

Specialist Physiotherapist- Care of the Elderly

Job Description and Person Specification

Department: Physiotherapy

Division: Integrated medicine

Responsible to: Therapy Lead

Accountable to: Director of Therapies

Band: Band 6

Hours: 37.5

Location*: Northwick Park Hospital

*To meet the needs of the Trust's services you may be required from time to time to work at different locations to your normal place of work.

Our vision and values

Our vision is quality **at our HEART**

Quality...

Delivering quality means consistently meeting requirements and exceeding expectations.

We strive to deliver quality in everything we do – from the clinical care we provide and the employment opportunities we offer, to the support services and systems that underpin our care.

And in delivering high-quality clinical care, we mean services that are safe, effective, offer a good patient experience, are timely, equitable, and sustainable.

...at our HEART

By placing quality at our heart, everything we do as an organisation should further our ability to deliver quality.

This includes the people we hire, the skills our employees develop, the behaviours we celebrate, how we think and act, the investments we make, our systems and processes, and our organisational values.

Our vision also encompasses our **HEART** values, which were shaped and developed in 2017 by more than 2,500 employees as well as many patients. The values describe how we interact with each other and our patients and underpin everything we do and say to achieve our vision:

- ♥ **Honesty:** we're truthful, we're open, and we speak up
- ♥ **Equity:** we're kind and caring, we act with fairness, and we're understanding
- ♥ **Accountability:** we're professional, we strive for excellence, and we improve
- ♥ **Respect:** we're attentive and helpful, we're appreciative, and we act with empathy
- ♥ **Teamwork:** we involve others, we support our colleagues, and we set clear goals.

You can read more about our vision, values and objectives at lnwh.nhs.uk/OWF.

Locations and Sites

Our hospital services are provided across four acute sites: Northwick Park Hospital, Central Middlesex Hospital and Ealing Hospital.

Northwick Park Hospital was officially opened by Queen Elizabeth II 1970. It is home to the hyper-acute stroke unit, one of only eight such units in London. In December 2014 Northwick Park Hospital's £21m state-of-the art A&E department opened its doors and in January 2016 the new Acute Medical Unit opened providing a total of 63 new beds across the Crick, Darwin and Elgar wards. Medical research, both preclinical and clinical, has been a key feature of the hospital site since the opening and in 1994 the Northwick Park Institute for Medical Research (NPIMR) was formed. By maintaining top-rate research facilities and providing excellence in surgical training, NPIMR ensures the highest standard of science for translation into clinical care.

Northwick Park Hospital also retains complementary and enhanced research activity in several regional specialist units such as the North West Thames Clinical Genomics Service (NWT-CGS), the Lister Unit (Infectious Diseases) and a Regional Rehabilitation Unit.

Central Middlesex Hospital is the flagship home for St Mark's Hospital – the National Bowel Hospital and St Mark's Academic Institute, and is also our high volume, low complexity elective centre. It has outstanding facilities for patients and employees, and provides a timely, efficient and exceptional planned care experience.

Additionally, CMH is a Sickle cell and Thalassaemia centre, provides a variety of outpatient services, an Urgent Treatment Centre, and the home for North West London Elective Orthopaedic Centre. The orthopaedic centre is a collaboration between the four acute trusts in north west London. The state of the art, purpose-built centre has been planned, from the ground up, specifically for elective bone and joint surgery: you'll work with an incredible range of people from across north west London, in a modern environment, based in one of the capital's newest hospitals.

Ealing Hospital officially opened in 1979 Ealing Hospital is a busy district general hospital providing a range of clinical services including A&E, 24/7 urgent care centre, ENT and cardiology. The hospital predominantly provides secondary care to its local areas across Greenford, Hanwell, Northolt, Southall and West Ealing.

Our objectives

Our objectives set out how we plan to realise our vision. They offer our employees, partners and our communities' clarity about what we will do.

- We will provide high-quality, timely and equitable care in a sustainable way
- We will be a high-quality employer where all our people feel they belong and are empowered to provide excellent services and grow their careers
- We will base our care on high-quality, responsive, and seamless non-clinical and administrative services
- We will build high-quality, trusted ways of working with our local people and partners so that together we can improve the health of our communities

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Job Summary

Work as an autonomous practitioner, to assess and treat own caseload and provide a specialist physiotherapy service within the Care of the Elderly Wards.

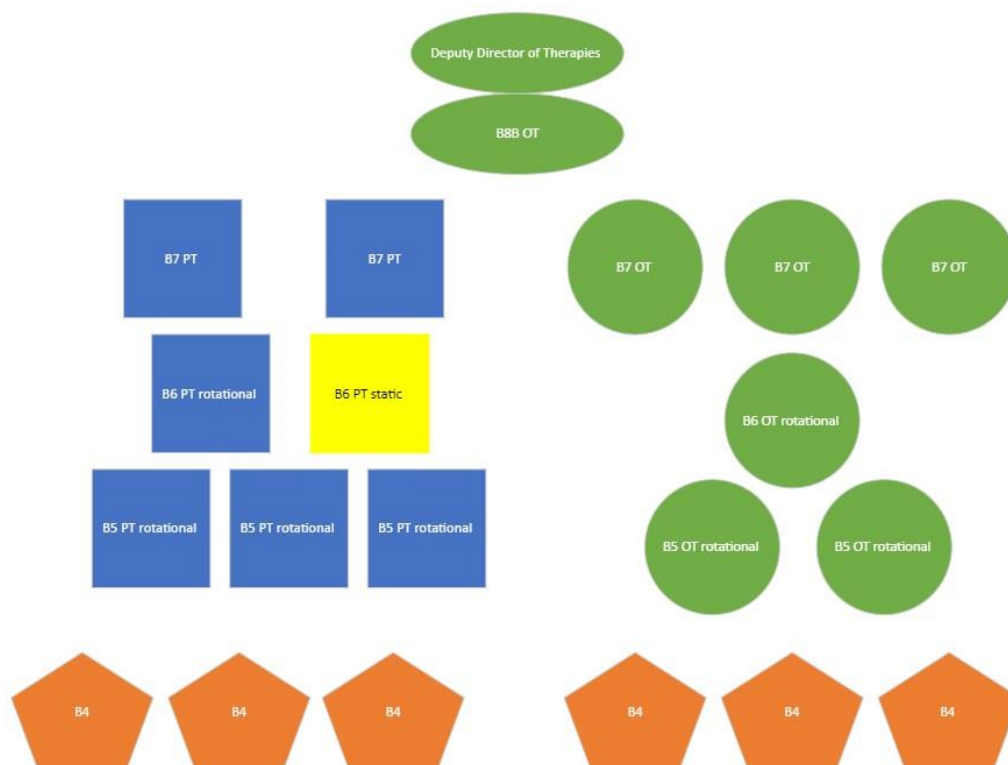
To work as a member of the multidisciplinary team (MDT), assessing and treating patients with potentially complex physical and cognitive impairments, disability, maintaining accurate and comprehensive patient records.

To support the line manager in the provision and management of physiotherapy services, including responsibility for managing students and junior staff.

To engage in own continued professional development (CPD) and service development, in conjunction with the Band 7s and 8s.

To participate in the weekend working rota (1 in 5 weekends) – days off are allocated in the week following weekend working, and respiratory On-call rota.

Structure



Key responsibilities

Working relationships and communication requirements of your job

- To assess patients understanding of treatment proposals and gain valid informed consent in order to work within a legal framework with all patients, including those who lack the capacity to consent to treatment.
- To communicate effectively with patients and carers to ensure understanding of patients' conditions and maximise rehabilitation potential. To also provide education and explanation of therapy interventions, in order to facilitate improved outcomes and to provide empathy and support to families and carers.
- To use verbal and non-verbal communication skills with patients where there will often be barriers to effective communication i.e. tracheostomy, altered perception, pain, fear, expressive/receptive dysphasia, higher cognitive problems and cultural barriers.
- To use communication skills of persuasion, motivation and explanation to encourage patients to participate in their treatment programme.
- To communicate effectively and work collaboratively within the MDT to facilitate appropriate medical intervention, as well as timely discharge planning, including coordinating early discharge programmes.
- To be responsible for maintaining accurate, comprehensive, and legal patient records in line with the Chartered Society of Physiotherapy (CSP) and Health Professions Council (HPC) standards of practice and Trust guidelines.
- To provide clear and concise patient literature and reports/supportive documentation for other disciplines or services as required. This will include discharge letters, referrals, and care booklets.
- Attend reviews and case conferences, communicating relevant observations and information as a member of the team.
- Ensure that up-to date written, and electronic records are maintained in accordance with the professional and trust standards including daily stats.
- To be actively involved in the collection of appropriate data for departmental statistical evaluation. This will involve data collection and entry onto a computer.
- To supervise and educate undergraduate physiotherapy students.
- To be aware of cultural diversity, showing sensitivity to individual customs and choices and adapting core treatment accordingly. Level of Clinical responsibility.

- To be professionally and legally responsible and accountable for all aspects of own work involving the physiotherapy management of patients in your care.
- To ensure a high standard of clinical care for own patients and those delegated to your team i.e., Junior members of staff, students, and assistants/technicians.
- To undertake comprehensive specialised assessment and re-assessment of inpatients with potentially complex/multiple pathologies, including those who are acutely unwell.
- To use specialist clinical reasoning skills and assessment techniques (e.g., x-ray/blood test interpretation, and palpatory techniques) to provide accurate diagnosis and develop individualised specialist care packages as appropriate.
- To carry out patient interventions and management including manual physiotherapy in line with a knowledge of the appropriate departmental, Trust and specialist professional policies and procedures. To seek appropriate guidance and support from senior therapists as required.
- Be an integral part in discharge facilitation, having awareness of rehab, equipment and care requirements and referring as necessary. Occasionally completing home visits if required.
- To be able to identify acutely unwell patients and initiate appropriate intervention / referral to other appropriate medical personnel. To also be a point of contact for advice on the physiotherapy management of such patients.
- To be responsible for the day-to-day organisation and planning of own caseload to meet service and patient priorities, including readjusting plans as situations change or arise and providing support to other team members as needed.
- To ensure that own practice and that of junior and support staff complies with all relevant departmental, organisational, and professional policies, procedures, and standards of practice.
- Have awareness of cognitive deficits and the impact on function and safety.
- To manage clinical risk within own patient caseload (and that of junior staff and students under direct supervision).
- To be responsible for the safe and competent use of any equipment used during treatment interventions, rehabilitation, or required on discharge. Including

suctioning equipment, hoists, walking aids and equipment required for activities of daily living. To ensure that junior staff attain competency in the use and prescription of such equipment.

- To develop and contribute to coordinating comprehensive discharge plans for patients in conjunction with the MDT, including making recommendations for early discharge in accordance with Trust protocols.

Leadership and staff management responsibility

- To guide junior staff /students under your supervision in relation to all relevant departmental, organisational, and professional policies, procedures and standards of practice.
- To be responsible (with support from Band 7s/8s) for the day-to-day management, education, and appraisal of physiotherapy students during placements.
- To participate in the staff appraisal scheme - contributing as an appraiser - to the development and appraisal of junior staff.
- To deputise for the Highly Specialist Physiotherapist in their absence, taking responsibility for the operational management of the service. This will involve completing any other delegated duties or tasks required by the service requested by team lead.
- Exercise good personal time management, punctuality and consistent reliable attendance and maintain professional standards of dress code and personal presentation

Financial responsibility

- Deliver a high quality of care while being mindful of being cost-effective in terms of time management, and use of consumables such as walking aids, splints and cough-assist circuits.

Service Development and Improvement

- To assist in the planning, co-ordination, and delivery of specialist training to junior members of the team. To also contribute to the training and development of nursing staff and other therapy colleagues.

- To contribute to departmental and MDT in-service training programmes, this will be through attendance and active participation and through the delivery of presentations.
- To support the Clinical Specialists and Seniors in gathering and analysing information to facilitate small research projects, audits, and systematic literature reviews.
- To provide feedback and make suggestions/recommendations to line manager regarding policies and procedures, to assist in service development and the implementation of changes in practice.
- To be aware of and comply with Health and Safety aspects of own work and implement policies required to improve safety in own area of work. This includes reporting and recording incidents/accidents to managers promptly.
- To support managerial and senior clinical staff in achieving Departmental and Trust objectives.
- Demonstrate understanding and application of national guidance and legislation relating to health and social care service provision.
- To participate in the staff appraisal scheme as an appraisee, identifying and developing own professional development plan PDP.

Responsibility for handling difficult/emotional situations

- To deal sensitively with and provide support to patients who have high levels of anxiety, frustration and aggression caused by diagnosis, pain, dementia, or limited mobility.
- To deal sensitively with and provide support to relatives and/or carers who may exhibit high levels of anxiety, frustration or aggression caused by a variety of issues.
- To deliver unwelcome or hard to accept information to patients and carers, for example, relating to limited rehabilitation outcomes.
- To deal with frequent exposure to distressing circumstances such as death of patients, and patients with chronic or terminal disease.
- To occasionally work in highly stressful and distressing situations during which patients may collapse, suffer hypoglycaemic attacks, or require resuscitation

Physical Working Conditions and Environment

- To work in an environment, requiring the therapist to be on their feet for the majority of the working day, assessing/treating/transferring patients and Page 9 of 15 moving to and from wards and gym. Short episodes of sitting occur when writing/reading notes only.
- To carry out assessments and treatments requiring frequent episodes of intense, strenuous physical effort for short periods daily. This involves the manual handling of dependent patients e.g. following stroke or critical illness.
- To work in a highly unpleasant environment with potential exposure to body fluids, including infected sputum and faeces.
- To concentrate intensely for periods of 5-60 mins, repeatedly throughout the working day whilst reading, interpreting, and analysing patients notes and reports and when documenting treatment interventions, outcomes, analyses, and plans
- To work flexibly in an environment that has frequent unpredicted interruptions such as juniors needing urgent assistance, bleeps, and telephone calls. This involves changing from one task to another in response to specific requests, requiring periods of intense concentration concerning new tasks and patients some of which will be acutely unwell.
- Travel within other LNWUH Trust sites and the community.

Knowledge, Training & Experience

- To use a wide range of specialist assessment /treatment techniques, requiring highly developed dexterity, precision, co-ordination and palpatory senses and skills. This includes manual physiotherapy treatments e.g. transfers, and gait analysis/facilitation.
- Have an in-depth knowledge of medical conditions and their effects.
- To devise and deliver individualised physiotherapy treatment programmes based on developing specialist knowledge of theory, evidence-based practice, and specialist interventions (including sputum clearance techniques/lung recruitment and gait re-education).
- To be able to evaluate patient progress, reassess and modify treatment programmes as appropriate.

- To provide spontaneous and planned advice, teaching and instruction to relatives, carers, and other health professionals to promote understanding of Page 10 of 15 the aims of physiotherapy and ensure a consistent approach to patient care based on specialist knowledge of theory and evidence-based practice.
- To demonstrate a reflective approach to practice, incorporating evidencebased practice and national expert guidelines/protocols to inform and develop specialist knowledge and skills.
- To be responsible for maintaining own competence and continued professional development (CPD), by facilitating own personal development plan (PDP) through CPD activities. This will include, maintaining a professional portfolio, membership of professional and national specialist clinical interest groups and attending appropriate internal and external courses and conferences.

Additional responsibilities

Information governance

In accordance with the Trust's privacy notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal data. The Trust will comply with its obligations under the General Data Protection Regulation and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Trust requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Trust's legal basis for processing your personal data. Your rights of access to this data are prescribed by law. You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation.

You must always comply with the Trust's data protection policy, and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and

procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

Information security

All staff must adhere to the requirements of the Trust's information security policy, which covers the deployment and use of all the Trust's electronic information systems (i.e. all computers, peripheral equipment, software and data). In serious cases, failure to comply with the policy may result in disciplinary action and could also result in a criminal offence.

Health and Safety at Work Act (1974)

You are required to take reasonable care for your health, safety and welfare and that of other people who may be affected by your actions or omissions. These responsibilities apply at all times whilst you are at work or on duty, and apply to all Trust premises, also whilst working in the community or on any other Trust business.

Equal opportunities and equalities legislation

It is the policy of London North West University Healthcare NHS Trust that no user of service, present or future employee or job applicant receives less favourable treatment on the grounds of their sex, perceived or actual sexual orientation, marital status, race, religion or belief, age, creed, colour, nationality, national origin, ethnic origin, or disability, or on the grounds of their association with someone in one of these groups; nor is disadvantaged by any conditions or requirements which cannot be shown to be justified.

Patient and public involvement

Section 11 of the Health and Social Care Act 2001 places a duty on NHS organisations to involve and consult patients, the public and other stakeholders in the planning and ongoing development of services. It is the responsibility of each member of staff, clinical and non-clinical to appropriately involve and consult patients, the public and other stakeholders.

Risk management

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Corporate/clinical governance

It is the duty of every employee to fulfil their individual clinical governance responsibilities and their expected contribution to ensuring that the Trust complies with benchmarked standards for quality of clinical care.

Infection control and hospital-acquired infection

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's infection prevention and control policies and make every effort to maintain high standards to infection control at all times thereby reducing the burden of healthcare associated infections including MRSA.

All staff have the following key responsibilities:

- staff must wash their hands or use alcohol hand rub on entry to or exit from all clinical areas and between each patient contact
- staff members have a duty to attend infection control training provided for them by the Trust
- staff members who develop an infection that may be transmissible to patients have a duty to contact occupational health.

Safeguarding children and vulnerable adults

Everyone has a personal and a professional responsibility to identify and report abuse. The abuse may be known, suspected, witnessed or be limited to raised concerns. Early recognition is vital to ensuring the patient is safeguarded and any other people (children and vulnerable adults) who may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The sharing of information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults. As an employee of the Trust, you have a responsibility to ensure that:

- a) you are familiar with and adhere to the Trust's procedures and guidelines for safeguarding children and vulnerable adults
- b) you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Staff commitment to patient care

You are expected to ensure that patients' needs, experience and safety come first and to treat patients, carers, visitors, and colleagues with dignity and respect.

Health records

Clinical staff must keep accurate and clear information which is essential for the proper care of patients. Clinical and non-clinical staff who handle or use, case notes are individually responsible for the confidentiality, tracking, filing and good order of the case note at all times as outlined in the Medical Records Policy and the Information Lifecycle Management Policy.

For further information refer to Records Management Code of Practice via gov.uk.

NHS constitution and code of conduct for managers

Staff are required to act in accordance with the legal duties and expectations relating to their responsibilities to the public, their patients and colleagues set out in section 3b of the NHS Constitution and pages 98-109 of the Handbook to the NHS Constitution. For Managerial staff, including anyone with supervisory responsibility, the core standards of conduct set out in the NHS Code of Conduct for NHS Managers (2002) or any subsequent amendments.

This list is only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.

The Trust reserves the right that you may be required to undertake such other duties and/or hours of work as may reasonably be required of you commensurate with your grade at your normal place of work or from another location within the Trust.

Person specification

Job title: Specialist Physiotherapist Care of The Elderly

Division/department: Physiotherapy

Requirement	Essential	Desirable
Education/ qualifications	<ul style="list-style-type: none"> • Degree / Diploma in Physiotherapy • Health Professions Council registration • Evidence of Continuing Professional Development maintained in a portfolio showing regular practical and theoretical learning 	<ul style="list-style-type: none"> • Membership of the Chartered Society of Physiotherapy • Involvement in Special Interest Groups • Attendance at relevant recent post graduate courses

Requirement	Essential	Desirable
Knowledge and experience	<ul style="list-style-type: none"> • Minimum of 18 months previous experience as a qualified physiotherapist with theoretical and practical experience working in a broad range of specialist areas of work such as orthopaedics, in-patient elderly care, neurology, respiratory, and musculoskeletal • Respiratory competent <ul style="list-style-type: none"> • Experience of working as part of a Physiotherapy team and / or multidisciplinary team • Evidence of managing own caseload (punctuality, prioritisation, and time management) • Evidence of keeping abreast with professional practice and new research • Understand the legal responsibilities of the profession • Understanding of clinical governance and its implications for services, including experience of quality issues and audit 	<ul style="list-style-type: none"> • Previous experience at Band 6 level • Supervision of student or physiotherapy assistants

Requirement	Essential	Desirable
Skills, abilities and attributes	<ul style="list-style-type: none"> • Able to present information, written and orally, in a clear and logical manner • Ability to organise, prioritise and delegate • Ability to keep accurate and legible patient notes • Ability to comprehend and work within the Trust's policies of data protection, equal opportunities and health and safety and meet the differing needs of the patients. • Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities • Ability to cope working in a stressful environment and with emotional or aggressive patients and carers • Ability to work within a multidisciplinary team & evidence of understanding how teamwork affects the delivery of care • Good communication skills both written & verbal • Committed to personal & team development • Motivation/ Drive & enthusiasm • Competent IT skills 	<ul style="list-style-type: none"> • Presentation skills • Have an understanding and experience in audit and outcome measures • Ability to coordinate a complex MDT and case manage complex patients • Ability to multi task effectively and compartmentalize different aspects of role
HEART values	<p>Demonstrate commitment to Trust HEART values: honesty, equity, accountability, respect, and teamwork.</p> <p>Demonstrate commitment to place Quality at our HEART</p>	

Person specifications should be kept to a maximum of 25 bullet points

Job description and person specification drafted / amended by

- Name: Agnieszka Jaworska
- Designation: Therapy Team Lead
- Date: 10/04/2024