

**JOB DESCRIPTION**

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| **1. JOB DETAILS** |  |
| **Job Title:** | **Exercise Specialist -Mental Health Physiotherapy** |
| **Responsible to:** | **Highly Specialist Physiotherapist Mental Health (MH)** |
| **Department & Base:** | **Physiotherapy office Cauldshiels, BGH** |
| **Number of posts:** | **1.0 WTE** |
| **Date this JD written/updated:**  **JD Ref Number:** | **May 2023**  **7178** |
| **2. JOB PURPOSE**   * Support Physiotherapists, Occupational Therapists, and other healthcare professionals with planning and delivery of therapeutic exercise skills to impact directly upon clinical care over the broad spectrum of therapeutic exercise-related health issues. This may be in wards or community settings * May include supervision of team(s) of volunteers to provide exercise provision in support of therapy; taking responsibility for preparing this element of the service and developing it for possible generalisation to other areas inclusive of Health Promotion * To work single handed when appropriate in wards and community locations and within the wider community but with access to a Physiotherapist or relevant professional, * Assist in administration, clerical and housekeeping tasks to ensure smooth running of MH physiotherapy service. | |

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| A&C  Physiotherapy Professional Leads /AHP Clinical Managers  Band 8 Physio MSK  1.73wte Band 7 Physiotherapists – LD & MH  AHP Associate Director  Band 6 Physiotherapist  Band 5 Physiotherapist  Exercise specialist band 4  Band 8 Physio - LTC  Band 8 Physio - Acute  **3. ORGANISATIONAL POSITION** |
| **4. SCOPE AND RANGE**  The mental health physio service has a designated base at BGH – currently physiotherapy office Cauldshiels This exercise professional post-holder will work across the 4 mental health wards and community. There will be the need to work flexibility across the service.  **Clinical :**  The role includes designing and providing exercise rehabilitation programmes, functional movement programmes and promotion of long-term physical activity. These will be independently or designed with therapists.  The post holder may work within a variety of designated NHS and non NHS sites:  In wards the role will include working in the exercise therapy spaces where a variety of exercise equipment is available, use of outdoor spaces, and ward based rehab. The post holder may also work in G.P practices, Health Centres, Leisure Centres, and community settings including patient homes .  The work will be both 1:1 and group work.  **Staff & Volunteers.**  Working supportively with other staff and/or supervising, coaching and supporting volunteers and other staff as appropriate. Providing training, development and long-term support to volunteers and 3rd sector staff sustaining service users as regular exercisers.  **Management**  To take supervisory responsibility for any volunteers with support from physiotherapy staff as required. To support the service with it obligation to student placements by providing student supervision shadowing opportunities and facilitation of learning.  **Client Group**  Therapeutic exercise & rehabilitation programmes are provided to patients with a wide range of problems including Musculoskeletal health issues, health conditions common in older people (such as stroke, Parkinsons Disease, cognitive decline and falls/fear of falling), mental health & respiratory conditions such as COPD.  The post is employed within NHS Borders and there is a requirement to work flexibly across Lothian to meet service demands  **Clinical supervision and leadership will be provided by the mental health physio staff team**  **Clinical**   * To provide Exercise intervention, through the use of group work, or on an individual basis, to people living with mental health conditions with a wide range of difficulties in ward and community settings across a large geographical area, as directed by the Physiotherapists, although not under direct on site supervision. * To liaise between the Physiotherapist, ward staff the adult and families/carers if involved. * To have an understanding of a broad range of conditions, including adults with severe physical, emotional and cognitive impairments who may have complex clinical, social, psychological needs and degenerative conditions. * Make accurate written/electronic records of work undertaken with patients and enter electronicpatient data in electronic notes line with CSP and NHS Borders standards.   The post holder demonstrates NHS Borders Values: Dignity and Respect, Quality and Teamwork, Openness Honesty and Responsibility, Care and Compassion  The post holder has the option of taking part in weekend Orthopaedic rotas as a physiotherapy healthcare support worker- for this, specific training will be given. |

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| **5. MAIN DUTIES/RESPONSIBILITIES/ Key results**   1. **Key Result Areas**   **5.1 Clinical**   1. Contribute to the assessment, evaluation and management of individuals with exercise-related needs using exercise interventions and behavioural change techniques to promote a healthier ‘lifestyle’ The post holder will work under the clinical supervision of the Physiotherapy Team Lead and/ or Occupational Therapy Team Lead but freedom of action within scope of practice is expected and will involve lone working on a daily basis. 2. Undertake a wide range of group and individual activities for people with exercise needs in a wide variety of community and service settings. 3. To promote self management through education and condition management with a variety of conditions. 4. Provide advice and guidance on therapeutic exercise and appropriate clinical supervision to volunteers to ensure as high a quality and effective exercise service as possible is delivered within given resources. 5. Actively promote therapeutic exercise, making use of a high level of interpersonal and communication skills to instruct, guide, motivate and enable service users to work towards achieving their identified goals. This will include maintaining appropriate levels of knowledge, skills and motivation in the volunteers. 6. To be fully aware of contraindications and vulnerability or risk factors and personal limitations in terms of expertise to enable and ensure appropriate liaison with other health care professionals and/or other agencies so as to guarantee safe practice and optimum intervention to meet the needs of individual service users. 7. Maintain accurate service user documentation, records and statistical information to reflect the interventions provided and meet appropriate standards and legal requirements 8. May attend and participate in relevant team and multi-disciplinary meetings to maximise patient care and to optimise the use of exercise provision.   **5.2 Management**   1. May supervise the delivery of high quality, effective and efficient therapeutic exercise provision by the team(s) of volunteers and provide appropriate support to other staff as required. 2. May monitor and account for the practice of recruited volunteers, providing appropriate reports and other service data as required. 3. Participate in the evaluation, audit, development and delivery of exercise provision and the effectiveness of exercise-based interventions to support the Physiotherapy and Occupational Therapy clinical governance strategy.   **5.3 Education**   1. Participate in the induction, education, coaching and development of other staff, as appropriate, in relation to therapeutic exercise to enable continuing professional development, best practice and maximise service capability and quality within extant resources 2. Help develop and deliver formal and informal training programmes in therapeutic exercise, in partnership with internal and external organisations as possible and appropriate. 3. Promote healthy active lifestyles in service users. 4. Participate in relevant training and development opportunities both internal and external as identified with the Therapy Team Leads.   **6.4 Research**   1. Assist in developing and delivering appropriate research and/or audit activity as a regular part of practice 2. Undertake own CPD, including mandatory in-service training and maintain up to date knowledge of clinical speciality through research, training and audit 3. To work to standards set by Chartered Society of Physiotherapy (CSP), national standards, and NHS Borders. 4. Participates and contributes to the development of local learning disability and mental health physiotherapy Service guidelines. | |
| **6. SYSTEMS AND EQUIPMENT**   * Computer skills/systems – Physio tools (computer software package in order to provide written details regarding exercise programmes), EMIS (clinical record keeping and data collection system), Intra/Internet, Microsoft packages, clinical e-mail etc. TrakCare, Mosaic(social work record system) , PACS * Maintenance of information systems * To be aware of and act upon pool chemistry, interpreting the results regarding bather safety. * Understand and apply safe use of patient care equipment including hoists, slings, specialist beds, sliding sheets, wheelchairs, postural management equipment etc. * Ordering equipment via ELMS (Community Equipment Service) and NHS Borders stores. * Understand and apply safe and competent use of Physiotherapy and Rehabilitation equipment e.g. postural support equipment, walking aids, orthotic provisions * Adherence to all Professional and NHS Borders policies and guidelines * Ensure that the exercise equipment in use is clean and safe, and regularly monitored for safety as per Professional and Departmental guidelines. With training, this may include the fitting and supply of walking aids and orthotic supports.equipment may include:   **Walking Aids** – for example zimmers, specialist walking frames  **Manual Handling Equipment** – for example glide sheets, sliding boards  **Exercise & Rehabilitation Equipment** – for example multi-gym, weights, balance boards, stairs, full range of small exercise equipment  **IT Equipment** – for example Personal Computer, fax, phones  **Compensatory equipment** – for activities of daily living such as raised toilet seats, perching stools, trolleys | |
| **7. DECISIONS AND JUDGEMENTS**   * To work under the guidance and supervision of the Physiotherapist, working within professional codes of practice and occupational standards, policies and procedures. * To effectively use knowledge and skills to evaluate and modify treatment programmes. * To plan prioritise & organise own workload and timetable, and make changes, often at short notice. * To be responsible for seeking advice from the Physiotherapist for issues out with the post holder’s remit. * Continual risk assessment relating to clinical and environmental situations   whilst ensuring best practice.   * Responsibility for consent and duty of care issues whilst balancing clients’ rights verses choices. * Have in depth knowledge, identify and report in line with Adult and Child Protection   Policies and Adults with Incapacity Act.   * Responsible to Mental Health & Learning Disability Physiotherapists. * Formal objectives will be reviewed regularly throughout the year through   JDR/ KSF & PDP process, & will be consistent with the strategic direction of  NHS Borders | |
| **8. COMMUNICATIONS AND RELATIONSHIPS**  **Patients and carers**   * Forms professional relationships with clients, support staff, carers and colleagues and communicates with them in a way that respects their views, autonomy and culture. * Reacting flexibly to constantly changing situations and prioritising the workload as possible within existing resources whilst working to expand resources via the recruitment and training of volunteers. * Maintaining high levels of concentration on a daily basis in unpredictable patterns, e.g. dealing with an unpredictable interpersonal ‘working environment’ with unpredictable patients and diverse intellectual and interpersonal demands. * Troubleshooting and problem solving regarding exercise interventions covering a wide diversity of clinical conditions and identifying when it is appropriate to request support from experienced therapy staff when the direct line manager is not available. * Ensuring continual update of personal expertise and a wide-ranging knowledge of all the factors that can influence outcomes in relation to therapeutic exercise provision * Appropriately assesses capacity, gains valid consent and has the ability to work within a legal framework with patients who lack capacity to consent to treatment. * Uses effective communication skills to gain co-operation with treatment where there may be significant barriers to understanding. * Utilises developed motivation and persuasion skills to facilitate rehabilitation and self-management both in an individual and group setting with patients with a wide range of complex medical problems * Receive information regarding complex and sensitive issues * Teach a range of patient management strategies.   **Multidisciplinary**   * To work within multi-agency teams and participate with other interagency teams. * To represent the Physiotherapy team at interagency meetings   Internal   * Effectively report clinical observations and outcomes, either verbally and/or in writing, to relevant professionals following all treatment sessions timeously. * To report any accidents/incidents as per Departmental Policy. * Liaise with MH & LD Physiotherapy staff group to ensure service equity is maintained and resources optimised.   Service Management (In relation to Volunteers – this aspect of the service may be developed in future.)   * Regular meetings, e-mail and telephone conversations with the Therapy Team Lead ensuring a two-way flow of information * Disseminate service information as appropriate * Advise and negotiate with Therapy Team Lead regarding service review and development for their area of responsibility. * Liaise with peer group, Therapy Team Lead, Therapy Service Leads Manager to ensure Service cohesion and equity are maintained and resources optimised for their area of responsibility. * Liaise regarding service delivery and planning issues to ensure effective recognition and consideration of their dimension of the physiotherapy services including publicising their dimension of the service as agreed with their line manager.   External   * To communicate with external services e.g. Orthotist, wheelchair centre, equipment service   Support agencies, voluntary organisations and independent providers.   * Negotiate and liaise with appropriate agencies, as agreed with the Therapy Team Lead to optimise patient care and to ensure efficient and effective delivery and development of exercise provision e.g. Local Authority, Voluntary Agency, patient groups, ‘Health Promotion’ specialists * Communication is carried out directly on a weekly basis or on demand.   Engage with the general public and service users in consultation as required and inclusive in participating in and presenting at relevant conferences etc. as agreed with the Therapy Team Lead. Education  * Liaise with day service and home support staff regarding Physiotherapy programmes undertaken on an individual basis. * To participate in patients’ reviews when appropriate, at day services or in residential care settings | |
| **9. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB**  **Physical Effort**   * Manual Physiotherapy treatments requiring dexterity, precision and good sensory co-ordination and strength to perform techniques frequently throughout the day often with sustained effort * Frequent mobilising patients with / without walking aids to promote rehabilitation to independence. * Handling and using equipment on a daily basis; plinths, chairs, hoists, walking aids, wheelchairs, postural support equipment - all of which require manipulation and dexterity – and frequent manoeuvring in confined spaces. * Working in conditions which may involve direct exposure to infection, bodily fluids,(including sputum, vomit, urine, faeces, blood) fleas, lice, and exposure to verbal and physical aggression, e.g. swearing, punching, biting and scratching. * Kneeling, sitting on floor or heels for up to 1 hour over several long periods in the day * Frequent driving between treatment localities; attend meetings, home, day service and leisure location visits over a large geographical area. * Working as a lone worker in the community, which may require the skills learned in Prevention and management of Aggression and Violence training  Mental Effort  * Maintain high levels of concentration regularly throughout the day attending meetings, unpredictable travel and traffic situations in a rural environment.. * Speed and accuracy of computer skills. * Frequent concentration for implementation of care programmes and treatment of patients with complex conditions, often with challenging behaviour, and where the work pattern is unpredictable  Emotional Effort  * Responding to patients varying and individual needs and expectations. * Frequent exposure to distressing circumstances as caseload includes patients who will die prematurely * Giving unwelcome news regarding treatment which will impact on quality of individual`s and family life. * Support patients who are in emotional distress. * Exposure to Adult Protection cases. * Requirement at times to respond to service needs at short notice.   **Environmental**   * Working in conditions which may involve direct exposure to infection, bodily fluids (including sputum, vomit, urine, faeces, blood) fleas and lice, passive smoking and exposure to verbal and physical aggression, e.g. swearing, punching, biting and scratching. * Working in patient’s own home where temperature control and ventilation and lighting may be inadequate, and where the staff may be exposed to cigarette smoke * Working in a busy and noisy office environment. * Working in adverse weather conditions including driving in snow and ice. * Working in ageing and inappropriate clinical areas * Working in clinical areas where temperature control, ventilation and lighting are inadequate * Working in areas in the community over which the service has no control e.g. Leisure Centres, Community Centres, Patient’s homes unsuited to healthcare needs.   **WORKING CONDITIONS**  *(Little = 1-2month, Occasional =x3, Frequent = every shift)*   * Undertakes lone working within Lone Worker Policy and Guidelines– ***Frequent*** * Exposure to bodily fluids (urine, faeces, blood) –***Occasional*** * Exposure to body odours, fleas and lice – ***Occasional*** * Exposure to infectious diseases – ***Occasional*** * Exposure to hazardous environments e.g. cigarette smoke, alcohol, drugs, animals – ***Frequent*** * Dealing with abusive patients or carers – this may be physical or verbal – ***Occasional*** * Contact with poorly controlled aggressive pets – ***Occasional*** * Driving on a daily basis in unpredictable conditions - ***Frequent*** | |
| * Experience of working in a public or voluntary sector setting in relation to the provision of therapeutic exercise and/or rehabilitation programmes * Experience of exercise provision or personal trainer experience in the general population. * Supervisory experience and/or experience of resource and/or personnel management inclusive of working with volunteers. | |
| 1. **KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**   Minimum required to undertake the role:   * Formal qualification in Health, Sports Science and/or Fitness/Exercise (e.g. City & Guilds, HND, Diploma, NVQ, SVQ – minimum level 5) relevant to area of technical expertise required by the Service. * Experience of working in a public or voluntary sector setting in relation to the provision of therapeutic exercise and/or rehabilitation programmes * Experience of exercise provision or personal trainer experience in the general population. * Supervisory experience and/or experience of resource and/or personnel management inclusive of working with volunteers. * Ability to work without direct supervision, organise, prioritise & delegate * Evidence of reasoning skills in relation to exercise provision. * High levels of written, verbal & non-verbal communication skills * Self confident approach * Logical approach to the provision of therapeutic exercise and appropriate management-related issues * Motivated with dynamic & up-to-date approach to exercise provision and the support of service users, carers and volunteers. * Demonstrate a commitment to lifelong learning including a willingness to build on specialist skills based on service priorities. * Ability to work effectively under pressure * Team player who is reliable & loyal, Flexible & able to adapt to change/unpredictable circumstances.Conscientious, flexible, calm, empathic, reliable * Problem solving approach | |
| **11. JOB DESCRIPTION AGREEMENT**    A separate job description will need to be signed off by each jobholder to whom the job description applies.    **Job Holder’s Signature:**    **Head of Department Signature:** | **Date:**    **Date:** |

This job description is not definitive and may be subject to

future amendments following negotiation and consultation.