



Compass Therapy Centre is an independent charity that is run by board of trustees elected by its membership. We have been providing specialist self-management support therapies and activities for over 35 years from our Centre based in Leith, Edinburgh. Our aim is to enable and empower people living with neurological conditions to make informed decisions about their lives and support them in managing their condition and symptoms, and in the daily challenges they face.

Compass Therapy Centre provides a therapeutic hub where clients can access a wide range of services, therapies, advice, and support in a friendly and welcoming environment. Day to day operations involve the delivery of physiotherapy, oxygen therapy, a wide range of complementary therapies, condition specific information, advice, and referrals to partner organisations.

Purpose of the role

- To work as an autonomous practitioner in providing comprehensive neurological physiotherapy assessments, treatments and goal setting to a designated caseload of clients.
- To provide specialist neurological rehabilitation including AlterG Treadmill, Mollii Suit and GMove Suit.
- To liaise with other health care professionals, carers and relatives.

Values

- To put clients first in everything you do and put each client's needs at the centre of all decisions.
- To accept that some people need more help, and that not all goals will be realised, however, to strive to achieve the best possible results for each of your clients in all circumstances.
- To value each person as an individual, respect their aspirations, beliefs, commitments, and seek to understand their priorities, needs, abilities and limitations.
- To take what others have to say seriously.
- To be honest about your point of view and what you can and cannot do.
- To strive to improve health and well-being and people's experiences of physiotherapy.
- To value excellence and professionalism wherever you find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

Principle Duties:

Clinical Responsibility

- To provide specialist neurological physiotherapy for clients with a variety of neurological conditions such as: MS, Stroke, Traumatic Brain Injury, Parkinson's, ME/CFS, Long Covid, FND.
- To complete all new client assessments collaboratively and document appropriate treatment plans.
- To discuss services and treatment options with clients, relatives and carers (as appropriate)
- To monitor, evaluate and modify treatment to measure progress and ensure the effectiveness of interventions.
- To keep accurate and up-to-date client records, reports and statistics always in line with professional and legal standards.
- To ensure that clients are involved in the planning and prioritisation of their rehabilitation plans wherever possible.

- To adapt practice to meet individual patients' circumstances, including cultural, social, and linguistic differences in addition to their cognitive and physical disabilities.
- To demonstrate a high level of clinical effectiveness by use of evidence-based practice.
- To assess capacity, gain informed consent and have the ability to work within a legal framework with clients who lack the capacity to consent to treatment.
- To assess and identify equipment appropriate to a client's clinical need

Communication

- To use appropriate methods of communication with clients and carers to maximise their potential and their understanding of the condition and symptoms.
- To provide specialist and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a consistent approach to client care.
- To work with a caseload of complex cases delivering excellent therapy and responding in a timely manner, liaising with colleagues for support/advice when a client's condition or situation changes.
- To work in collaboration with/refer to NHS colleagues in hospital and Health & Social Care Partnership in repose to identified patient need.
- To contribute to regular goal team and organisation planning and ensure that information is shared/ communicated on a frequent basis.
- To deliver complex, sometimes unwelcome, concepts and ideas, to clients and carers. This requires using high levels of communication skills with clients who may have severe cognitive and physical impairment or may be in a highly emotional state.
- To prepare service and/or treatment reports for patients, senior management and/or the Board.

Professional

- To always comply with the Chartered Society of Physiotherapy codes of professional conduct.
- To be responsible for personal continuous professional development using self-education, reflective practise, active participation in the in-service training programmes, agreed in your personal development plan with senior management.
- To further develop the integration of evidence-based practice, specialist neurological treatment techniques, therapeutic handling skills and specialist knowledge of particular conditions.
- To participate in the appraisal system as appraisee, and intermittently an appraiser and be responsible for fulfilling your agreed objectives and personal development plan.

Organisational

- To demonstrate effective time management and organisational skills during management of own workload and to be able to adapt to an unpredictable work pattern daily. This includes making client's appointments, co-ordinating with and liaising with other professionals when required for joint assessments and treatments.
- To ensure timely communication of assessment findings, treatment, outcomes.
- To keep accurate and up-to-date client records, reports and statistics always in line with professional standards and GDPR/Data protection compliance.
- To be responsible for complying with all mandatory training requirements.

- To contribute to the day-to-day co-ordination of the physiotherapy service within the Centre and take responsibility for the management and delivery of a physiotherapy service to a neurological caseload, including but not limited to appropriate client clinical notes/records.
- To provide supervision and participate in the formal appraisal process of student placements, volunteers and support assistants.

Professional Development

- To develop a Clinical Professional Development Portfolio and a Personal Development Plan, according to professional standards, that documents the progress of gaining knowledge in areas of clinical expertise required for improving standards for self and service.
- To be able to demonstrate own clinical skills to a range of personnel including clients, carers, professional colleagues and other agencies.

Development and Services Improvement

- To have an active role in the planning, development, coordination and delivery and evaluation of the physiotherapy/rehabilitation service.
- To advise senior management and/or Board on issues of service delivery.
- To be responsible for the implementation of clinical policies and protocols.
- To make recommendations for service development and improvements.
- To be responsible for ensuring a high level of quality assurance over all clinical services.

Competencies

Accountability

Takes personal responsibility for the part they play in our organisation, - our mission and values and wider society

Client Focus

Keeps the needs of our clients at the heart of activities

Personal effectiveness

Consistently role models high standards and good practice

Inclusivity

Applies an understanding of equality and diversity to strengthen positive engagement in all our client activities and services

Results focused

Maintains commitment to targets and results, striving consistently to achieve them

Communications

Helps to provide clear, consistent, and appropriate messages at all levels of our organisations and beyond

Motivational Leadership

Actively leads, establishes expectations, accountabilities, purpose, and vision, creating an environment where others can achieve optimal performance

Person Specification

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and senior manager.

Essential

- Holds recognised professional qualifications in physiotherapy at degree level /BTEC Advanced Professional Diploma/Graduate Certificate level /NVQ4/VQ4
- Registered with HCPC
- Able to role model and promote interdisciplinary working, to ensure efficient and person-centred care.
- Have relevant experience of working closely and effectively in a multidisciplinary team and with other health, therapist and support staff.
- Have expert clinical knowledge and experience of working with people with neurological conditions and demonstrate an understanding of the long-term impact on individuals and their carers.
- Experience of working in a variety of settings including community working.
- A good degree of prioritisation skills and the ability to manage, organise and delegate own caseload to rehabilitation assistants.
- A high level of effective communication and an ability to develop relationships with patients, carers and staff in other teams and organisations.
- Demonstrate comprehensive knowledge of relevant professional, national and organisational guidelines and standards required for safe and effective service delivery.
- Demonstrable continuing professional development within the field of neurological rehabilitation and in accordance with HCPC recommendations.
- Demonstrate flexibility and ability to respond to changing service priorities.

- To have experience of providing clinical supervision, education and support to staff and students to identify learning objectives and personal development opportunities.