

# Volunteer Physiotherapist or Occupational Therapist in Hand Therapy

Location: LION Hospital, Lilongwe, Malawi

## Job Summary

To work with local therapists (and occasionally volunteer therapists from Norway) in providing assessment, treatment and advice for patients with hand, wrist and potentially upper limb trauma and elective conditions pre, post and non-operative.

Majority of the work is trauma based involving polytrauma, burns, many fractures of upper limb / hand and wrist, crush and compression injury, nerve injury, tendon injuries, amputations.

Key treatments will be oedema and scar (often hypertrophic) management, splinting (often POP), passive and active ROM, activity rehabilitation and regaining function. Management of the stiff hand will be common.

To work within and gain an understanding of working in a different culture and be flexible in altering communication, treatment and options for management within the cultural setting, equipment constraints and variable patient attendance

To work with volunteer UK surgeon and trainee to provide advice in MDT teaching, ward rounds and out-patient clinics with assessment of patients. MDT clinics are now regular and well filled, theatre lists run regularly and therapy clinics can vary with patient attendance. It may be necessary to help in a variety of settings.

To continue to work on locally applicable treatment guidelines for common conditions and modalities

To provide teaching and support to local therapy, nursing, surgical and rehabilitation technician staff with patients, in-service training, online teaching which may involve other therapists around Malawi. To continue to develop local hand therapy competencies for new staff. Occasional overseeing of therapy students (supervised by Malawi therapists)

## Key working relationships

- UK volunteer team
- Malawi based hand surgeons and therapists
- Malawi based Rehabilitation technicians and Orthopaedic Clinical Officers
- Ward and clinic staff
- Norwegian based therapy volunteers.

## **Expected roles and responsibilities**

### **Clinical:**

- To be professionally and legally responsible for all aspects of work, including the management of patients in your care.
- To be able to carry your own designated clinical caseload, working as an autonomous practitioner in a team but without direct supervision within your own scope of practice
- To provide sound evidence-based clinical advice as required to patients and other staff either in therapy, nursing or surgery including those in senior positions, and to recognise when advice/assistance from supervisor is required.
- To use a range of verbal and non-verbal communication tools when communicating with patients/carers to maximise the patient's rehabilitation potential. The local language is Chichewa but there will be English speakers on the staff and some patients
- To provide comprehensive **but succinct** written records of assessment and treatment according to departmental, professional and legal standards. Patients carry a health passport as an out-patient and an in-patient file is held in the wards
- To undertake hand therapy assessments to form diagnoses and/or establish impairments and limitations. There will be basic hand assessment equipment such as goniometers, Jamar and functional department made assessments
- To undertake treatment of a wide variety of acute hand, wrist and upper limb conditions including wound, scar and oedema management, static splinting (some thermoplastic and POP), exercise prescription, joint mobilisations, functional retraining, education and advice.
- To provide hand therapy in a variety of setting including wards, outpatient clinics and therapy outpatients at the LION and potentially at the Kamuzu Hospital in Lilongwe. There might be a need for involvement in outreach community clinics.
- To attend and/or organise multi-disciplinary team meetings such as case conferences, ward rounds and discharge planning meetings to communicate information
- To adapt to difficult situations; to respond to unpredictable work, frequent interruptions, conditions or situations outside of your UK working environment
- To be flexible and respond to the needs of patients, staff and the environment

### **Leadership and management:**

- To demonstrate effective time management and organisational skills during daily management of own workload and to be able to adapt flexibly to sudden changes in workload. Monday to Friday working is expected with potential altered hours depending on the work required

- To co-ordinate intervention with other disciplines being responsible for wound care, surgery, clinics and therapy appointments
- To take the lead in clarifying post-op instructions with the medical team ensuring appropriate and timely intervention
- To work within a team of staff with very varied experience and levels of equipment / facilities as well as patient attendance challenges

### **Service Developments**

- To contribute to service developments, such as quality standards, policy changes, clinical guidelines, patient pathways, education provision, supervision and mentoring systems.
- To understand and manage local change with team members, including the embedding of new projects

### **Supervision and mentoring**

- To work with local therapists in teaching, guiding clinical practice and mentoring
- To work with local therapists in supporting therapy students.
- To have peer supervision with other therapists, surgeon and as needed support from UK therapists with online mentoring / advice.

### **Education & research:**

- To participate in and contribute to in-service training programmes within the MDT and also hand therapy specific
- To be part of the team providing teaching of band 5/6 level therapeutic skills and knowledge to more local staff and the wider MDT.
- To provide ad hoc clinical training and problem solving with patients in joint sessions, discussion ad potentially online with therapists/ staff in outreach facilities.

### **Professional development:**

- To comply with the relevant code of professional conduct at all times
- To work within own scope of practice and individual clinical skills.
- To feel confident to refuse to carry out assessments or treatment outside of individual scope of practice but to help to make best possible plans for patient clinical support.
- To maintain professional registration with the Health and Care Professions Council

- To further develop understanding and use of evidence-based practice, therapy techniques, therapeutic handling skills and detailed knowledge of particular conditions, pertinent to the specialist area
- To gain an understanding of the local culture, develop knowledge of the needs, aims and opportunities of working in a low income country and local hospital system

This job description may be subject to change according to the varying needs of the service.

## Person Specification

<b>Job title</b>	Physiotherapist or Occupational Therapist in Hand Therapy
------------------	---

<b>Education and Qualifications</b>	
BSc in Physiotherapy or Occupational Therapy	E
HCPC registration	E
Evidence of ongoing CPD since qualification	E
Member of BAHT	D

<b>Experience</b>	
Relevant post registration experience at Band 6 level in core areas	E
Previous clinical experience as a band 6 hand therapist in managing a hand therapy caseload which must include hand trauma including tendons, nerves, fractures as well as acquired conditions	E
Experience of working as part of an MDT in clinical practice	E
Evidence of presentation in in-service training, ad hoc clinical teaching and problem solving	E
BAHT level 1 or equivalent of at least 2 years in hand therapy	E
BAHT Level II, equivalent or higher level of study in hand therapy	D
Evidence of supervision and teaching of therapy staff, assistants, students or other MDT members	E

<b>Skills and knowledge</b>	
Able to clinically reason the application of appropriate assessment and treatment techniques in a specialist hand therapy setting	E
Able to fabricate static splints	E
Evidence of use of a wide range of modalities in hand therapy	E
Experience of assessment and treatment of the elbow, upper limb, shoulder girdle and neck	D
Identifies challenges of working in varying hospital settings and demonstrates the ability to adapt own practice	E
Working in low or middle income countries	D
Awareness and sensitivity to cultural differences and beliefs	E
Evidence of effective self-management including time, prioritisation, clinical caseload and stress	E
The ability to guide and direct therapy assistants and students in clinical practice	E
Excellent communication skills with patients, relatives, staff and external contacts, including in challenging situations, demonstrating respect and kindness	E
Computer literacy skills	E
Involvement in service development, setting treatment guidelines and patient information	D

<b>Personal qualities</b>	
Enthusiastic and motivated	E
Effective team member	E
Self- starter and able to work on own initiative	E

Able to remain calm under pressure	E
Approachable, respectful, supportive, adaptable and assertive	E