



Therapy Assistant Practitioner's (TAP) Leadership skills for increasing case load as part of the Intermediate Care Team (ICT) within the A+E department.

To increase referrals/case loads within A+E would not be able to be done solemnly, but as part of a organized and well communicated team. Due to some complex patients needing qualified physiotherapists or occupational therapists to assess the patient first. Self delegation of tasks such as filling in a Comprehensive Geriatric Assessment (CGA) forms can be done prior to these patient's physical assessments reducing the time qualified staff need to be with the patient.

Less complex patients the TAP can be delegated to collecting collateral for the CGA forms as well as doing basic strength, balance, mobility assessments, ordering equipment and referring to other services, again freeing qualified staff to continue assessing other patients.

For this to be achieved the TAP must be competent and confident in their scope of practice (Health and care professions council, 2021)(The Chartered Society of Physiotherapy,2023)

Making sure their ESR training ,skills and knowledge of the numerous guidelines and regulations related to their role and work place are up to date.

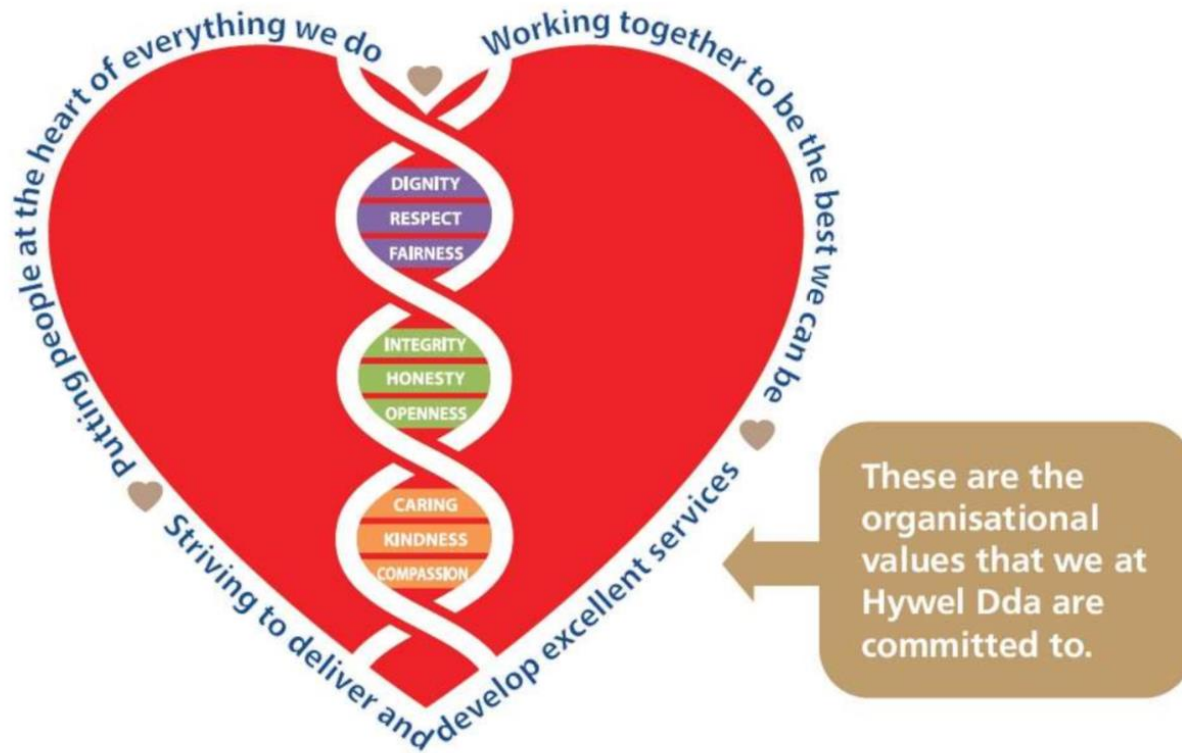
For example;

Manual Handling Operations regulations 1992 (amended 2002)(Social Care Institute for Excellence,2020)

Health and safety (first aid) regulations 1981 (Social Care Institute for Excellence,2020)

Data Collection guidelines, data collection act, 1998 (Welsh Assembly Government and NHS Wales, 2005)





Health and Care Professions Councils standards of conduct, performance and ethics (Health and Care Professions Council, 2018).

NICE and Royal College of Occupational Therapists standards and ethics (Royal College of Occupational Therapists, 2019)

As well as working along the Hywel Dda code of values and ethics guidelines (Hywel Dda University Health Board, 2018)

A good level of communication and listening skills is vital to collect and pass on important information. Whether it be verbal or written, relaying the information to team members, other multi disciplinary team (MDT) workers within A+E, referrals to other services and most importantly the patients and their families.



Implications to increasing caseloads could mean more patients getting more enhanced holistic treatment plans not only focusing on their physical mobility at the time but on their social and environmental situation. Assessing and ordering equipment that would aid the patient once home as well as referring patients for further help such as community physio, reablement, befriending services or for a package of care. Helping to reduce the readmission into hospital.





The contraindications of increased work load is there is already a limited amount of qualified physiotherapists and occupational therapists within the team to aid in assessing the more complicated cases which would only increase stress within the team. If work demand is increased to much the quality of care goes down due to time limitation.



With every patient contact the time and date spent with that patient is logged onto Welshpas. This is used so other MDT can see who and what treatment the patient has previously had this is helpful for past medical history collateral. Welshpas has also been used to audit how many patients get treated by therapists within a certain time to see how officiant the service is.

By increasing caseloads and delegating more tasks to TAP's with the right training and support over time will increase their confidence, performance and communication skills with patients and within the ICT team. Balance is key and knowing limitations.



References

Health and care professions council (2021) *Scope of practice*.
Available at: <https://www.hcpc-uk.org/standards/meeting-our-standards/scope-of-practice/#:~:text=Your%20scope%20of%20practice%20is,out%20within%20your%20professional%20role> (Accessed 3 November 2023)

Health and care professions council (2018) *Standards of conduct, The Ethical Framework within which our Registrants must work*.
Available at: <https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/> (Accessed 3 November 2023)

Hywel Dda University Health Board (2018) *Independent Member(Legal) Hywel Dda University Health Board*.
Available at: <https://apply-for-public-appointment.service.gov.uk/roles/6797/documents/1#:~:text=These%20are%20Dignity%2C%20Respect%2C%20Fairness,Caring%2C%20Kindness%2C%20and%20Compassion>. (Accessed 10th November 2023)

Royal College of Occupational Therapists (2019) *RCOT Professional Standards and Ethics*.
Available at: <https://www.rcot.co.uk/practice-resources/rcot-publications/downloads/rcot-standards-and-ethics> (Accessed 3 November 2023)

Social Care Institute for Excellence(2020) Key Adult Social Care Legislation.
Available at: <https://www.scie.org.uk/key-social-care-legislation/health-and-safety#legislation-regulation> (Accessed 2 November 2023)

The Chartered Society of Physiotherapy (2023) *Scope of practice*.
Available at: <https://www.csp.org.uk/professional-clinical/professional-guidance/scope-practice> (Accessed 10 November 2023).

Welsh Assembly Government and NHS Wales (2005) *Confidentiality: Code of Practice for Health and Social Care in Wales*.
Available at: <https://dhcw.nhs.wales/ig/ig-documents/ig-framework/codeofpractice-pdf/> (Accessed 10 November 2023)