

## Therapy Lead (Mary House)

**Reporting To:** Maintenance and Equipment Supervisor.      **Grade:** D      **JD ID:**

**Supervises:** None

### Main Purpose

- To be responsible to the Nurse in charge for providing and maintaining a homely atmosphere, supportive always to the philosophy of the Home and ensuring relationships with the residents are warm, caring and conducive to a learning environment.
- To ensure that the rights and dignity of all individuals are respected and that they enjoy a quality of life as normal and as full as possible in accordance with the aims and principles of Martha Trust.
- To provide all therapy programmes in line with training delivered by the local team. This will include all chest physio, passive movement, and postural therapy, with this hands-on work being delegated in any absence to ensure continuity of care.
- To cover as a Senior Support Worker when required, fulfilling the responsibilities as set out in the SSW job description. Supervising, motivating, and supporting the Support Workers on shift and ensuring the delivery of the highest standards of care for all residents, both individually and in groups

### Therapy Duties

1. Ensure contemporaneous notes are maintained that are legible and accurate.
2. Ensure all current physiotherapy programmes for each resident are up to date and that these are provided to the residents as directed.
3. Ensure residents have sensory programmes developed with the OT team providing, when necessary,
  - a. Switch work.
  - b. Sensory sessions including physio.
4. Be available to attend multi-disciplinary meetings and appointments and be prepared to discuss the residents' needs with the occupational therapists, physiotherapists, and other allied professionals.
5. Work with the community team to ensure therapy programmes are up to date and any changes in need are met.
6. Be the main point of contact for external teams, liaising with external providers as required to ensure all residents have the necessary programmes and/or equipment in place to meet their needs. This includes, but is not limited to:
  - a. Community physiotherapy
  - b. SALT team
  - c. OT team
  - d. Equipment services
  - e. Wheelchair services

This contact may be via emails, phone calls and face to face meetings.

7. Ensure staff are correctly recording relevant documentation for any therapy programmes, and that PCS records are completed accurately.
8. Train techniques/programmes to the staff team as appropriate and with the prior training and agreement from the relevant team.
9. Provide Manual Handling Training to the staff teams as required as part of the mandatory training programme, ensuring that the 'Train the Trainer' qualification is kept up to date.

10. Work with the activities co-ordinator to ensure all residents have a postural relief programme in place and that this is followed daily.
11. Be organised to make the best use of time to deliver therapies in an attentive and professional manner.
12. Ensure residents have a personalised hydrotherapy programme and associated equipment, ensuring that this is then fulfilled by the staffing teams.
13. Ensure all therapy equipment is maintained, liaising with the Maintenance and equipment Supervisor to rectify any issues.
14. Work in a way that fits in with the normal rhythm of the home and the needs of the residents, working closely with the Nurse in charge to plan the therapy activities alongside the shift planner.
15. Liaise with families directly regarding any resident change in need or therapy programme.

### **Duties included in the role of Senior Support Worker**

- Responsibilities as set out in the SSW Mary House Job Description document.
16. Undertake any other reasonable duties as directed by the Nurse in Charge or Registered Home Manager.
  17. Work as a support worker when required to do so.

### **WORKING RELATIONSHIPS AND CONTACTS**

**Internal:**

Home Manager, Deputy Home Manager, Nurse, Senior Support Worker.

**External:**

Client’s Family, GP, Multi-Disciplinary Team.

**CHRISTIAN ETHOS AND VALUES**

The post holder must carry out all duties in a manner which is consistent with Martha Trust policies, procedures and practices, and to maintain at all times the Christian ethos and values of the organisation, ensuring, as far as possible, that all activities within the work setting are consistent with those values.

**HEALTH AND SAFETY**

The post holder must be familiar with Martha Trust Health & Safety policies and guidelines as well as their legal responsibilities. All work should be undertaken so as to be consistent with these, and so as to ensure own health and safety, and that of others affected by their work.

**INFECTION CONTROL**

To ensure full compliance with infection prevention and control policies and procedures; through assuming responsibility for your own infection prevention and control practices and reporting potential risks and / or poor practice to the Infection Prevention and Control Link or the Head of Care Services.

**PERSON SPECIFICATION**

**Essential**

**Desirable**

**Qualifications**

- Educated to GCSE level or equivalent

- NVQ 2 in Care or equivalent qualification

**Knowledge**

- Good understanding of Client group

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|----------------------------------|--|---|
| <b>Experience</b>                | <ul style="list-style-type: none"> <li>• Ability to relate respectfully to people with profound disabilities</li> </ul>  | <ul style="list-style-type: none"> <li>• Previous experience in a care home environment</li> </ul>  |
| <b>Technical</b>                 |  | <ul style="list-style-type: none"> <li>• Good working knowledge of Microsoft Word</li> <li>• Basic understanding of CQC requirements</li> </ul> |
| <b>Work-based Skills</b>         | <ul style="list-style-type: none"> <li>• Good communication and interpersonal skills</li> <li>• Ability to work effectively as part of a team</li> <li>• Be patient, diplomatic and sensitive</li> </ul> |   |
| <b>General Skills/Attributes</b> | <ul style="list-style-type: none"> <li>• Cheerful 'can do' attitude</li> <li>• Flexible approach to working hours</li> <li>• Caring attitude</li> </ul>  | <ul style="list-style-type: none"> <li>• A full driving license and the ability to drive our buses on a regular basis</li> </ul>                |

This job description and person specification is not exhaustive and amendments and additions may be required in line with future changes in the post holder duties.

Signed by Employee

Date

Signed by Manager

Date

Signed by Human Resources

Date