

Job Description

Job Title: Therapy Support Worker

POSCODE: CCC2836

Grade: Scale 5

Overall purpose of the job

The role of Therapy Support Worker will sit within the CCC Occupational Therapy Team and will work under the supervision of Registered Therapists. They will be responsible for an agreed specific caseload, supporting people receiving Reablement with provision of home exercise programmes, indoor and outdoor mobility practice, stair practice, falls prevention intervention, advice and information for the self-management of long term conditions.

Therapy Support Worker intervention aims to prevent deconditioning, increase independence and reduce the risk of falls whilst people wait for community physiotherapy intervention. It aims to prevent, reduce and delay the support people need from short and long term support services, increasing the person's level of independence at the end of their Reablement episode.

Main accountabilities

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1.	To manage own caseload as delegated by a qualified therapist. To work within agreed scope of practice, seeking guidance when appropriate. To maintain accurate and timely case records using the council's case recording system.
2.	To work with people to identify their rehabilitation goals that will maximise their independence and wellbeing. To communicate these goals clearly with the Reablement service and monitor/evaluate their progress, making adjustments to the goals within their scope of practice.
3.	To identify interventions that restore independence, prevent deterioration, enable recovery, choice, dignity and wellbeing. Including functional practice, mobility assessment, mobility and transfer practice, strength and balance activities, provision of home exercise programmes, and the prescription of mobility aids.
4.	To advise, educate and support the person and the people supporting them (including unpaid carers and Reablement staff) to understand the importance of activity, mobility and exercise. To have an understanding of common medical conditions and their effect on functional performance.
5.	To demonstrate a high level of interpersonal skills, showing empathy to motivate and engage people in their reablement and rehabilitation, in order to achieve their goals.
6.	To work collaboratively with teams and services across the health and social care system, including with Prevention & Early Intervention, CPFT community therapy, Healthy You, GPs and community nursing.
7.	Demonstrate an awareness and understanding of equality, diversity and inclusion.
8.	Ability to contribute to our organisational commitment to becoming a Net Zero organisation by 2030.

9.	<p>Safeguarding commitment</p> <p>We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.</p>
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Person Specification

Qualifications, knowledge, skills and experience

<i>Qualifications Required</i>	Subject	Essential/ Desirable
GCSE level or equivalent	To include English and Maths at Grade C or equivalent	Essential
A Level/ NVQ 2 or 3 or equivalent	Health and social care related	Essential
Evidence of recent continuing professional development related to healthcare		Desirable

<i>Identify</i>	<i>Describe</i>	Essential/ Desirable
Knowledge		
Reablement and rehabilitation	Ability to work in a reabling way, to promote independence and wellbeing. Understanding of the concepts of rehabilitation. Knowledge of the effect of illness/ clinical conditions/ disability on function and health.	Essential
Care Act 2014	Able to show understanding of person centred working, strengths based practice, prevention and early intervention, choice and control and proportionality.	Desirable
Mental Capacity Act	Understands the principles of confidentiality and informed consent and the wider considerations of the Mental Capacity Act. Able to apply the Mental Capacity Act appropriately in practice.	Essential
Safeguarding	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the	Essential

	safety and well-being of children and young people/vulnerable adults.	
Skills		
Communication skills	Able to communicate effectively with people, families, colleagues and external organisations, adapting style to the person and situation.	Essential
Equality, Diversity and Inclusion	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role. Ability to work with people regardless of age, ethnicity, gender, sexual orientation, disability.	Essential
Organisation and time management	Ability to manage own time and complete all work required within designated time scales with oversight from registered therapist. Able to work flexibly and in a fast paced environment.	Essential
IT skills & Case note recording	Ability to use case note recording systems to input concise, timely and accurate documentation. Ability to use Microsoft office software e.g. Outlook, Teams.	Essential
Travel	Ability to travel between locations across the county of Cambridgeshire, which will include the transportation of equipment.	Essential
Working within agreed scope of practice for role.	Demonstrates understanding of the boundaries of the role and authority levels of delegation of tasks. Seeks support appropriately from Registered Therapist.	Essential
Experience		
Relevant experience	Experience of gaining transferable skills from working in rehabilitation, reablement, intermediate care, therapy or social care setting.	Essential
Falls prevention	Experience of completing falls assessments or identifying falls risk factors. Experience of falls prevention intervention.	Desirable
MDT working	Evidence of working effectively as part of a team/ across teams	Desirable
Other		

Net Zero	Ability to contribute towards our commitment of becoming a net zero organisation.	Essential
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