

RIGHTS Project: Inclusion, Accessibility & Opportunities for the Differently Abled in Tamil Nadu

TERMS OF REFERENCE FOR ENGAGEMENT OF

Physiotherapist- One Stop Social Care Service Centre

1.	BASIC DETAILS	
	Duty Station	: TENKASI –I) KADAYANALLUR II) M.N. NALLUR CHENNAI- I) SHOLINGANALLUR II) TEYNAMPET
	No of Engagements	: TENKASI –2 (Two) CHENNAI- 2 (Two)
	Language Required/preferred	: English & Tamil
	Duration of Contract	: 24 months (Renewable subject to performance)
	Reporting Officer	: Centre Manager-OSC
2.	BACKGROUND	
	i.	As per the Census (2011), Tamil Nadu is the sixth most populous state in India with a population of 72 million, which includes a proportion (1.63 percent) of Differently Abled Persons compared to the national average of 2.21 percent A study that used pooled data from the District Level Household Survey-4 (2012-13) and Annual Health Survey 2 nd updating round (201213) reveals that there are 4550 differently abled persons amongst every 100,000 population in Tamil Nadu, thereby indicating a much higher prevalence of disability in comparison to the census data. Therefore, if one goes by the estimates of this recent study, about 3.2 million people in Tamil Nadu would live with some form of disability. Moreover, even these estimations appear on the lower side, significantly since the definition and type of disabilities have changed to include a larger population group since the promulgation of the Rights of Persons with Disabilities Act, 2016

<p>ii.</p>	<p>Differently Abled Persons (DAP) face multiple socio-economic constraints, including poorer health outcomes, lower education levels, limited economic participation, and higher poverty rates than persons without disabilities. They often experience exclusion and barriers in accessing health services, education, employment, transportation, information, care, and rehabilitation services. Furthermore, households with disabled members are more likely to experience material hardships—food insecurity, poor housing, lack of access to safe water and sanitation, and inadequate access to healthcare. Thus, these limitations and barriers hinder their full and effective participation in society and affect the country's productive potential, the human capital. To increase human capital and reduce the achievement gap among people with disabilities, a coordinated and comprehensive package of interventions appears warranted for addressing the individual and community contexts at multiple and systemic levels.</p>
<p>iii.</p>	<p>Tamil Nadu has always been a pioneer in the implementation of welfare schemes for all sections of socially disadvantaged groups. Through its various initiatives and schemes, the Department for the Welfare of the Differently Abled (DWDAP) has extended full support to the differently abled people in their pursuit of full and equal involvement in every aspect of society. The DWDAP is mainly responsible for all administrative, statutory and service delivery functions, which are implemented through its well-experienced workforce at the state, district and local levels. The thrust areas of the DWDAP are prevention and early interventions, special education, employment & vocational training, social security (maintenance allowance, travel concession, assistance to NGOs), aids & appliances, and barrier-free structure. Recently, DWDAP conducted a pilot project in a few blocks of the state and has identified a need for a multi-sectoral, whole-government, and capacity-building approach to care and rehabilitation of the differently abled.</p>
<p>iv.</p>	<p>The RIGHTS Project focuses on three pillars: first, promote <u>inclusion</u> of all by ensuring that persons with disabilities participate equally with others in any activity and service intended for the general public, such as education, health,</p>

	<p>employment, and social services; second, improve the access of specialised programs by investing in specific measures for quality care, rehabilitation and support services; and third, provide opportunities for persons with disabilities for completion of education, skills training and market-linked employment opportunities. However, to manage the project at the proposed scale, substantial efforts would be required to build the current institutional capacity of the DWDAP at all levels in terms of field units for administration, service delivery, supervision and monitoring, along with autonomous capacity.</p>
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v.	<p>The project would be managed through the Directorate for Welfare of the Differently Abled (DWDA), led by the Project Director (PD) RIGHTS project cum Director, DWDA, in the future also referred to as PD, and would have a team of consultants. District Project Implementation Unit in each district will oversee the activities at the district level headed by District Differently Abled Welfare Officer (DDAWO). It will have a team of District Project Officers.</p>
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vi.	<p>To provide the overall process coordination of successful delivery of the RIGHTS project, the DWDA for its RIGHTS PROJECT is seeking an interested and qualified person to be engaged as a Physiotherapist - in the One Stop Social Care Service centre in each sub-division during the project implementation.</p>
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3	<p>OBJECTIVES AND SCOPE</p> <p>Under the supervision of the Centre Manager-OSC, the incumbent will be responsible for the activities related to Physiotherapy such as assist/restore movement and function when someone is affected by injury, illness or disability through movement and exercise, manual therapy, education, and advice.</p>
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	<p>The roles and responsibilities of the Physiotherapist are as follows,</p> <ul style="list-style-type: none">• Perform physiotherapeutic assessment of each DAP, referred by Case Manager with diverse and complex conditions, to provide a physiotherapy diagnosis and to develop and deliver a individual focused treatment• Responsible for planning and prioritizing the DAP's and prepare a plan of action to manage each case in timely and efficient manner.• Determine that beneficiary understands the treatment proposals to ensure valid patient consent. To understand and work within a legal framework with beneficiaries who lack the capacity to consent to treatment.• Actively participate in the in-service training programs.• Encourage DAPs in an active approach to regaining and maintaining independence.• To undertake an assessment of DAPs referred by Case Manager using clinical reasoning skills and manual assessment techniques to provide a physiotherapy diagnosis of their condition with a motive to enhance their mobility and independence.• Focus on rehabilitation to achieve appropriate quality of life.• Ensure that own practice meets the required professional standards of physiotherapy practice.• With appropriate support, to formulate prognosis and recommend best course of intervention, developing discharge plans.• To formulate and deliver individual and group physiotherapy treatment programme based upon knowledge of the evidence of the treatment options available. Ensure that there should not be any violation of physiotherapy standards.• To evaluate a patient's progress, re-assess and alter treatment programmes if required.• Guide and mentor, the DAPs regarding precautions to be taken as well as other requisites.
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	<ul style="list-style-type: none"> • Ensure timely maintenance and cleanliness of all physiotherapy equipment's with the help of support staff. • Train the caregiver in Physiotherapy aspects • Need to deliver tele consultation for DAPs as per schedule. • Responsible for the progression of mobility-related issues of DAPs in the centre. • Responsible for guiding the rehabilitation specialist in Block OSC • Need to travel in mobile unit for assessment and treatment related to physiotherapy aspects. • Any other relevant task/ activity as assigned by the Subdivision Officer for Differently abled.
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4	REPORTING AND REVIEW	
	The Physiotherapist will report to Centre Manager – OSC.	
5	EDUCATIONAL QUALIFICATION AND EXPERIENCE	
	The Physiotherapist requires dynamic, experienced, and analytical professionals with demonstrated experience in programs related to disability.	
	i)	Physiotherapists should possess a valid Bachelor / Master's degree in Physiotherapy from a UGC recognized University.
	ii)	Preferably 3 years post-qualification experience for a Master degree / 5 years Post-qualification for Bachelor's degree in areas relating to service delivery for persons with disabilities, particularly in care, support, and rehabilitation services is preferred.
	iii)	Demonstrated understanding of centre-based rehabilitation activities related to Physiotherapy

* Preference will be given to Differently Abled Person and their family members

6.	Skills Required	
		<ul style="list-style-type: none"> • Capability to assess, evaluate and monitor the physical and mobility aspects of the differently abled people

		<ul style="list-style-type: none"> • Knowledge and competency of safe use of all equipment and techniques related with Physiotherapy. • Computer proficiency and good knowledge of MS-office, or equivalent computer applications are required. • Responsible for own time management in planning case load to meet service and DAP's priorities. • Should have coordinating, crisis management, resource planning and project management skills • Efficient in case wise record keeping and must have appropriate communication and writing skills in English and Tamil • Ability to work in teams and liaise well with others.
7.	Remuneration	
	i)	The remuneration for the Physiotherapist would be Rs 35,000 per month. Only travel expenses will be paid additionally as per actuals. The Physiotherapist will be located at Subdivision level OSC during the contract period. Physiotherapists may require travel as per Project requirements.
	ii)	The Physiotherapist will have to attend OSC on all working days unless on an official tour as approved by Centre Manager- OSC. Physiotherapists may also be required to attend office or travel in mobile unit for assessments on holidays as and when desired by PD/DPIU/SPIU/other higher officials for disposal of urgent matters. However, no extra remuneration will be paid for attending the office on holidays.