



HORTICULTURAL THERAPIST - STANFORD HALL.

Full time position.

Background:

In September 2013, a Service Level Agreement (SLA) to provide a Horticultural Therapy service at Headley Court was agreed between HighGround and the Defence Medical Rehabilitation Centre (DMRC) and through the generosity of ABF the Soldiers' Charity and the Westminster Foundation, a Horticultural Therapist was recruited in December 2013 and Carol Sales started work at Headley Court in February 2014.

We have been invited to continue the service at the new facility currently under construction at the Defence National Rehabilitation Centre (DNRC) at Stanford Hall due for completion Spring 2018. Therefore exciting employment opportunities within HighGround have arisen. We are planning to replicate the service at Headley Court on a larger scale at the new facility.

Currently the Horticultural Therapist (HT) is embedded in the Occupational Therapy Team and provides a year-round service to a referred caseload of patients with a range of minor to complex needs.

To ensure this continuation for the Horticultural Therapy service, HighGround must provide adequate cover for the HT's holidays and assistance for the HT at Stanford Hall and on a day to day basis, giving support with the resources and garden areas all year round. This role will be performed by the Horticultural Therapist Assistant (HTA) whose role is being combined with that of Therapeutic Gardens Manager. Andy Wright has already been recruited and will start work on 1st May to develop the therapeutic environment at Stanford Hall ahead of clinical delivery which begins on 1st November, 2018.

PRINCIPAL RESPONSIBILITIES/ JOB DESCRIPTION (full time)

Professional

1. To be responsible for the treatment goals of all DNRC patients referred to the Horticultural Therapy service by referring Occupational Therapists (OT).
2. To work with HighGround's Therapeutic Gardens Manager/Horticultural Therapist Assistant (HTA) to ensure continuity of service throughout the year at all times.
3. To be able to appreciate the differing needs of patients, making good use of the facilities available.
4. To work with patients to encourage the optimum use of their abilities and recovery where possible, ensuring that rehabilitation strategies are implemented according to each individual rehabilitation programme as specified in the OT Referral, and according to the HT's individual activity plan.

5. To plan and facilitate horticultural activities and to work alongside DNRC Multi-Disciplinary Team (MDT) to provide excellent care and delivery of horticultural programmes on a one to one basis or in groups, and be responsible for assessment and management of all patients referred to the HT service.
6. To be responsible for all DNRC patients and their rehabilitation programmes as specified by referring Occupational Therapists and to engage in regular in-service training and promotion of the Horticultural Therapy service to ensure its optimum use by referring OT's throughout DNRC.
7. To collaborate with HighGround's social media team to share (within the confines of MoD security and communication protocols) the benefits of Horticultural Therapy as a rehab intervention to this client group with funders and the wider public.
8. To Liaise with the PLA OT and all DNRC staff both military and civilian as part of the rehab service provided at DNRC, whilst remaining a representative of HighGround at all times.

This job will also require working with a number of patients with emotional, psychological and mental health illness as well as physical difficulties. This can prove challenging and emotionally demanding. Clinical supervision will be provided by HighGround and is mandatory.

Continuing Professional Development is an important requirement of this job role and the successful applicant will be expected to demonstrate 30 hours of CPD throughout the calendar year to ensure their practise is current and relevant.

Training and Development.

9. To participate in DNRC and HighGround's training programmes, have a willingness to learn, develop a relevant technical competency and area of interest and keep up to date with current issues and developments as per CPD requirements above.
10. To be responsible for your learning in the knowledge base relevant to your area, including mandatory training. To provide non-clinical induction to students and new DNRC staff members.
11. To be responsible for imparting information about your technical area of knowledge to other members of the MDT as appropriate.
12. To participate in regular formal supervision, Individual Performance Reviews (IPR) and the recommended training programme in compliance with DNRC departmental policy. To develop a personal development plan supported by HighGround, in order to promote learning and enhance skills.

Clinical Governance.

13. To be aware of DNRC standards and to work at all times in compliance with these. To contribute to policy development changes in working practice within your defined technical area.
14. To routinely participate in departmental and *HighGround* audits and to participate, as required, in MOD approved research.

Organisational.

15. To participate in day to day administration duties related to the Stanford Hall Horticultural Therapy service (SHHT). To take delegated responsibility for stock control, safe storage of equipment and alert the line manager/OT PLA of issues relating to stock levels and condition of equipment in all matters relating to the SHHT Project.
16. To be responsible for organising own daily timetable of delegated tasks within the Unit, including time for supervision and training, both at DNRC and off site with *HighGround*.
17. To be aware of departmental duties and initiatives to ensure a safe environment, recognising all patients' requirements for dignity and privacy.
18. To recognise and comply with departmental procedure for positive reporting including HighGround and DNRC signing in/out, booking annual leave, study leave, sickness and absence reporting.
19. The job will require an awareness of risk situations for self, patients, Gardening Volunteers, and others.
20. This job also requires working with a number of patients with emotional psychological and mental health illness as well as physical difficulties.
21. The postholder will need to be able to prioritise caseload and work flexibly around interruptions relating to patient care, depending on individual patient timetables during their admissions at DNRC.

HT POST TRAINING REQUIREMENTS/PROFILE.

Mandatory Training:

22. To be achieved within 12 months of taking up post:
 - a. DNRC and *HighGround* Induction
 - b. Health & Safety
 - c. Security
 - d. Fire Safety
 - e. Equal Opportunities
 - f. Safeguarding

REPORTING.

23. The Line Manager of the postholder will be Anna Baker Cresswell of *HighGround*.
24. Day to day management of the Horticultural Therapist will be overseen by the PLA OT.

EQUAL OPPORTUNITIES.

25. You are responsible for ensuring that your personal conduct is in strict accordance with the terms of MOD manual 13 Annex G. In particular you are to ensure:
- a. Your behaviour and personal conduct is exemplary and that you treat all colleagues with fairness, decency and respect.
 - b. The use of racist or sexual language or the frequent use of inappropriate nicknames is not tolerated.

DATA PROTECTION.

You are to ensure that the requirements of the Data Protection Act 1998 are strictly adhered to and that you seek advice from OC Admin Flt when necessary.

EXPERIENCE/SKILLS REQUIRED

Basic practical horticultural skills and knowledge.

Knowledge and skills of Health and Social Care to Level 3 or equivalent qualification in Horticultural Therapy.

Full driving license.

A flexible approach to working. Able to work alone or in a small team.

IT skills (e-mail, Excel spreadsheet etc to ECDL level)

PERSONAL QUALITIES

Passionate about Horticulture.

Hard-working, caring, cheerful, polite, punctual and professional.

Good communication skills.

TERMS

Contract type:

Full time (37 hours per week) Hours 08.30 to 17.00. **Salary** Band 6 according to experience

The successful candidate will be subject to MoD security clearance, Enhanced DBS checks and the Official Secrets Act.

To apply:

Please contact Anna Baker Cresswell anna@highground-uk.org with a written explanation of why you are interested in the position and full CV by 30th April, 2018.

Interviews:

2 stage interview process starts 8th May, ends 15th June, 2018.

Start date: 1st October, 2018.