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University Hospitals of Morecambe Bay NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Clinical Therapy Support Worker
Department/Ward:	Hospital Home Care-Supported Discharge Team
Band:	3
Care Group:	Medicine
Responsible to:	Hospital Home Care Manager/Allied Health Professional Manager
Accountable to:	Discharge Lead/ Allied Health Professional Lead
JOB SUMMARY:	<ul style="list-style-type: none">• Support the individual to return home using the trusts early supported discharge model and continue the rehabilitation pathway in the community.• To encourage, support and assist the individual by delivering the highest quality care provision in their own home and document that care appropriately.• To undertake specific skilled support work to aid the rehabilitation of patients.• Escalation of patient's clinical condition to maintain a safe environment.• To treat patients according to set treatment plans, monitoring patient's progression and making minor alterations to patient treatment programmes as required, reporting patients' progress and informing the therapists of any problems

KEY WORKING RELATIONSHIPS:

MAIN DUTIES CLINICAL SUPPORT WORKER

- Support the individual in the community, working under the supervision of the manager.

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- To support the patient transition from hospital to home and manage the individual care needs in the community.
- To encourage, support and assist the individual by delivering the highest quality care provision in their own home and document that care appropriately
- Escalation of patient's clinical condition to maintain a safe environment.
- Safely provide compassionate care and support that is centred on the individual needs and wishes.
- Respect the individual's choices and promote their dignity at all times.
- Promptly report any changes or causes for concern to the Hospital Home Care Coordinator and manager promptly and follow reporting procedures as necessary.
- Recognise changes in patient condition and report to the manager or senior manager out of hours.
- Give non-discriminatory care and support that values the diverse and unique qualities of the individual.
- See the whole person and not merely a list of care needs. Carefully listen and observe how the individual prefers their care and support to be delivered on a day to day basis. Help them make their own decisions and to be as independent as possible.
- Undertake training and practice of agreed clinical competencies in basic nursing skills for designated area.
- Work as an effective team member of the clinical team and support continued team development.

Follow instructions in the care and support plan which has been agreed with each individual. This may include:

- All aspects of personal care
 - Showering and bathing
 - Dressing and grooming
 - Toileting and continence care
 - Teeth and dentures
- Taking medicines
 - Encouraging, reminding; assisting and supporting patients with medication
 - Report to the Coordinator any need for ordering and collecting prescriptions and returning unwanted medicines to the pharmacy for safe disposal
- Eating and drinking
 - Helping the individual to plan what to eat and drink

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- Gentle encouragement and help to eat and drink well
- Preparing and serving food and drinks
- Agreeing with the Individual how to store food safely and dispose of out of date produce
- Safely using aids and personal equipment in a manner that respects the dignity of customers.
For example
 - Standing and walking frames
 - Wheelchairs, manual and electric hoists
 - Sliding sheets and moving boards
 - Hearing aids and other physical aids

MAIN DUTIES THERAPY ASSISTANT

- Assist the service user in the rehabilitation of patients using a range of delegated exercises and therapy treatments.
- To manage the rehabilitation of the service users as delegated by the therapist. To work without direct supervision (i.e. therapist not present but available) and be responsible for assessing patient's progress and reporting back to the team.
- To undertake highly skilled support work e.g. assessing patients with basic mobility problems who may require appliances and provision of any appropriate appliance e.g. walking frames, crutches and splints and ensure the safe use of this equipment and demonstrating exercise techniques.
- Instruct patients and carers, providing direction and guidance on a range of therapy and mobility activities, as part of own clinical work or as directed by the therapist.
- Encourage patients and their carers in an active approach to regaining and maintaining personal independence. This requires empathy, sensitivity and good interpersonal skills.
- To communicate with the physiotherapist, as necessary, regarding patient care. In particular highlighting any variations to expected outcomes from treatment programmes you deliver.
- To contribute to development of patient care by attending team meetings and comment on recommended changes to clinical care / service provision.

Clinical Governance

- Participate in the Trust Appraisal and Personal Development Plan process by identifying your own development needs and agreeing development plans for these needs with the manager
- Ensure awareness of when and how to report untoward incidents and how to respond appropriately with patients' or relatives complaints.
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- Ensure that your clinical practice is safe and appropriate at all times.
- Ensure your required mandatory and competency based training is kept up to date.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As an employee of the trust you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will need to be aware of trust/local LSCB procedures and know how to contact named professionals, within the safeguarding team for advice and support.

ENVIRONMENTAL IMPACT

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use and it is safe to do so, minimising water usage and reporting faults promptly.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

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TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.