



# THERAPY SUPPORT WORKER

## INFORMATION FOR CANDIDATES

## ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



# OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.



# COLLEAGUE BENEFITS

## GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

## FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

## HEALTH AND WELLBEING

### PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

### PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

### HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

## LEARNING AND DEVELOPMENT

### COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

### LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

### ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

### APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



## JOB DESCRIPTION

<b>Job Title</b>	<b>Therapy Support Worker</b>
<b>Band</b>	<b>2</b>
<b>Directorate</b>	<b>Therapy Support Worker</b>
<b>Accountable to</b>	<b>Therapy Operational Manager</b>
<b>DBS Required?</b>	<b>Enhanced</b>

## JOB OVERVIEW

- To assist the qualified Therapists (qualified Physiotherapist or Occupational Therapist) with the therapy intervention to deliver a service.
- To work as a positive and proactive member of the multidisciplinary team.
- To accept a delegated caseload following discussion with the therapist and to report back at all times.
- To work within a competency-based framework to ensure safe practice.
- To use the Trust values at all times as a framework for own behaviour and encourage others to do likewise, ensuring the values underpin all that is done by the Therapy teams.

## ORGANISATIONAL POSITION



## MAIN DUTIES AND RESPONSIBILITIES

- Working under the direction of the Therapist assisting in the assessment and treatment of patients.
- To carry out appropriate standardised assessments with patients as requested by the Therapist and appropriate to the role e.g., Occupational Therapy - Hospital Anxiety and Depression Scale (H.A.D.S)
- To assess the patient understanding of the treatment proposal, gaining consent and feeding back to the Therapist any patients that lack the capacity to consent to treatment.
- To provide accurate feedback to the Therapist.
- To assist in tasks as requested within the remit of the post.
- To be aware of the clinical risk within the patient case load escalating issues to senior staff and act in accordance with Trust policy.
- To comply with the legislation regarding patient confidentiality.
- To carry out some administrative tasks as needed to promote overall support of the team e.g. photocopying as required.

- To keep the treatment areas, tidy within health and safety regulations paying particular attention to infection control guidelines.
- To comply with Trust and Therapy Centre policies, procedures and guidelines.
- To be responsible for maintaining accurate and comprehensive treatment records in line with Trust requirements, Therapy Centre standards of practice and Professional standards.
- To be responsible for the collection of statistical data for use in service audit.
- To be aware of the need to continually maintain own competency in accordance with Therapy Centre competency framework, enabling the post holder to work within the remit of the post.
- To participate in Annual Appraisal and Personal Development Opportunities including regular clinical supervision.
- Be an active member of the in-service training programme by attendance at and participation in, CPD and in-service training programmes, tutorials, individual training sessions, external courses and peer review.
- To attend statutory and mandatory training as required.
- To be aware of the safety of patients and staff at all times and to carry out duties in line with the Health and Safety at Work Act.

## ORGANISATIONAL

- To assist the Therapists in organising and planning patient caseload to meet service need and patient priorities, readjusting plans as situations change / arise.

## SYSTEMS AND EQUIPMENT

- To use appropriate equipment within the remit of the post including I.T. equipment.
- To be responsible for the safe and competent use of appropriate patient appliances, aids and equipment within the remit of the post, including the decontamination and cleaning of standard equipment.
- To maintain competence in the delivery, fitting and use of standard equipment including patients' homes.

## DECISIONS, JUDGEMENT AND FREEDOM TO ACT

- To follow instruction regarding Therapy intervention.
- Work is delegated, supervised, and reviewed on a daily basis.
- To participate in formal supervision sessions as per the Therapy Centre Policy
- To respond positively to service change and development and together with team members identify areas for future development.

## COMMUNICATION AND RELATIONSHIPS

- To use a range of verbal and non- verbal communication skills to communicate effectively. This will include patients who may have difficulties in understanding or communicating.
- To develop and maintain the skills required to exchange information with patients requiring tact and re-assurance and persuasive skills.
- To demonstrate effective listening skills.
- To develop and maintain communication skills with members of the multi-disciplinary team regarding patient issues.
- To communicate effectively with external agencies as requested ensuring the exchange of timely and accurate information, promoting seamless patient care.

## PHYSICAL, MENTAL AND EMOTIONAL DEMANDS OF THE POST

- To perform tasks involving the handling of patients or loads on a frequent and Repetitive basis.
- The workload is frequently complex and challenging, and is delivered under significant time constraint.
- To develop and maintain the ability to cope with and prioritise delegated caseload
- To continually develop own competencies within the competency framework for the role.
- The post holder will frequently encounter unpleasant working conditions
- Frequent periods of concentration are required to record patient information ensuring accuracy at all times.

## SaTH TRUST VALUES

Our Values are:

**Partnering** - working effectively together with patients, families, colleagues, the local health and care system, universities, and other stakeholders and through our improvement alliance.

**Ambitious** - setting and achieving high standards for ourselves personally and for the care we deliver, both today and in the future. Embracing innovation to continuously improve the quality and sustainability of our services.

**Caring** - showing compassion, respect and empathy for our patients, families and each other, caring about the difference we make for our community.

**Trusted** - open, transparent, and reliable, continuously learning, doing our best to consistently deliver excellent care for our communities.





## PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

# QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• GCSEs Maths and English grades 9-4/A-C</li> <li>• Evidence of knowledge and skills sufficient to demonstrate the ability and willingness to study and work at a level equivalent to NVQ level 2</li> <li>• Training will be provided.</li> </ul>	

# EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Experience working within healthcare and evidence of interaction with a wide range of people.</li> <li>• Interest in the delivery of healthcare Knowledge of the role of a therapy assistant and ability to work within the boundaries of the role</li> </ul>	

# SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Good interpersonal skills</li> <li>• Evidence of good communication skills verbal and written</li> <li>• Evidence of teamwork</li> <li>• Ability to organise and prioritise own work Flexible in working practice.</li> <li>• Ability to follow instructions and to multitask</li> <li>• Ability to respond positively to changes in demand and prioritise workload.</li> <li>• Able to make accurate and legible entries into therapy notes.</li> <li>• To understand rehabilitation</li> <li>• To display empathy with clients and carers</li> <li>• To demonstrate good listening skills</li> <li>• To demonstrate organisational skills</li> <li>• Commitment to undertaking routine tasks.</li> <li>• To display coping strategies for dealing with individuals who have barriers to understanding or exhibit challenging behaviour.</li> <li>• Ongoing commitment to personal development and training</li> </ul>	

## OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"><li>• Able to meet the travel requirements of the post - Able to work at all trust sites Flexible working across 7 days when required by profession</li></ul>	

## GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety



# INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

# INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

# PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

# SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

# CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

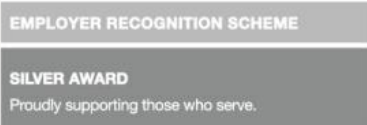
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

## NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





## The Royal Shrewsbury Hospital

Telephone: 01743 261000

Minicom: 01743 261213

Address:

The Royal Shrewsbury Hospital

Mytton Oak Road

Shrewsbury

SY3 8XQ

Getting to The Royal Shrewsbury Hospital

## The Princess Royal Hospital

Telephone: 01952 641222

Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital