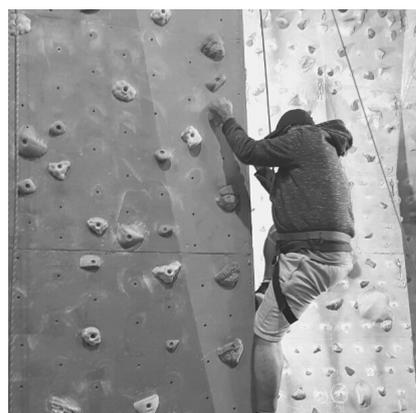


# Physiotherapist or Occupational Therapist

## Recruitment Pack



## Make an impact everyday with your skills



Join us as a Physiotherapist or Occupational Therapist and you'll be part of a supportive and survivor led team. We have a relentless focus on creating a brighter future for all survivors of burns and scars.

Survivors who have been through our services have told us that there's a need for more hours of both occupational therapy and physiotherapy. They also tell us, that the most important thing is the experience and style of delivery from the people who deliver their programmes. As we have the capacity to recruit only one role at this current time, we have chosen to be led by choosing the right person at the right time. We will craft the care around the discipline of the special person we find, be it physiotherapy or occupational therapy.

It's such an interesting time to work in a healthcare charity for people who've suffered burns and are living with scars from traumatic incidents. And here especially. We have established an intensive rehabilitation service for survivors in the UK's first ever live-in rehabilitation centre for adults with burns and scars. This is alongside digitally provided tele-rehabilitation direct into the homes of survivors. You will play a huge role in integrating these services with one another, and into the work of NHS and social care teams. We are eleven years old this year and we are always looking at how we develop and improve, with the needs of survivors at the forefront.

The team's passion for this life-transforming cause is contagious. You'll be providing physiotherapy or occupational therapy alongside other highly skilled rehabilitation team members including specialist burns physiotherapists from a local NHS trust. Your work will be through both remote digital delivery to survivors in their home or with those attending the Rehabilitation Centre based near St Helen's, Merseyside.

You'll be a massive influence on shaping our current and future operations for survivors and therefore people's lives who have been through the very worst and deserve to thrive.

*Thank you and best wishes, Sarah Green, Chief Executive.*

## Job Description

<b>Job Title</b>	Physiotherapist or Occupational Therapist	<b>Location</b>	Working remotely and at the KPF Rehabilitation Centre in Merseyside as required.
<b>Hours per week</b>	Minimum of 21 hours	<b>Salary</b>	£30,615 to £37,890 per annum (pro-rata) dependent on experience. <i>Across NHS Bands 5 &amp; 6</i>

<b>Benefits:</b>	<ul style="list-style-type: none"> <li>• Holidays: 28 annual leave days a year (pro rata) plus bank holidays.</li> <li>• Pension: 3% contribution.</li> <li>• Pay: Regular pay reviews.</li> <li>• Flexibility: Committed to flexible working across the team, including for parental and other care responsibilities.</li> <li>• Wellbeing: Time and space available for wellbeing with the team and individually.</li> <li>• Covering costs: Travel covered for home-based roles as well as work laptop, work phone and basic home office set-up.</li> <li>• Learning &amp; development: Continuing Professional Development and information training and general development.</li> </ul>
<b>Responsible to:</b>	Advanced Burns Physiotherapist ( <i>working under contract from St Helens and Knowsley NHS Trust</i> )
<b>Accountable to:</b>	Chief Executive
<b>Clinical accountability:</b>	Clinical Director

<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>• Degree or equivalent in Physiotherapy/Occupational Therapy/Rehabilitation</li> </ul>
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<p><b>Job Summary:</b></p> <ul style="list-style-type: none"> <li>• To provide a high quality therapy service to support a specialist and complex caseload of patients and survivors following a significant burn injury or trauma. Working as part of the KPF tele-rehabilitation service and those who attend the Rehabilitation Centre based in Merseyside.</li> <li>• To assess and treat own specialist caseload of clients with the understanding of ongoing mental health needs following a trauma.</li> <li>• To increase and consolidate existing clinical knowledge and skills in service user assessment and treatment.</li> </ul>
<p><b>Key Responsibilities:</b></p> <p><b>Patient care</b></p>

- To manage a complex and challenging caseload utilising clinical reasoning, critical thinking, reflective practice and analysis. This will include therapeutic assessment and diagnosis of patients with diverse presentations and complex physical and psychological conditions to gain consent to develop and deliver individualized treatment programmes; with an expectation of creative and diverse thinking.
- To recognise adverse effects of treatment and awareness of progress or the requirement to alter or discontinue assessments or treatments specific to the service users personalised needs.
- Working in close collaboration with other members of the multi-disciplinary team on the triage, planning and delivery of treatment. Utilising the close working relationships and network built with GP services, acute NHS burns services and the service users to optimize treatment to facilitate a quality support service.
- In the absence of the Advanced Burns Physiotherapist, to have delegated responsibility for the management of the Physiotherapy referrals and clinical caseload and ensure patients receive high standards of intervention at all times in accordance with the HCPC and Chartered Society of Physiotherapy Code of Professional Conduct.
- To deliver scar management directly through massage and mechanical massage techniques and up-skill in this area regularly.
- To ensure patients and survivors are clear on the format of the tele-rehabilitation service. Advising patients and survivors on how to use technology to clearly participate and benefit from digitally delivered sessions.
- To have an understanding of safeguarding in relation to high-risk groups of service users and engage in the procedures to support patients and their families where required.
- To have an understanding and awareness of the impact and ongoing support that service users and their families may experience in relation to mental health and PTSD.
- Working with the Advanced Burns Physiotherapist where needed, to appropriately triage and assess patients into appropriate ongoing services depending upon patient needs, patient goals and risk assessments i.e. remote rehabilitation; face to face rehabilitation; referral to other services or not appropriate for KPF Rehabilitation.
- To build an excellent rapport amongst the various key service providers and KPF Rehabilitation services.
- To provide key information and updates to maintain essential channels of communication to referring services or key care providers also involved in the management of the service user.
- To provide reports and clinical evaluation of service users assessment and ongoing treatment through utilising appropriate terminology and clinically relevant analysis for medical professionals, case managers, legal cases and the wider NHS MDT.
- To ensure compliance with all clinical governance standards.
- To work to objectives for the rehabilitation service and all relevant internal policies and procedures.

#### **Service development**

- To be part of service audits at agreed points to enable robust service development and quality improvement.
- To review digital tools used as part of the Rehabilitation at Home service and make suggestions for any service developments to improve the experience for patients and survivors.
- Where needed, to help build relationships and liaise with potential referrers i.e. NHS burns services and insurance case managers to ensure a flow of eligible patients.
- Keeping up to date on all relevant updates from burns networks and relevant bodies such as The British Burns Association (BBA) and any new treatments and interventions within burns rehabilitation and filtering information where appropriate to the team.

**General**

- To contribute to the development and maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
- Completion and maintenance of core competencies expected within burns care and trauma services developed for KPF.
- Ensuring the completion, recording and analysis of all patient outcome measures.
- To ensure the highest standards of clinical record keeping including electronic data entry and recording in the KPF patient database, whilst also ensuring key partners have the information they require to comply with their own data requirements.
- Reporting as required to the Advanced Burns Physiotherapist and/or Chief Executive on service progress and potential developments.

**Additional:**

- Contribute regularly to the fundraising and communications objectives of KPF by feeding in patient experiences and representing KPF when requested.
- Provide cover for colleagues as directed by the relevant Manager or Chief Executive.
- The post will be subject to regular annual staff development review.
- The post holder will be expected to produce work of a high standard and to promote quality at all times.
- The Katie Piper Foundation is committed to Equal Opportunities for all present and potential members of staff and patients, therefore expects all employees and volunteers to understand, support and apply this through their working practices which requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration.
- The post holder will be expected to keep themselves updated on all matters relating to procedure and policy.
- The post holder must familiarise themselves with matters relating to health and safety management as they affect them personally and/or The Katie Piper Foundation, reporting any potential risks to life or property immediately.
- Where the post holder is a member of a professional body they are required to conform to the professional standards set by that body. Ensuring registration is current and practise continuous professional development.

This is an outline Job Description and may be subject to change, according to the needs of the service, in consultation with the post holder.

## Your Team and Key Relationships



The KPF team, volunteer and colleague at our partner hospital

- The most important relationships to form and develop in your role will be with patients, survivors and their families and carers.
- You'll be an integral part of a team of 10 with a mixture of full time and part time staff all with different responsibilities across the charity. With particularly close working relationships with; Patient Services Co-ordinator, Chief Executive, Clinical Director, Head of Patient Services, KPF rehabilitation practitioners and other staff team members.
- You will be key to strategic relationships be they contracted services or other third-party providers. You'll work closely with NHS acute burns services as fellow contributors to health outcomes and in their role as referrers, as well as other referring partners such as insurance company case managers.
- As well as the wonderful wider KPF team, you'll have the opportunity to develop relationships with the Board of Trustees including Katie and the Survivor Advisory Board.
- Location wise, you will have a varied working base. Your time will be split between working remotely providing digitally provided tele-rehabilitation to survivors at home and when needed to work face to face with patients at the Rehabilitation Centre in Merseyside.
- Most of the team work from home and cover all bases by being spread around the UK. You may be required on occasions to come to London for team meetings at various points in the year. It does come naturally to us to reach out to each other and share exciting news and challenges, but we don't take that sense of team connection for granted.

## Person Specification

Factor	Essential	Desirable
Experience of	<ul style="list-style-type: none"> <li>• Managing a complex clinical caseload either as a qualified physiotherapist or occupational therapist, ensuring that clinical governance and quality assurance standards are met.</li> <li>• Service development in healthcare.</li> <li>• Contributing to an inclusive, accessible and diverse service.</li> <li>• Safeguarding and risk management when working with vulnerable adults and children.</li> <li>• Being formally line managed, engaging in professional development and appraisals.</li> </ul>	<ul style="list-style-type: none"> <li>• How digital tools can be integrated into the delivery of physiotherapy or occupational therapy.</li> <li>• Examples of developing your self-awareness of unconscious bias and adapting services to ensure fair access and treatment for all, including those with protected characteristics and others who experience discrimination.</li> <li>• Communicating with a significant number of people who access physiotherapy or occupational therapy through effective digital means and ensuring the confidentiality and security of those communications.</li> </ul>
Skills / Knowledge	<ul style="list-style-type: none"> <li>• Knowledge and experience of assessment, evaluation and treatment techniques in the field of burn therapy and rehabilitation.</li> <li>• Good understanding of NHS burn care.</li> <li>• Awareness and understanding of the requirement for reconstructive procedures for scar management and the impact this may have upon rehabilitation.</li> <li>• Understanding of the resources that can be provided by external agencies related to burns and scar management, ie. prosthetics, maxillo facial, Orthotics, pressure garment services.</li> <li>• Understanding of data protection and information security in health and social care.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the charity sector, including working with trustees, volunteers and funders.</li> <li>• Understanding of wound care management in relation to burns and trauma.</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent attention to detail with good spelling, punctuation and layout of documents.</li> <li>• Good working knowledge of Microsoft Applications.</li> </ul>	
Communication Skills	<ul style="list-style-type: none"> <li>• First class communication skills, both written and verbal.</li> <li>• Strong interpersonal skills with ability to communicate effectively at all levels.</li> <li>• Comfortable using video call technology, and being a key part of sessions and conversations, both 1-1 and group.</li> </ul>	
Qualities / Values	<ul style="list-style-type: none"> <li>• Aligned to our values of being; survivor led, caring, respectful, supportive, passionate, progressive.</li> <li>• Qualities of; empathy, honesty, adaptability, effective problem-solver, self-motivated, good team member team member, flexibility with priorities for a diverse workload, innovative, attention to detail, calm under pressure.</li> <li>• Promote an environment that encourages the patient to feel safe and comfortable.</li> </ul>	

## **Your Application**

Please apply via Indeed.com using this [link](#)

- Closing date: By midday on Friday 6<sup>th</sup> August 2021
- Initial stage: w/c 9<sup>th</sup> and 16<sup>th</sup> August 2021 (with flexibility)
- Interview: w/c 16<sup>th</sup> and 23rd August 2021 (with flexibility)
- If you would like a chat with someone before you submit your CV, please contact Mercedes on [mercedes@katiepiperfoundation.org.uk](mailto:mercedes@katiepiperfoundation.org.uk).
- If you don't hear from us within two weeks of the closing date, please assume that we aren't inviting you to continue to the next phase, on this occasion.
- Please let us know if you need us to adapt the process to best suit any needs around disability.
- Please note that all offers of employment will need references deemed satisfactory by KPF and proof of eligibility to work in the UK.

### **Data Protection**

The data you provide in your job application will be used by KPF to assess your suitability for employment by us in the role you have applied for. We only share your data with third parties to obtain criminal records checks (where necessary) and to process data on our behalf (such as a third-party organisation assisting with the recruitment process and our payroll provider). We won't use your data for marketing or fundraising purposes. By applying for this job, you consent to KPF processing your data (including any criminal offences data and sensitive personal data given such as data relating to your ethnic origin or sexual orientation) for this purpose.

**Thank you for considering this role!**



**We look forward to receiving  
your application to join us to  
create a brighter future for all  
survivors of burns and people  
living with scars.**