

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Assistant Practitioner |
| **Reports to** | Claire Lindsay |
| **Band** | Band 4 |
| **Department/Directorate** | Community Care Group Planned Care |

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| **JOB PURPOSE** |
| Responsible for delivering effective, specialised, high quality care and carrying out specific clinical tasks, ensuring the area of work runs smoothly and efficiently  Works under the guidance of a Registered Practitioner  Works within the boundaries of existing competence, adhering to local and national protocols/standard operating procedures/policies  Delivers high standards of compassionate, dignified care, managing their time, tasks and resources effectively  Undertakes training, assessment and facilitation of peers and other staff as required  To support Registered Practitioners in their duties and contribute to the holistic care of patients as part of a Multi-Disciplinary team  To ensure that the environment is clean, safe, tidy and welcoming for patients and visitors  To undertake rotational work within the department as/if required |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| |  | | --- | | To act as a role model for other staff members  Contributes to the management of a safe working environment by minimising clinical risk  Compiles comprehensive records of care delivery as per best practice principles  Records patient information accurately using Trust software systems  Utilises highly complex, specialist equipment to provide treatment, where required  As part of the multi-disciplinary team, they will provide a key role in providing care and support to individuals as specified in a written care or service plan, in a range of environments.  The objectives are to Assess and review children eligible for the provision of continence products.  Monitor and advise on childrens bladder and bowel health. Liase with educational settings and  Implement intimate care plans and toilet training care plans. Contribute to Educational, Health and Care Plans. Support and work alongside the Early Years Specialist Nursery Nurse. Provide training to education settings regarding the correct use of continence products. Prepare YP in receipt of continence products for transition to Adult Bladder and Bowel Care Service..  Enable and empower individuals to develop, sustain and improve their overall health and wellbeing.  Lone working as required in accordance with Trust policy and procedures. | | The **Assistant Practitioner** will be based **at Compton House -Sowton Industrial Centre**  The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager.   |  | | --- | |  | | |
| **KEY WORKING RELATIONSHIPS** |
| The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis (Delete/amend as necessary)  In addition the post holder will deal with the wider healthcare community, external organisations and the public. (Delete/amend as necessary)  This will include verbal, written and electronic media. (Delete/amend as necessary)  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Team members of the PBBC service * Children and Familes within the service * Schools and other educational placements * Other Health Care Professionals |  | |  |  | |  |  | |  |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| Adhere to professional and organisational standards of practice, and work with in guidelines.    Work alone at times in a variety of settings, under the direction of the Registered Practitioner with access to support and supervision.    Work within organisational Policies, Procedures and Standard Operating procedures (SOP)  May be required to take decisions alone and then escalate to the registered practitioner. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| This role requires excellent communication skills, verbal, written and use of IT  Exchange information with patients/clients requiring support, tact and reassurance.  Form professional relationships with patients/clients and communicate and cooperates with them in a way that respects their views, autonomy and culture.  Constructively manage barriers to effective communication and works cooperatively with patients and team members.  Instruct and guide individuals/groups of patients in therapeutic programmes and activities.  Understand the implications of the Mental Capacity Act and acts to assess capacity as appropriate.    Understand the safeguarding adult’s issues and act within the guidance of the policy to keep adults within their care safe.  Able to keep accurate contemporaneous documentation using and supporting the organisation’s documentation.  Report effectively to the relevant team on patients’ progress.  Feedback accurately to the appropriate team member any interventions taken and the outcomes achieved.  Communicate with other staff and agencies as appropriate in written and oral format to report on patient progress.  Attend meetings and feedback relevant information.  Assist in obtaining valid patient consent and work within a legal framework with patients who lack capacity to consent to treatment.  Contribute to multi-disciplinary meetings and case conferences helping to ensure that there is an integrated approach which benefits the patient’s overall care and discharge plans. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Carries out delegated assessment of patients and their condition, monitors the patient’s response to intervention and adapts treatment as necessary with own competence.  Recognise the need for further advice, guidance and support as appropriate.  Undertake delegated risk assessments providing accurate feedback to the team as necessary e.g. in relation to lone working. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| The post holder will be expected to:  Support the planning, implementing and evaluating programmes of care for individual patients.  Record appropriate outcome measures, contributing to the development and implementation of these as required.  Work without direct supervision of the registered practitioner in the implementation of programmes of care and evaluate the effectiveness of interventions and feedback appropriately.  Prioritise own tasks under the appropriate delegation of the registered practitioner.  Liaise with other providers regarding care provision. |
| **PATIENT/CLIENT CARE** |
| To always work within clearly defined accountability framework.  To demonstrate clinical competence developed through continual professional development, reflective practice and maintain a skills portfolio relevant to the service specification.  To recognise and appropriately address risk factors to patients/clients and carers within their healthcare setting and feedback appropriately to the registered practitioner.  To prepare patients for assessment and diagnostics and / or implement treatment within therapeutic programmes of care.  To report any incidents, untoward incidents, complaints and near misses to self, patients or carers to the appropriate professional within the stated timescales and record these on datix.  Utilises, and prescribe when appropriate, specialist equipment where required to provide care. |
| **POLICY/SERVICE DEVELOPMENT** |
| To work to Trust Policies, Procedures and Standard Operating Procedures (SOP).  To maintain Trust Standards of Clinical Governance.  To support Professional Standards of Practice.  To contribute to areas of service development with support from registered professionals. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| Support the efficient use of resources including; maintaining stocks and supplies and ordering equipment & resources as agreed or directed.  Ensure safe and efficient use of stock and equipment including; ensuring equipment is checked appropriately and any defects reported    Demonstrate and instruct the use of equipment to ensure safety.  Where appropriate understand and apply the eligibility criteria for services |
| **HUMAN RESOURCES** |
| Supervising, assessing and supporting peers, including bank and agency staff in the clinical area.  Maintain own professional development and attending training, including all mandatory training to enhance the role within the clinical area.  Be prepared to share knowledge and experience both formally and informally.  Take a flexible approach in supporting colleagues during times of caseload pressures.  Participate in the training and induction of other staff/students as appropriate.    Participate in supervision and appraisal process, identifying own areas of development, & undertaking relevant activities to meet objectives set in Personal Development Plan.  Keep a record of own training and development, maintain a portfolio, working to sustain acquired competencies for the post. |
| **INFORMATION RESOURCES** |
| Inputting, storing and providing information on relevant IT systems and patient records.  Accurately completing and maintaining effective patient records including confidentiality issues. |
| **RESEARCH AND DEVELOPMENT** |
| Contribute to developing own and team evidenced based practice including quality improvement, audit and research activity. |
| **PHYSICAL SKILLS** |
| A range of clinical skills including; dexterity and accuracy for therapeutic interventions  Able to carry out clinical observations of patients interpreting and acting on these as required and escalating concerns as necessary. |
| **PHYSICAL EFFORT** |
| Daily work involves frequent driving, sitting/standing, walking, moving equipment and manual handling.  Lift and carry equipment (wheelchairs, health care equipment) and furniture frequently.  Treatment will necessitate working in restricted positions or limited space.  Travelling to meet the requirements of the post  Moving & handling of patients and equipment in relation to assessment, treatment and rehabilitation |
| **MENTAL EFFORT** |
| Work in an unpredictable pattern when required  Read and decipher patient information.  Help patients to make appropriate choices.  Help motivate patients.  Have the ability to communicate with the appropriate response and manner to both patients and carers/family during emotional times.  Ability to use and concentrate for long periods using IT.  Being an advocate for patients even in pressurised situations. |
| **EMOTIONAL EFFORT** |
| Caring for patients at end of life, chronic conditions and their families, carers and friends. This may include supporting patients, relatives and carers in dealing with emotional circumstances.  Working with patients with mental health, learning disabilities and challenging behaviour.  Ability to cope and deal with areas of conflict. |
| **WORKING CONDITIONS** |
| Frequent contact with body fluids, infection and unpleasant smells.  Some roles will require the frequent need to visit patients in their own homes. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
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| Leading the team effectively and supporting their wellbeing by:   * Championing health and wellbeing. * Encouraging and support staff engagement in delivery of the service. * Encouraging staff to comment on development and delivery of the service. * Ensuring during 1:1’s / supervision with employees you always check how they are. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **GENERAL** |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. |

PERSON SPECIFICATION

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| **Job Title** | Assistant Practitioner |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Relevant Foundation Degree Programme (as agreed by TAP programme Leads)  Level 2 or above qualification (e.g. NVQ 2, QCF 2)  GCSE English and Maths grade c / level 4 or above or Functional English and Maths level 2. | E  E  E |  |
| **KNOWLEDGE/SKILLS**  Sound knowledge of a range of clinical presentations and how to escalate concerns.  Knowledge of correct assessments of patients and their condition and monitors the patient’s response to intervention.  Knowledge of accountability, relevant SOP’s policies and importance of patient documentation.  Knowledge of client conditions related to the setting.  Health, safety and risk awareness.  Safeguarding and MCA understanding.  Demonstrates a commitment to lifelong learning.  Knowledge / understanding of promoting patient’s independence. | E  E  E  E  E  E  E | D |
| **EXPERIENCE**  Proven experience of working in an appropriate health care setting.  Experience of working directly with patients providing care or treatment interventions.  Experience of training others in technical skills/life skills | E  E | D |
| **PERSONAL ATTRIBUTES**  Good communication skills, written and verbal.  Ability to work autonomously.  Ability to work under pressure and with flexibility.  Empathetic and demonstrates patient focus.  Able to manage own emotions and cope in sometimes difficult situations with patients or their relatives.  Basic computer skills.  Understand the need for professional conduct.  Demonstrate understanding of the boundaries of their existing competence and authority levels for delegation of tasks.  Competent listening and observation skills.  Positive interpersonal skills.  Good co-ordination/organization skills.  Ability to work positively and professionally as part of a team.  Able to contribute to the training of other staff/students.  Willingness/commitment to undertake training.  Understands and demonstrates commitment to the Trust’s values. | E  E  E  E  E  E  E  E  E  E  E  E  E  E | D |
| **OTHER REQUIREMENTS**  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.  To be willing to work throughout the Trust.  Flexible working re working in a range of clinical settings and environments and shift patterns.  Able to travel to meet needs of the job  Able to manage the moving and handling duties required of working with patients in various settings.  Dextrous and accurate for therapeutic interventions. | E  E  E  E  E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y |  | X |  |  |
| Contact with patients | Y |  |  |  | X |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y |  |  |  | X |
| Laboratory specimens | Y |  | X |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| Animals | Y |  | X |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | X |
| Heavy manual handling (>10kg) | Y |  |  | X |  |
| Driving | N |  |  |  |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y |  |  |  | X |
| Mental Effort | Y |  |  |  | X |
| Emotional Effort | Y |  |  |  | X |
| Working in isolation | N |  |  |  |  |
| Challenging behaviour | Y |  | X |  |  |