Job Title: **Therapy Assistant (OT and Physio)**

Grade: Band C

Reports to: Occupational Therapist/Physiotherapist

Role Responsibilities: No line management or budget responsibilities

DBS Level Requirement: Enhanced Adult Barred

The Role

ECL's vision is to transform lives, empowering independence through care excellence for all.

The role supports vulnerable adults living in the community to achieve their desired outcomes, including maximising their health, wellbeing and independence, enhancing their quality of life and taking a greater part in their local community. This role therefore requires the ability to deliver a customer centric service.

As a Therapy Assistant you will be working under the direction of an OT and PT, with individuals, using specific activities to limit the effects of disability and promote independence in all aspects of daily life.

As part of the OT team, you will offer practical support to help people overcome problems in carrying out day-to-day activities of their lives. The team help people find ways to continue with activities which are important to them. This might involve learning new ways to do things or making changes to their environment to make things easier.

This role is key to the development of services utilising assistive technology and you will be expected to work with a team alongside OT's and PT's as well as networking with GP's District Nurses and Social workers in the community representing the short term care team.

Job purpose

To support vulnerable adults living in the community to achieve their aspirations, including maximising their health, wellbeing and independence, enhancing their quality of life and taking a greater part in their local community.

To work in an enabling way, coaching, demonstrating, promoting and encouraging independence and person centred care.

An expectation of the role is that you will work across all services, in a combination of settings, including customer's homes, the local community and ECL's Regional Hubs.

The role will support the Physiotherapist who hold overall professional accountability for care

Key Accountabilities

- Work flexibly and collaboratively across structural boundaries as part of cross functional teams, and in support of key functional outputs, regardless of where you sit within the organisation.

- Think creatively, challenging the norms, and constructively challenging those around you (including those more senior) to ensure continuous improvement, commercial astuteness, and inspire the same in colleagues.

- Ensure understanding and the proper assessment and mitigation of risk, including Information Governance, Safeguarding, Health and Safety and Business Continuity.

- Responsible for recognising a disclosure of a concern from an individual that requires a safeguarding intervention to be made and to take appropriate action.

Duties and Responsibilities

- To work as part of an integrated health and social care team.

- To implement treatment plans and review equipment or adaptation oractivities as directed and prescribed by the Physiotherapist.

- To reduce the effects of disability and promote independence in all aspectsof daily life in line with Physiotherapist treatment plans.

- To work with people of all ages with a range of conditions for examplehelping:

- someone adapt to life after major surgery such as a hip replacement

- supporting people living with dementia to develop strategies

- people following a stroke

- people suffering from mental illness get back into everyday activities suchas work or volunteering.

- Under the direction of the Registered Physiotherapist to assess for and order home adaptations and equipment to maximise safety and maintain athome for the maximum time possible.

- To assist with the implementation, monitoring and evaluation of care.

- To attend training and meetings with fellow staff for development andsharing of information.

- To support the identification of resources required to enhance capacity/resource to deliver stronger, more resilient out of hospital care forthe wider population.

- To support the OT, PT and Registered Manager in regular audit andreporting on clinical practice and KPIs.

- To form effective relationships with other professionals and externalproviders to support the needs of the customer.

- To promote and adhere to the work place values of Essex Cares (SeeAspire values below).

- To ensure that customers have choice and control over the service/s theyreceive and the outcomes they wish to achieve.

- Developing and maintaining good communication with customers, familiesand carers as well as building relationships with health care providers. Where required providing support to families and carers to help achieve and maintain the customer's desired outcomes.

- To have a clear understanding of own boundaries of knowledge and safe working practices and to demonstrate these in the performance of the role.

- To ensure the consistent delivery of high quality, professional standard of support/enablement.

- To work with the OT & PT to ensure continuation of therapeutic planning following discharge by supporting and instructing patients, families, and caregivers in home exercise programs; recommending and/or providing simple assistive equipment. Feeding back to qualified staff appropriately.

- To record and pro-actively feedback customer progress against theirdesired individual outcomes. This includes regularly maintaining andupdating records and recording achievements in a clear, timely and appropriate manner in line with company policies.

- To alert management immediately to any incident or development that could have a significant impact on the customer or group of customers. This includes safeguarding the wellbeing and welfare of customers beingsupported.

- To work responsibly within ECL's policies, procedures and guidelines including Health and Safety and to maintain confidentiality at all times. Thisincludes undertaking all mandatory training and attending staff meetings and events that are deemed relevant to the role and contribute to your continuing personal development as well as responding to the needs of thecustomers.

- To meet outcome based performance targets determined by the businessand to contribute to the identification and implementation of new and improved ways of delivering services to customers.

- To support other services and geographic regions, as and when required

Person Specification

Key Skills and Competence

- To have an interest and knowledge base of Occupational therapy and Physiotherapy its application
- To have relevant work experience within OT or a therapy lead/reablement service
- To be working towards/ achieved level 3 in Health and Social Care
- Caring and compassionate with the ability to encourage and coach individuals in an enabling way.
- Good listening and communication skills, both written and verbal are essential, with experience in building positive working relationships withcolleagues and customers.
- Previous experience and a commitment to supporting vulnerable people
- Ability to work on own initiative and within professional boundaries.
- Can demonstrate a willingness to work flexibly within a changing work environment.
- Hold a full, valid driving license, with business insurance
- Keeping accurate customer records

Values and Behaviours

- Ability to demonstrate, understand and apply our values (see below)and be able to evidence these attitudes and behaviours as part of the application process.

