountable to	Responsible for
Physiotherapist	
Job Purpose and Role	
As a therapy assistant you will contribute to the delivery of care pathways for patients with long term conditions and palliative care rehabilitation needs, to achieve quality of life and independence where possible. Effectively and efficiently undertake all aspects of clinical duties and procedure required and identified in an individual treatment plan recognising own competencies and the scope of own role. This may be done within the hospice setting inpatient unit or Wellbeing centre or in the community in the patient's own home.	

Main Duties and key result areas	
General duties	- Effectively and efficiently undertake all the aspects of clinical duties and procedures required and identified in a patient's treatment plan, recognizing own competencies and scope of practice - Assess patients' needs within the limits of your skills and competence - Apply competency-based treatment techniques/care to patients under supervision of a qualified practitioner following a prescribed treatment plan, including – implementing activities/exercise programmes - Ordering and supplying therapeutic equipment/aids, providing instruction and supervision/evaluation of the use of equipment - Communicate information to patients and carers regarding their health needs and associated treatment plans as well as provide education through programmes such as BIC (Be In Charge, breathlessness and anxiety) - Plan and prioritise own visits in accordance with therapy guidelines and ensure these are documented on SystmOne - Establish and maintain therapeutic relationships with patients and carers, incorporating motivation, encouragement and confidence building to enable patients to engage in their treatment/care and management plan.

- Effective communication skills using all formats/methods of communication, considering communication barriers, such as hearing impairment. Mental capacity impairment.
- Make all necessary reasonable adjustments to enable all service users to achieve desired clinical outcomes
- Provide information as required to the team, patient, carer and/or relative
- Work closely with the wider MDT and liaise with community teams as required to ensure that identified care needs are met and care is co-ordinated properly
- Report and take appropriate action regarding any change in patients' condition or circumstance, and communicate information to the relevant team members, ensuring this information is clearly documented on SystmOne.
- Actively contribute to protecting people at risk by assessing and monitoring the care environment, acting upon and following safeguarding policies and procedures.
- Respect dignity of patients obtaining consent, ensuring care is person centred, involving patient, carers, family in shared decision making.

Delivering to our Values

Accountable

- Able to justify actions or decisions
- Takes personal responsibility for their actions
- Able to describe the impact of their work in a way others understand
- Welcomes feedback as an opportunity to grow and develop

Trustworthy

- Working collaboratively with beneficiaries, colleagues, partners and supporters
- Being authentic and transparent
- Trusted to respond to needs and deliver what is expected of us
- Projecting a professional image that engenders trust

Principled

- To adhere to professional and clinical standards
- Maintain appropriate boundaries and relationships which are built on trust and honesty
- Avoid and speak out against any actions, or behaviours, that conflict with our values or could cause harm to any stakeholders

Skilled

- Having and showing the knowledge, ability or training to work well
 - Seeking opportunities to learn from a wide range of sources
 - Contributing to the provision of excellent, safe and effective care no matter what your role is in the organisation
- Ensuring that the treatment, support and services we offer are effective

- Demonstrate strong moral principles which embody Teesside Hospice's vision and bring our values to life
- Do the right thing even in difficult situations, and always endeavour to work effectively and efficiently to maximise results and service

Compassionate

- *Feeling or showing kindness and concern for others*
- *Able to empathise with people who dealing with a terminal illness*
- *Being kind in use of language and behaviour*
- *Caring for others who need our support and help*

All employees are expected to:

- Live the Hospice's values so that the highest standards of patient and customer care can be achieved.
- Be committed to diversity and inclusion of all, promote and improve service standards, so that excellence in all that we do is perused through continuous improvement.
- Contribute to development of and strive to meet departmental, team and individual targets
- Participate in the staff appraisal and development scheme, one to one performance discussions and attend identified training to ensure continuous learning and improvement
- Comply fully with the Code of Conduct, health and safety requirements, legislation, regulations, policies and procedures
- Attend meetings or provide services outside of the usual working hours where reasonably requested to do so
- Have an overall understanding of the risks and implications associated with the requirements of the role and takes appropriate action to mitigate any potential consequences.
- Embrace digital ways of working to help improve efficiency and save costs to the Charity.
- Respect privacy and dignity at all times.
- Fulfil obligations in relation to safeguarding, namely: recognising possible abuse, including knowing what abuse is, what to look out for, and how to be vigilant at all times. Respond quickly and appropriately to possible concerns. Sometimes a concern is obvious, sometimes it is not. Report my concerns to the appropriate person to ensure that me and my organisation does everything possible to keep our patients and people safe and supported and record my observations and concerns, including the actions I and others have (or haven't) taken.

The duties outlined in within this document are not exhaustive and other duties may be expected in line with the level of the role at the discretion of the Head of Service. Teesside Hospice reserves the right to amend the job description at any time.

I have read and understand the duties required for the role.

Signed

Date

Print name

Person Specification *(Example for illustration purposes)*

Attribute	Detail	Essential or Desirable
Skills & Abilities	Excellent written and verbal communication skills are essential	E
	Excellent IT Skills, specifically Microsoft Word, Excel	E
	Experience of working with SystemOne	D
	Able to facilitate groups	D
	Ability to work under pressure remain calm in stressful situations	E
	Highly organised, ability to manage and plan workload and prioritise effectively	E
Knowledge & Experience	Experience of working in adult health or social care setting	E
	Strong interpersonal skills and relationship management	E
	Experience of signposting services for individuals	E
	Experience of working in a multi-disciplinary team	D
	Previous experience working as a therapy assistant	D
	Previous experience working in Palliative care, neurology, respiratory specialities	D
Education & Qualifications	Education to include min GCSE pass (A-C) in maths and English	E
	NVQ level III in care/BTEC Health& Social care or equivalent	E
	Additional training in palliative care	D
	Additional training in communication skills	D
Personal Attributes/ Key skills	Team Working	E
		E
	Planning and Control	E
	Communication and Influencing	E
	Attention to Detail	E
Other	Leading Others	E
	Ability to travel independently across areas covered	E



Better Health
at Work Award
Silver Award

