

A4C Banding No: P2761

Job Description

TITLE:	Physiotherapist
DEPARTMENT:	MSK Services
LOCATION:	Citywide BCHC
PROFESSIONALLY ACCOUNTABLE TO:	Operational Lead
CLINICALLY ACCOUNTABLE TO:	Clinical Lead
BAND:	Band 5
HOURS:	37.5 hours

Job Purpose

- To provide a comprehensive Physiotherapy service for adult patients referred for assessment/treatment within the Trust. This will be delivered in health centres and GP surgeries, and occasionally in other community facilities including local Leisure Centres and other community based facilities.
- To play an active part in the Physiotherapy service participating in service based initiatives and activities.

Responsible for

- To be involved in the supervision of MSK assistant staff and students.

Main Duties

Professional

- To work in accordance with the Chartered Society of Physiotherapy Rules of Professional Conduct, the Health Professions Council regulations, national and local guidelines.

- To be a pro-active team member responsible for the provision of adult community physiotherapy services within the Primary Care Directorate adhering to the policies and procedures set out by the Trust.
- To maintain confidentiality of information at all times.
- To carry and prioritise own caseload.
- To ensure, where possible, that all intervention is evidence based.
- To take part in Peer Group Review.
- To work closely with all members of the Primary Health Care Team and to assist the Trust in the implementation and delivery of the Trust Business Plan and priorities.
- To work flexible hours as the Service requires (Core hours 7am - 8pm Monday to Friday).

Clinical

- To undertake a comprehensive assessment of clients referred to the service using investigative and analytical skills to formulate a therapeutic diagnosis and individualised management and treatment plan through a process of clinical reasoning seeking support from more senior clinicians as needed.
- To assess clients referred to the service in order to recommend treatment and to provide advice to the client, carers, other health professionals and medical staff.
- To have responsibility for planning and delivering treatment programmes.
- To deliver individual treatment programmes to patients using a variety of treatment techniques including manual therapy skills.
- To undertake lone working in a Community setting, and be responsible for the appropriate risk assessment and evaluation of that setting.
- To liaise effectively with other Community and Hospital Physiotherapists.
- To liaise effectively with medical staff, other professional groups and other agencies, assuming the role of Key worker as appropriate in individual cases.
- To communicate sensitive information to patients and carers in an understandable way, which may include difficult to accept information e.g. expectations of treatment and prognosis.

- To communicate effectively with patients and carers via interpreters as required, to maximise rehabilitation potential and to ensure understanding of conditions, developing communication skills of persuasion, motivation, explanation and gaining informed consent with all patients including those with a condition inhibiting effective communication i.e. hearing impairment, dementia, memory loss, cognitive impairment, pain and fear.
- To be an active member of the Community Physiotherapy Team providing cover if necessary, participating in Staff Meetings, and Professional Development Activities.
- To perform manual handling techniques/tasks involving clients and equipment.
- To be responsible for ensuring safe use of appropriate equipment by staff and patients.
- To be responsible for assessing and ordering appropriate equipment relating to patient care and checking said equipment.
- To prepare and write reports for various agencies with regard to medico-legal issues and in the support of applications e.g. government or charitable organisations on a patient/carers behalf.
- To produce discharge summaries and reports for other professionals e.g. GPs, Consultants and Solicitors.
- Demonstrate awareness and sensitivity of social and cultural diversity.
- This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids including sputum, unpleasant smells and occasional exposure to verbal and physical aggression.
- To work in an environment where the work pattern may be disrupted by frequent demands from patients, clinical staff, students and admin and support staff.
- To demonstrate developing dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients.
- To keep accurate and comprehensive treatment notes and statistics, in accordance with Trust Standards and Procedures.
- To collect and collate data as required by the Head of Physiotherapy.

Education and Development

- To keep up to date with current knowledge and advances in physiotherapy practice ensuring evidence based practice.

- To participate in providing community experience and training in a primary care setting for more junior staff and other personnel on secondment.
- To be responsible for own CPD and professional development and interpret appropriate professional clinical guidelines and standards in line with HPC registration.
- To be involved in attending and delivering education and training initiatives to other members of staff in the team e.g. in-service training.
- To take part in research trials as appropriate.
- To support the supervision of students.
- To undertake mandatory training as required by the physiotherapy service.

Management and Leadership Responsibilities

- To be responsible for the management of their own absence and reporting of such in line with Trust policies.
- To participate in the management of all available resources to ensure an efficient and effective service, which is consistent, accessible and relevant to patients' needs.
- To advise clinical lead physiotherapist of any circumstances which give cause for concern in relation to patient care or Health and Safety.
- To be aware of audit results, current research and government guidelines leading to changes to service delivery and to clinical practice.
- To demonstrate an understanding of Clinical Governance and Risk Management and apply to the work situation.
- To participate in the appraisal system as appraisee as directed by line manager.
- To supervise / mentor MSK assistants and students as required.

To undertake other duties commensurate with this grade of post in agreement with the relevant line manager.

To minimise the Trust's environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Key Relationships

To establish effective working relation with the following:

- MSK Management Team
- MSK Clinicians
- Clerical Staff
- Other Health Care Professionals and GPs

Performance Management

All employees have a responsibility to participate in regular appraisal with their manager and to identify performance standards of the post. As part of the appraisal process every employee is responsible for participating in identifying their own training and development need

Health & Safety at Work

Attention is drawn to the responsibility of all employees to take reasonable care for the health & safety of themselves and other people who may be affected by their actions at work.

Equal Opportunities

Birmingham Community Healthcare NHS Foundation Trust is committed to being an equal opportunities employer and welcomes applicants from people irrespective of age, gender, race and disability.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Smoking

The Trust operates a No Smoking policy.

Mobility

The post holder will be required to work at various clinical bases across the Trust as The Service requires.

Confidentiality

Your attention is drawn to the confidential nature of information collected within the National Health Service. The unauthorised use or disclosures of patient or other personal information is

regarded as gross misconduct and will be subject to the Trust's Disciplinary Procedure and, in the case of both computerised and paper-based information, could result in a prosecution for an offence or action for civil damages under the Data Protection Act 1998.

Sustainability

The Trust attaches great importance to sustainability and Corporate Social Responsibility. It is therefore the responsibility of all members of staff to ensure that the Trust's resources are used efficiently with minimum wastage throughout their daily activities

Dignity in Care

Birmingham Community Healthcare NHS Foundation Trust (BCHC) is committed to providing dignity in care for all our patients and service users across the Trust.

All staff, workers, volunteers, students and individuals undertaking work experience/shadowing, irrespective of the role they specifically undertake, are required to adhere to BCHC's vision, values and professional standards. This also involves working with and alongside colleagues and partners, demonstrating a duty of candour (i.e. honesty and straightforwardness), openness and accountability in order to achieve high quality and the best possible care outcomes for our patients, service users and the local community.

Infection Prevention and Control

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees must attend Infection Prevention and Control training as required for their post. Employees must be familiar with and comply with Infection Prevention and Control policies available on the Intranet.

Job Description

This job description will be subject to discussion and reviewed on an annual basis within the appraisal process.

POST HOLDER'S SIGNATURE:

DATE:

A4C Banding No: P968 OSD AC

PERSON SPECIFICATION

Title	Physiotherapist	Band	5
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Example key areas	Job requirements	W	How identified	Candidate score	Comments
Qualifications training / Level of education; Professional qualifications; Vocational training; Post basic qualifications; Training and learning programmes/courses	<ul style="list-style-type: none">• Diploma/degree in physiotherapy• Registered with the Health and Care Professions Council (HCPC)	E E	AF AF		

Example key areas	Job requirements	W	How identified	Candidate score	Comments
Experience Length and type of experience Level at which experience gained	<ul style="list-style-type: none"> Placement or experience within musculoskeletal outpatients, orthopaedics, neuro/rehab and respiratory. 	E	AF and I		
Skills/knowledge Range and level of skills Depth and extent of knowledge	<ul style="list-style-type: none"> Good communication skills both written and verbal Experience of working in a team Knowledge of a variety of treatment approaches Evidence of CPD Ability to prioritise workload and work independently An understanding of clinical governance An awareness of clinical developments and professional issues Awareness of cultural diversity 	E E E E E D D E	I I I I I I I I		

Example key areas	Job requirements	W	How identified	Candidate score	Comments
	<ul style="list-style-type: none"> issues Basic IT skills Relevant, accurate, concise documentation 	E E	AF I		
Personal qualities	<ul style="list-style-type: none"> Commitment to team working Committed to further learning and development Good time management Must be reliable, flexible and self motivated in approach to duties 	E E E E	I AF and I I I		
Other job requirements	<ul style="list-style-type: none"> Ability to work flexibly to cover service needs Car driver Access to car for work 	E D D	I AF I		

Example key areas	Job requirements	W	How identified	Candidate score	Comments
Overall Candidate score					

W (Weighting) - **E** = Essential **D**= Desirable

How identified = Application = AF; Interview = I; Test = T; Presentation = P.