

## Physiotherapist Apprentice

### Job Description

Job ID	Physiotherapist Apprentice
Pay band	Band 5 ANNEX 21 framework Development post
Department/Section	Allied Health Professionals
Job purpose	<p>This is a developmental role. The apprentice will work towards progression into the post of Physiotherapist through successful completion of the Physiotherapist Apprenticeship programme, which includes the attainment of a level 6 BSc (Hons) degree qualification. Successfully qualified staff are also required to meet the professional standards to of the Health and Care Professionals Council (HCPC) to practice.</p> <p>The apprentice will develop and maintain knowledge, skills and competencies related to the role of Physiotherapy within the service and through completion of the degree apprenticeship programme which includes working in a variety of clinical placements and delivery of person-centred care.</p> <p>The degree apprenticeship programme combines and integrates both academic and work-based learning through close collaboration between employers and education providers.</p> <p>The apprentice will be based, as an employee within Lincolnshire Community Health Services NHS Trust (LCHS) in a specific setting whilst completing this programme. As part of this training programme, the apprentice will experience working in alternative settings and clinical placements across the Lincolnshire system and beyond. This will provide a wider appreciation of the impact and influence of the profession.</p> <p>The apprentice will be required to complete an agreed contract approved by both LCHS and the host Higher Education provider.</p>

	<p>Whilst in work, the apprentice will work as an integrated member of the therapy team delivering person centred care. They will focus on clinical and rehabilitation interventions, enabling individuals to achieve their optimum physical, psychological, social, and emotional wellbeing under the support of a registered practitioner.</p> <p>As the apprenticeship proceeds, the apprentice will follow a graded approach towards managing a clinical caseload to a high professional standard. Guidance on academic and work-based issues will be readily available from senior colleagues as necessary.</p> <p>The apprentice will be required to work towards the planning and provision of a therapy plan that promotes the development of a personalised plan. This should focus on the restoration and rehabilitation of the individual in maximising choice whilst aiming for maximum potential.</p> <p>Under supervision, the apprentice will support and work progressively towards meeting agreed waiting time standards. Throughout the apprenticeship the apprentice would be expected to develop a comprehensive awareness and application of the prioritisation process.</p> <p>The apprentice is required to satisfy all the academic requirements to proceed with each level of learning. This will be passed by the host HEI. Skills obtained at the university will be applied in context of a substantive role to enhance personal development. The apprentice is also required to successfully complete all placement modules.</p> <p>As part of the multi-disciplinary and multi-agency team the apprentice is required to ensure that occupational therapy is fully integrated into the patient's care. The apprentice will be required to coordinate and participate team multi-disciplinary meetings. Relevant documentation will be completed in a timely manner.</p> <p>The apprentice will be required to demonstrate to their line manager at regular supervision and appraisals evidence of ongoing personal and professional development</p>
Main tasks, duties, and responsibilities	<p><b>Lincolnshire Community Health Service requires all staff to safeguard children, young people, and adults. All staff are required to access the organisational policies, also the Local Safeguarding Children Board and the Local Safeguarding Adults Board policies and procedures that underpin the safeguarding agenda. The safeguarding policies to be followed are found at <a href="http://www.lincolnshirecommunityhealthservices.nhs.uk">www.lincolnshirecommunityhealthservices.nhs.uk</a> and</b></p>

[www.lincolnshire.gov.uk](http://www.lincolnshire.gov.uk) .

**LCHS policies, procedures, and guideline - It is a condition of your employment that as an employee you are expected to adhere to our policies, procedures, and guidelines. These can all be found on the Trust's website.**

### **Apprentice Responsibilities**

Working towards the management of a personal caseload by undertaking assessment and treatment that is evidence based within a commissioned framework. To organise efficiently and effectively about clinical priorities and use of time.

To complete the care certificate in the first 4 – 6 weeks of commencing employment.

Working towards the supervision, delegation, and progression within the scope of competence the treatment plans to appropriate support staff (Bands 2,3 and 4).

To develop an understanding of all elements of the Physiotherapy process in the on-going assessment, planning, management, and evaluation of care.

To work towards an agreed treatment plan with patients. As apprenticeship programme proceeds, to evidence and develop skills in clinical reasoning by use of a wide range of treatment skills and media.

Working towards completion of comprehensive holistic assessment recommending appropriate intervention and develop comprehensive discharge plans.

To act within professional and legal frameworks taking responsibility and accountability for all aspects of own work. To implement escalation plans in the management of patients whilst in your care in a timely and responsive manner. To complete all necessary notes and reports as required.

Work towards the development of a high standard of care by effective communication with patients, carers, GPs and other health and care professionals.

Working towards creating an accurate prognosis, recommendation of an appropriate intervention and develop comprehensive discharge plans.

Working towards how to agree with patients an individual physiotherapy management and treatment plan using clinical reasoning and utilising a wide range of treatment skills.

To develop and consolidate personal knowledge and skills through the forming of a CPD portfolio.

To be an active member of the in-service training programme by attending staff meetings, training sessions, insight visits, shadowing, external courses, and reflective practice. To share with the team skills learnt from other clinical areas or from academic studies.

To demonstrate continuous appraisal of personal practice and act on indicators for change.

To demonstrate a sound understanding of clinical governance and risk management and apply to work situation.

To be an active member in the evaluation of clinical services including the development, implementation and monitoring of clinical standards and outcome measures.

To work towards becoming a clinical resource for the Trust and the wider health, social care, and educational communities.

To reflect on service delivery issues and notify managers / area leads where appropriate.

Maintain a personal development plan and seek opportunities to acquire necessary knowledge and skills to maintain and develop professional competency as part of your on-going Apprenticeship.

To respond positively to organisational change and be flexible with work practices depending on need.

To work within the framework of LCHS policies and procedures always including COSH Manual Handling regulations, Lone Worker, Personal Safety and Risk Management, With the aim of maintaining personal safety and

that of the patient.

To contribute to the continuance of Infection Control standards by working within local and national policies and guidance. This may involve the wearing of PPE and evidencing completion of lateral flow test before being allowed to work in specific clinical areas.

To report untoward incidents appropriately to senior colleagues and to complete Datix documentation.

To use medical devices and therapy equipment within parameters identified during training to ensure maximum safety: To report to line manager if any equipment faulty.

To take reasonable care for own health and safety and for the health and safety of others by work activity.

To ensure all relevant policies and practices relating to health and safety are observed and to co-operate with management in meeting health and safety requirements.

To attend all statutory health and safety training as required.

To work in such a way that reflects the values of all the United Kingdom health care regulatory bodies by:

- Respecting the patient as an individual
- Obtaining consent before giving any treatment or care
- Protecting confidential information
- Co-operating with all colleagues within the team
- Maintaining knowledge and competence

Acting to identify and minimise risk to patients and staff

To develop own development plan reflecting personal and clinical skills needs of the service.

Attend all mandatory training.

Attend any further training as identified by senior staff.

### **Specific requirements of apprenticeship**

During the initial phase of the apprenticeship, all work activities will be under direct guidance and supervision of a registered Therapist. As the apprenticeship progresses, and following discussion and agreement with supervisors, supervision and guidance will be both direct and indirect.

The apprentice will act in such a way that always safeguards the health and wellbeing of children and vulnerable adults.

The apprentice will be familiar with and adhere to LCHS Trust safeguarding policies.

	<p>The apprentice will be complete a blended approach to learning. The Formal education will be delivered in partnership with a registered HEI accredited to provide the apprenticeship degree programme. Rotation through internal and external clinical practice placements to meet learning outcomes are a mandatory element of the programme. Ongoing learning and application of skills will take place in the workplace. This will be assessed through ongoing supervision feedback and through annual appraisal.</p> <p>The apprentice must complete and pass all course modules, learning outcomes and therapeutic competencies within the contract period as part the apprenticeship agreement.</p> <p>All qualifications and equivalentents will be assessed on an individual basis. Successful applicants will need to demonstrate evidence of recent learning and that they meet HEI eligibility entry point criteria.</p>
Reporting to	Therapy Team Lead

## Person Specification

Criteria	Essential <i>It is expected that applicants will meet all the essential criteria to be considered eligible for appointment.</i>	Desirable <i>Enhance a person's capacity to do the job and can be acquired / learnt once in post.</i>
Qualifications	<ul style="list-style-type: none"> <li>• GCSE in Maths and English grades A-C/4-9 of Functional skills numeracy and literacy at level 2</li> <li>• A minimum L3 recognised and accredited Therapy related qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Care Certificate</li> </ul>
Skills/competencies	<ul style="list-style-type: none"> <li>• Time management skills and the ability to prioritise</li> <li>• To provide and receive verbally, electronically and in writing which may include, contentious or sensitive information.</li> <li>• Evidence of IT skills, problem solving, and interpersonal skills development is valuable.</li> </ul>	<ul style="list-style-type: none"> <li>• Be aware that the job role requires frequent moderate physical effort e.g., moving and handling patients, mobile equipment, using hoists and other mechanical aids.</li> <li>• Be aware that the job role requires driving around Lincolnshire daily. Varying distances will be covered dependent upon the location of the patient's home. Staff may be expected to travel adverse weather conditions to support patients and carers.</li> <li>• Require staff to sit to carry out record keeping, including the use of VDU screen daily.</li> <li>• Be required to use Lifting and carrying of equipment in line with manufacturer guidance.</li> <li>• Have due regard for own personal safety and that of clients / carers, to have regard for moving and handling regulations and to ensure safe positioning of self and others.</li> <li>• Frequently be required to support patients with physical needs to facilitate standing, walking and sitting during treatment sessions. This will</li> </ul>

		<p>be in accordance with safe nationally agreed Moving and Handling Guidelines.</p> <ul style="list-style-type: none"> <li>• Be able to sustain postures such as kneeling, sitting on the floor and crawling during treatment sessions.</li> <li>• Be frequently required to manoeuvre, “set up” and adjust items of equipment following Health and Safety risk assessment protocols.</li> <li>• Be required to complete moving and handling assessments and demonstrate to carers, this may include hoisting or physical handling of patients. If further support is required, the successful apprentice will be aware of support systems available within the organisation or externally.</li> <li>• Be able to therapeutically handle patients and demonstrate to carers / unregistered staff how to facilitate movement.</li> </ul>
Knowledge	<ul style="list-style-type: none"> <li>• Ability to take part in reflective practice and clinical supervision activities</li> </ul>	<ul style="list-style-type: none"> <li>• Be flexible to the demands of the service / environment, including unpredictable work patterns / deadlines and interruptions.</li> <li>• Apprenticeship/vocational programmes including funding eligibility requirements</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Experience of working within a Therapy discipline as a minimum in a Therapy Assistant role.</li> <li>• Experience of recent work-based learning or self-directed learning</li> </ul>	<ul style="list-style-type: none"> <li>• Managing and prioritising workloads.</li> <li>• Experience of working in a healthcare setting</li> <li>• Experience of handling confrontational situations regarding an individual’s wellbeing</li> <li>• Working in the community, where the environment will be varied and unpredictable. This may include occasional exposure to unpleasant conditions, cigarette smoke, cramped conditions, aggressive behaviour, bodily waste, pets, and unpredictable factors.</li> </ul>



Special attributes/specific requirements	<ul style="list-style-type: none"> <li>• The Occupational Therapy Apprentice must be aged 18 years old or over due to the nature of the role.</li> <li>• Able to fulfil Occupational Health requirements for the post (with reasonable adjustments where required)</li> <li>• Willingness and ability to travel to clinical placements and study sessions across the county where required as part of the apprenticeship programme</li> </ul>	
Personal qualities <LCHS Way>	<ul style="list-style-type: none"> <li>• Self-motivation</li> <li>• Effective communication in a variety of levels and methods</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to demonstrate empathy and reassurance.</li> <li>• Ability to work under pressure</li> </ul>

**I declare that I have read and understood the Job Description and Person Specification of the role.**

**Post holder name:**

**Date:**

**Line manager name:**

**Date:**