

Job Description

Job Title	Rehabilitation Support Worker
Salary Band	Band 3
Division/Service Line	Stroke Rehabilitation
Department	Lanyon Stroke Rehabilitation Unit

Job Overview

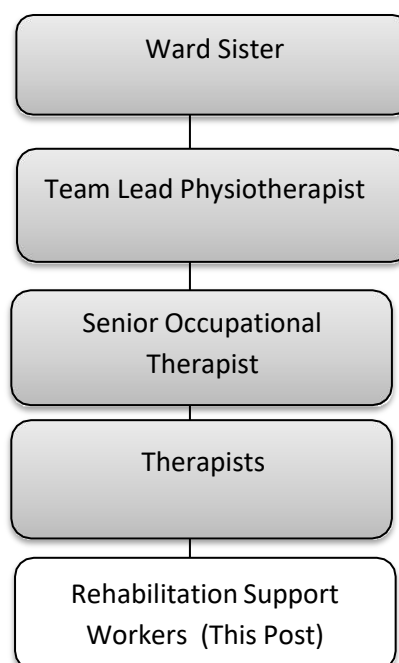
An exciting opportunity has arisen to be part of the Stroke Team, based at the Stroke Rehabilitation Unit at Camborne and Redruth Community Hospital. The team will provide a seamless service for stroke patients, which will include flexible, cross-boundary working within the wider stroke team.

The team provides an intensive, client centred rehabilitation service for stroke patients, using an interdisciplinary team approach. The unit has 20 dedicated stroke beds. There will be a high level of patient contact while working primarily in support of occupational therapy and physiotherapy

You will be required to participate in the therapy management of a varied stroke clinical caseload and facilitating discharge from hospital.

We will offer a supportive working environment in which to develop your clinical and interpersonal skills, a structured in-service training programme, and appraisal, supervision system.

Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- The main purpose for this post is to ensure that opportunities for patients' rehabilitation are optimised during their stay on Lanyon Stroke Rehabilitation Unit. This will be under the direction of the inter-disciplinary team.
- The Stroke Rehabilitation Unit forms a part of an Integrated Care Pathway for stroke patients that involve a range of services. This includes an acute stroke unit at Royal Cornwall Hospitals Trust, Early Supported Discharge Teams and stroke specialist rehabilitation teams.
- This post holder will be based on Lanyon Stroke Rehabilitation Unit, and will be expected to work with patients on the unit, in therapy areas and at times in the community, i.e. Residential Homes and in their own homes.
- Working as part of an interdisciplinary team, to facilitate holistic rehabilitation for patients on Lanyon Stroke Rehabilitation Unit.
- To work under the guidance and clinical supervision of the ward therapists.
- To work as a part of a team to provide a 7-day service for the rehabilitation of patients on Anchor Stroke Rehabilitation Unit.
- Must be able to provide and receive routine information which requires tact and persuasive skills; ability to persuade patients to co-operate in their exercise programme; tact and re-assurance required when dealing with patients.

Management and Personal Development

- Actively work towards completion of work based rehab support worker competencies.
- Actively participate in own wider learning, including clinical supervision and peer supervision sessions.
- Work within parameters of own job description, monitor own progress, strive to improve practices and performance as services develop.
- Assist in the induction and training of newly appointed junior therapists, nursing staff and rehab support workers, basic elements of rehabilitation patient care and safety.
- To take responsible care for his/her own health and safety and that of other persons who may be affected by his/her acts or omissions.
- To conform to statutory regulations, all local policies and guidelines. The post holder will be responsible for attending all appropriate mandatory training sessions.
- To report accidents, incidents or complaints in line with local procedures and policies.
- Adhere to the Lone Worker Policy when visiting patients in the community.
- Contribute to organisation of and participate in family meetings for key patients.
- Contribute to organisation of and participate in the unit based rolling programme for patient and carer information and education sessions.
- Liaise with others, including outside agencies, as directed by the senior members of inter-disciplinary team.
- Contribute to stock maintenance and storage as delegated by the Sister or therapist.
- Organise own workload, discussing any conflicting demand with senior nurse / therapist on duty.
- Contribute to the effective handover of the patient's detailed rehabilitation programme to their family and/or community care staff prior to and following discharge from the unit.
- Be responsible for some administrative arrangements e.g. booking rooms, meetings and appointments or other duties.

Clinical Activities

- Assist the patient to achieve their rehabilitation goals using a range of specific activities, primarily on an individual basis, but also in groups, without direct supervision. To include:
 - a) activities for developing independence in daily living skills
 - b) activities to promote physical function
 - c) activities for maintenance and promotion of cognitive function
 - d) activities for promotion of work leisure and social needs
 - e) activities to promote communication) gait re-education activities
- To manage the rehabilitation of patients, as delegated by a therapist or nursing staff, working without direct supervision.
- Demonstrate safe and effective skills in helping patients with dysphagia to eat and drink; to ensure nutritional needs are met in the most appropriate manner.
- Obtain relevant information on patients referred from appropriate sources, e.g. patients, carers and record in the Integrated Care Plan.
- Monitor patient's progress, modifying intervention and reporting observations back to therapists, nurses or other members of the team, highlighting variations to expected outcomes from treatment programmes.
- Assist therapists and nurses in assessment procedures and provide equipment within agreed protocols.
- Following assessment for equipment by the therapist, ensure patients and their carers are trained safely.
- Use enhanced skills to facilitate effective communication for patients with aphasia or other barriers to communication and understanding.
- Use skills of tact, diplomacy and gentle persuasion to enhance patient's compliance to enable an active part in their own rehabilitation programme.
- Provide and discuss information with patients and carers as part of own clinical work or as directed as necessary by a therapist or nurse.
- Participate as a member of the inter-disciplinary team, contributing to goal setting meeting.
- Able to support the special needs of patients from minority, ethnic and faith groups.
- To be responsible for assessing patients to a set protocol and progression of treatment.

Strategic Development, Planning and Organising

- To demonstrate an understanding of the neurological concepts underpinning the prescribed treatment programmes to enable you to instruct, advise and guide patients and carers.
- To have a full understanding of stroke, such that you are able to explain to the patient, and carers the effects of a stroke, the care available and secondary prevention.
- Maintain records, both clinical and administrative in line with current documentation guidelines.
- In conjunction with all staff, to be responsible for the security of equipment and materials within the unit and contribute to the smooth running of the unit, the health, safety and welfare of patients and staff.
- Keep the therapy areas or rooms tidy and clean therapy equipment regularly in line with the infection control policy. Report any shortages, damage or problems, to the Sister or Therapist.
- Participate in development of unit/service by contributing to staff meetings.

Administrative

- To update patient records, in compliance with the Trusts record keeping standards.
- To input data and assist with other administrative duties as appropriate.

IT Systems and Processes

- To record information regarding your clinical activity on the appropriate systems eg. SystmOne/RIO.
 - To take part in surveys and audits as required by the Organisation/Therapy Service, eg. Record Keeping Audit.
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Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	Rehabilitation Support Worker
Salary Band	Band 3
Division/Service Line	Stroke Rehabilitation
Department	Lanyon Stroke Rehabilitation Unit

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
NVQ3 in healthcare or equivalent qualification or experience relevant to stroke rehabilitation.	✓	
Food hygiene certificate.		✓
Manual handling training.		✓
Infection control.		✓
Previous experience of providing in a health or social care setting.	✓	
An awareness of the needs and aspirations of those needing assistance	✓	
Therapy or rehabilitation experience.		✓
Experience of facilitating group work.		✓
Willingness to participate in education and development activities.	✓	
<i>Skills and Aptitude</i>		
Effective team worker.	✓	
Ability to work independently and alone.	✓	
Effective communication skills, both written and verbal.	✓	
Ability to work flexibly independent and as a lone worker.	✓	
Ability to plan, practise and organise tasks.	✓	
Ability to promote rights and dignity of patients	✓	
Understands the need for confidentiality, tact and sensitivity.	✓	

Ability to plan, practise and organise tasks.		
Ability to manage the physical and emotional demands of the post, moving and handling, distressed patients.	✓	
Ability to promote rights and dignity of patients	✓	
Experience of working with people with sensory, cognitive loss and communication deficits.		✓
I.T literate and with basic key board skills.	✓	
<i>Personal Qualities</i>		
Creative and flexible.	✓	
Reliable, trustworthy and honest.	✓	
Ability to manage change in a positive manner	✓	
Ability to work independently and alone.	✓	
Ability to plan, practice and organise tasks.	✓	
Understands the need for confidentiality, tact and sensitivity	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		