

Moving and Handling Advisor – Grade 9

Job Purpose

The Moving and Handling Team provide a specialist moving and handling service for care providers of adults within Council and independent sector services.

The Moving and Handling Advisor will undertake complex risk assessments and provide advice, education and training in all aspects of moving and handling activities.

As a Moving and Handling Advisor you will need to be highly motivated, be able to work flexibly and have a strong focus on your own personal development. You must be physically fit to undertake a range of moving and handling activities.

Key Areas of Responsibility

Under the direction of the Team Manager you will work with other professionals such as Care Managers, care staff, Social Worker Assessors and OTs. Building relationships with other professionals, service users and their families are an essential part of your role.

You will be an ambassador for safe, efficient and innovative ways of working, adhering to legislation and promoting evidence-based practise and musculoskeletal health. You will challenge poor moving and handling practises and unsafe risk management decisions.

You will work closely with relevant parties to provide advice, information, instruction and training in all aspects of moving and handling activities. You will contribute to the development and delivery of formal moving and handling training provision. Formal training will include both practical and theory elements.

You will be expected to identify areas of risk associated with moving and handling during your day to day role and work proactively with service providers and service users to reduce the risk to the lowest level reasonably practicable.

You will use a person centred and strengths-based approach to achieve safe and suitable outcomes. You will use evidence-based practise and assistive technology to ergonomically design safe and efficient systems of work.

You will support and motivate care providers to use and develop their skills in safe and efficient moving and handling practises on both a wider and individual level.

You will carry a caseload appropriate to your knowledge, skills and experience. You will plan and prioritise you work and ensure all deadlines associated with your activities are achieved.

You will be expected to attend assessments at the time the issues are occurring. This may require early morning or evening assessments. Assessments may be anywhere within the Kirklees locality, and less frequently in neighbouring authorities.

Working with other social care colleagues you will contribute to the development and reviews of a service user's overall social care plan. You will liaise with other professionals if areas of opportunity to enhance individual service user's health and wellbeing or enablement are identified, such as

housing adaptations, wheelchair services etc. Likewise, you will liaise with the appropriate professional if areas of concern are identified.

You will be responsible for ensuring that all necessary documentation is completed to the required standard, within appropriate timescales and shared with the relevant people whilst adhering to Council policies such as data protection, confidentiality.

We invest in our workforce and are committed to the development of our employees. You will receive a thorough induction into the service and undertake a range of training to ensure that you are fully equipped to carry out your role effectively. You will receive regular support and supervision from your line manager. You will work as part of a team who provide peer support through joint working and regular communication and meetings.

Resources – Financial & Equipment

Physical

- Responsible for the recording, confidentiality, maintenance and security of information in relation to service users.

Equipment

- Responsible for Council property that is provided for work i.e. laptop, mobile phone.

Financial

- Awareness of budget implications relating to the provision of assistive technology.

Work Environment

Work Demands

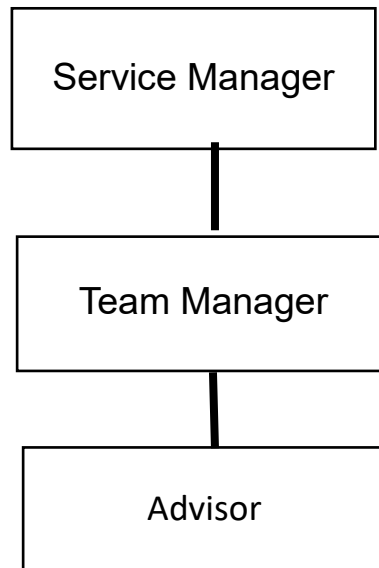
The postholder:

- Has to deal with work related pressures, such as last-minute changes to work schedules or from interruptions or calls on their time.
- Is subject to work deadlines in relation to completing assessments and delivering outcomes.
- Will undertake a wide range of moving and handling activities, therefore must be physically fit.
- Works with vulnerable service users who may have mental health conditions, learning disabilities and/or potential behaviour issues. The postholders may occasionally be subject to aggressive behaviour and some emotional demands.

Working Conditions

- Works within a variety of environments, such as normal office environment, training venue, hospital, but largely in the community e.g. service users' homes, residential homes, day centres etc.
- Is expected to work early mornings or evenings as/when required in order to attend assessments at the time the issues are occurring.

Position of Job in Organisational Structure



Knowledge, skills and experience	Shortlisting criteria *
Knowledge and skills in safer moving and handling practises, this includes use of assistive devices, and be physically fit to undertake these.	Essential*
Experience of providing informal and/or formal training	Essential*
Knowledge of key aspects of primary moving and handling legislation, and legislative and industry guidance	Essential*
Knowledge of biomechanical principles and how these translate into evidence-based practise	Essential*
Knowledge of person centred and strengths-based approaches and how these work in practice	Essential*
Ability to identify and manage risks associated with moving and handling and use an ergonomic approach to design safer systems of work	Essential*
Make balanced decision, use critical thinking skills and be able to challenge professionals and/or others if required	Essential*
Ability to engage, communicate and build relationships successfully with individuals, families, professionals and other agencies	Essential*
Ability to articulate clear and concise information and instruction verbally and in written form	Essential*
Ability to analyse and reflect on own practise, identify areas of learning needs and have a strong focus on own development	Essential*
Work independently and use own initiative	Essential*
Qualifications	Shortlisting Criteria*
Moving and handling related qualification or certificate, such as postgraduate qualification, Train the Trainer/facilitator certificate, Key Person Programme certificate etc. Alternatively, be able to demonstrate knowledge, skills and experience in other ways	Essential*

Behaviours and Expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council

Employee within the organisation. This role is at level 1. Find out more about [Council Behaviours and Expectations](#).

General Information

See your responsibilities related to [Safeguarding](#).

Driving Licence or able to travel independently across Kirklees and into neighbouring authorities.

Committed to personal and career development and willing to undertake further training.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Office Use Only:

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Created: May 2020

Graded:

Last Updated: