

Job description and specification



Physiot herapist
Band 6



JOB DESCRIPTION

JOB TITLE: Physiotherapist

BAND: 6

RESPONSIBLE TO: Team Lead & Operational Lead

KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Professional Lead Physio ICT Unplanned care Community Therapy teams Falls Service	GP Collaborative Care Social Services Acute Hospital Partnership Organisations Voluntary Organisations

CONTROLS ASSURANCE STATEMENT:

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The post holder will be expected to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by being professionally and legally accountable for all aspects of own work, including the management of service users in own care. The post holder will ensure a high standard of clinical care for service users under their management and support unqualified staff in meeting these standards.



Key Responsibilities:

1. Provide high quality physiotherapy clinical expertise and service.
2. Responsible for the development and implementation of high standards of clinical care ensuring the service provided is needs led, compliant with national guidance and is viewed positively by service users.
3. Responsible for undertaking comprehensive clinical assessments of service users.
4. Assess, plan, implement and evaluate physiotherapy treatments for specialist case load, in a variety of settings, as an autonomous practitioner.
5. Provide specialist clinical advice to other team members on the suitability of various assessments and intervention methods where appropriate.
6. Act at all times as a role model for Physiotherapy, raising the profile and value of the role.

Leadership

1. Supervise Physiotherapy students and newly qualified practitioners
2. Establish positive and mutually supportive relationships with other members of the MDT
3. Promote the roles and skills of physiotherapy to other professionals.
4. Work alongside service users and carers/relatives to continually improve and maintain high quality practice in consultation with others.
5. Participate in research, audit reviews and other initiatives in accordance with Clinical Governance.
6. Evaluate the quality of own work and make improvements where necessary ensuring all issues and related risks are raised with Manager.
7. Report all complaints and or incidents in accordance with Trust procedures and ensure Manager is informed.
8. Co-operate with any investigation within the Trust.

Clinical Skills

1. Provide specialist Physiotherapy interventions to service users.
2. Undertake day to day clinical prioritisation and work planning
3. Contribute constructively to multi-disciplinary working to modify aspects of the environment in order to empower service users and facilitate optimal functional performance.
4. Manage a service user caseload as defined by the service
5. Apply knowledge of Physiotherapy theory and evidence to in all assessments and interventions.
6. Ensure all Physiotherapy treatments plans are developed in conjunction with clients and their carers communicating and negotiating in a style that positively engages them.
7. Undertake carers assessments and care plans in accordance with NELFT policy and guidance.
8. Make clear clinically informed decisions in order to delegate aspects of care to all professional and non-professional colleagues.
9. Assess service users and carers capacity for consent at all times.
10. Review and evaluate the effectiveness of therapy plans, interventions with service users and carers administering outcome measures where expected and relevant.
11. Work with others to establish a service which facilitates the service users timely discharge from the service.
12. Demonstrate sensitive awareness to respond to challenging situations with service users and carers with appropriate supervision and support from senior staff.



13. Ensure treatment offered is based on the best available evidence for effectiveness in the specialist area where it is applied.
14. Exercise professional and clinical judgement in routine cases and refer to senior staff when necessary.
15. Promote recovery, empowerment, and education of service users in relation to their holistic health and life course development.
16. Work within Trust policy and guidelines and HCPC/CSP professional guidelines to monitor own and others quality of practice.

Computer/Administration

1. Responsible for keeping accurate, professional records for all clinical practice as required by Trust policy, HCPC and professional body requirements.
2. Maintain all records associated with equipment assessment, provision and monitoring to required Trust and professional standards.
3. Participate in general clerical duties, administrative tasks and organisation of the service as required.
4. Responsible for own time management.

Communication

1. Communicate agreed treatment/care plans to other colleagues and partnership agencies and liaise with them at formal and informal meetings.
2. Participate in induction and orientation of new staff.
3. Provide written and verbal reports as required at any stage in the treatment process.
4. Attend professional Physiotherapy meetings as required.
5. Build effective relationships with service users.
6. Ensure that relatives and carers of service users, where appropriate, have a good understanding of the condition of the service user and feel able to communicate effectively with the clinical area to answer any queries or concerns.

Training

1. Maintain own competency to practise through CPD activities, in accordance with Trust, HCPC and professional body requirements.
2. Ensure own practice and that of staff under supervision meet the required HCPC Code of Professional Conduct.
3. Actively participate in own clinical supervision, annual performance review and personal development planning.

Specific Tasks directly related to the post:

- Assessment, plan, implementation and evaluation of interventions as an autonomous practitioner
- Working as part of the Rapid Response Team in collaboration with Virtual ward ensuring an MDT approach to care delivery.
- Leadership of junior, support and assistant staff through supervision, training and appraisal
- Ensuring a high quality of service delivery and treatment/care planning
- Improve standards of care by efficient and effective use of resources



- Work in accordance with guidance set out in national and local guidance e.g. The NHS Improvement Plan, Supporting Patients with Long Term Conditions, the NSF for Older People
- Networking with other multi-disciplinary, statutory, private and voluntary organisations, users, carers and assisting in managing the interfaces between them
- Effective use of E-Roster and service cover
- Will formulate accurate assessment and prognosis in a wide range of highly complex conditions by the utilisation of interpreting and analytical skills in order to recommend the best course of therapy intervention and develop comprehensive management plans
- Will undertake full comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies; using investigative and analytical skills, and formulate individualised management and treatment plans; using advanced clinical reasoning and utilising a wide range of treatment knowledge, skills and options to formulate a specialised programme of care
- Will demonstrate highly specialist knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills

Additional Information

Health & Safety

Employees must be aware of the responsibilities placed upon them under the Health & Safety at Work Act (1974) and subsequently published regulations to ensure that the Trust's Health and Safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees.

Infection Control

Each staff member has a duty to take personal responsibility for the prevention and control of infection, in accordance with Trust Infection Prevention and Control Policies, which reflect the statutory requirements of the Health Act 2006 – Code of Practice for the Prevention and Control of Healthcare Associated Infection. They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAs.

Risk Management

You will be responsible for adopting the Risk Management Culture and ensuring that you identify and assess all risks to your systems, processes and environment and report such risks for inclusion within the Trust Risk Register. You will also attend mandatory and statutory training, report all incidents/accidents including near misses and report unsafe occurrences as laid down within the Trust Incidents

Safeguarding Children and vulnerable adults

North East London NHS Foundation Trust (NELFT) is committed to safeguarding and promoting the welfare of children and adults and to protecting them from the risks of harm. The Trust recognises its responsibility to ensure that safe working conditions and systems are in place for



staff working with children, adults and families in their care. Staff are required to comply with Trust policies on Safeguarding.

Standards of Business Conduct & Conflict of Interest

The NHS Code of Conduct and Standards of Business conduct for NHS Staff require all employees to declare all situations where you or a close relative or associate has a controlling interests in a business [such as a private company, public organisation or other NHS or voluntary organisation] or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. All such interests must be declared in the Trust's register of interests either on appointment or when such interests are gained.

As an employee you are required to make yourself aware of and adhere to the Trust's governance policies, such as Standing Orders and Standing Financial Instructions.

Sustainability

All staff has a responsibility for delivering high quality healthcare in a low carbon environment, where energy is used wisely and not wasted. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling where possible, switching off lights, computers, monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within the Trust buildings and vehicles.

Codes of Conduct

North East London NHS Foundation Trust (NELFT) requires the highest standards of personal and professional conduct from all of its employees. All employees must comply with the Code of Professional Conduct appropriate to their professional governing body.

As an NHS employee, you are required to observe the following principles:

- Make the care and safety of patients my first concern and act to protect them from risk;
- Respect the public, patients, relatives, carers, NHS staff and partners in other agencies; □ Be honest and act with integrity;
- Accept responsibility for my own work and the proper performance of the people I manage;
- Show my commitment to working as a team member of working with all my colleagues in the NHS and the wider community;
- Take responsibility for my own and continuous learning and development

Data Protection

Personal data is protected under the Data Protection Act (1999) and the post holder will ensure that it is securely held and that the requirements of the Act are followed. It is the responsibility of all staff whose jobs requires them to record information in Trust Computer systems (e. g RIO and ESR) to ensure that the data entered into these systems is of high data quality and that information



is recorded correctly and in a timely manner. Failure to adhere to this requirement could be considered a disciplinary matter

Information Security and Confidentiality

All employees are required to observe the strictest confidence with regard to any patient/client information that they may have access to, or accidentally gain knowledge of, in the course of their duties.

All employees are required to observe the strictest confidence regarding any information relating to the work of the Trust and its employees.

You are required not to disclose any confidential information either during or after your employment with the Trust, other than in accordance with the relevant professional codes.

All person identifiable information must be held in the strictest confidence and should be disclosed only to authorised people in accordance with NHS Confidentiality Guidelines [Caldicott] and the Data Protection Act 1998 unless explicit written consent has been given by the person identified, or where information sharing protocols exist.

Failure to comply with these regulations whilst in the employment of the Trust could result in action being taken under the Trust Disciplinary Policy and Procedure.

Equality and Diversity

North East London NHS Foundation Trust (NELFT) is committed to the implementation of the Equality and Diversity at Workplace policy which ensures equal opportunities for all. NELFT is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. The Trust will ensure that it provides equal and fairness for all, and not to discriminate on the grounds of gender, marital status, race/ethnicity, disability, sexual orientation, religion, transgender or gender reassignment status, age, marriage or civil partnership/same sex marriage, and because of you being pregnant or being on maternity/paternity leave. All staff are required to observe this policy in their behaviour to employees and patients/service users.

Key Performance Indicators (KPI)

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.



Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

For HR Use Only:

Date of template: 1 January 2015

Version: 1

For Manager Use Only:

Date last reviewed: Insert date job description approved by panel

Date to be reviewed: Insert date job description to be reviewed by manager

Signed:
(Manager)

Signed: Dated:.....
(Employee)



Personal Specification

	Essential	Desirable	Measurement
Demonstration of Trust Values			
Putting people first	✓		Application Form Interview Assessment
Prioritising quality	✓		Application Form Interview Assessment
Being progressive, innovative and continually improve	✓		Application Form Interview Assessment
Being professional and honest	✓		Application Form Interview Assessment
Promoting what is possible, independence, opportunity and choice	✓		Application Form Interview Assessment
Qualifications			
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Degree or Diploma in Physiotherapy	✓		Application Form
Current HCPC Registration	✓		Application Form
Evidence of Continuous Professional Development	✓		Application Form
Experience			
Three years post graduate experience in health, social care or related setting	✓		Application Form Interview
Assess, plan, implement, evaluate Physiotherapy interventions	✓		Application Form Interview
Working with other teams and agencies	✓		Application Form Interview
Facilitate Physiotherapy interventions within a range of different environments		✓	Application Form Interview



Work with people who present challenging behaviour		✓	Application Form Interview
Casework or CPA Care Co-ordinator.		✓	Application Form Interview

Knowledge			
An awareness of national current policy affecting health service delivery	✓		Application Form Interview Assessment
Able to adapt clinical knowledge and experience to various settings	✓		Application Form Interview
Understanding of Physiotherapy process, models and evidence based practice	✓		Application Form Interview
Understanding of risk assessment and management	✓		Application Form Interview
Understanding of principles of empowerment and patient centred practice	✓		Application Form Interview
HCPC Codes of Professional Conduct and impact upon professional requirements	✓		Application Form Interview
Knowledge of basic equipment and adaptations	✓		Application Form Interview
Skills			
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment
Able to devise clear care plan based on client centred goals	✓		Application Form Interview
Written and verbal communication skills	✓		Application Form Interview Assessment
Work effectively in a team and challenging environment		✓	Application Form Interview



To be innovative and work on own initiative and prioritise own workload	✓		Application Form Interview
Work under pressure to tight deadlines with unpredictable workloads	✓		Application Form Interview
Supervise support staff		✓	Application Form Interview
Time management skills	✓		Application Form Interview

Other			
To be able to travel efficiently throughout the area	✓		Application Form Interview
Commitment towards own personal and professional development and that of others	✓		Application Form Interview
Non judgemental attitude	✓		Application Form Interview
Able to work flexibly, including possibility of evening/weekend work	✓		Application Form Interview

