Rehabilitation Therapist (BASRaT)

## Job details

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| Job title: | Rehabilitation Therapist |
| Department: | Corporate MSK |
| Location: | Nationwide |
| Reporting to: (job title only) | Rehabilitation Therapist Team Lead  |
| Direct reports: (job title only) | N/A |
| Accountable to: (where applicable) | Rehabilitation Therapist Team Lead |
| Responsible to:(where applicable) | Rehabilitation Therapist Team Lead |
| Job purpose: | Rehabilitation Therapists work across Corporate and Preventative Services dealing with musculoskeletal injuries within FRP, delivering manual handling and lifestyle courses/webinars and workstation assessments |
| Role and Responsibilities: | * + Carry out biopsychosocial rehabilitation assessments according to VHG protocols
	+ Maintain a friendly and supportive environment for the patients, communicating with them and motivating them by being positive about their capabilities and work requirements
	+ Maintain accurate records of assessment and management in line with BASRaT, CSP and VHG core standards of practice
	+ Run exercise classes and deliver education sessions in a professional manner
	+ Write initial and follow-up assessment reports to VHG standards
	+ Schedule rehabilitation sessions with the patients to meet their requirements
	+ Handle enquiries from referrers and clients as a clinical point of contact for all patients in their care
	+ Liaise with other medical professionals in the team and involved in the management of the case
	+ Liaise with referrers, employers and occupational health and safety professionals regarding return to work plans.
	+ Keep up to date with evidence-based practice/guidelines and assist in the development of the programme in line with available evidence
	+ Independently deliver FRP and preventative services
	+ Complete on-site and remote workstation assessments for a variety of clients
	+ Independently deliver health and wellbeing webinars and classes

**Equality Diversity & Inclusion (EDI)**We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do. We believe it is the responsibility of everyone to ensure their actions support this with all internal and external stakeholders.* Be aware of the impact of your behaviour on others
* Ensure that others are treated with fairness, dignity and respect
* Maintain and develop your knowledge about what EDI is and why it is important
* Be prepared to challenge bias, discrimination and prejudice if possible to do so and raise with your manager and EDI team
* Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination or prejudice
* Be prepared to speak up for others if you witness bias, discrimination or prejudice.
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| Clinical Governance:(where applicable) | Ensuring maintenance of standards, quality, transparency and accountability in line with BASRaT professional guidelines |
| Training and supervision: | Maintain continual professional development and membership of BASRaT |
| Additional information: | Some travel including occasional overnight stays may be required, so a full clean driving licence is desired as well as full time access to a vehicle |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * + Member of British Association of Sports Rehabilitators and Trainers (BASRaT)
 | * + Degree in Sports Rehabilitation
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| **Experience** | * + Experience of working independently with patients within a clinical setting
 | * + Previous experience working within an occupational health setting
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| **Skills/knowledge** | * IT literate – intermediate level minimum
	+ Able to work flexibly in accordance with business demands
	+ Able to develop good therapeutic relationships with clients
	+ Ability to meet agreed/specified service targets and Key Performance Indicators
	+ Ability to manage own caseload and time
 | * + Experience of public speaking
	+ Understanding DSE and ergonomic assessments
	+ Previous experience of delivering virtual or face-to-face exercises classes
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| **Specialist training** |  | * + APPI Pilates Level 1 or REPS recognised Pilates qualification
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| **Personal competencies and qualities** | * + Confident to challenge current processes and suggest developments
	+ Excellent verbal and written communication skills
	+ High level of enthusiasm and motivation
	+ Ability to work individually or within a team and foster good working relationships
	+ Ability to work under pressure
* Excellent time management skills
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# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
| Date Published: | 03/12/2019 | Code: | TBC |  |  |

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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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