

Job Description

Post:	Senior Clinician - Physiotherapist
Band:	6
Location/Base:	Ascot House Intermediate Care Unit – Trafford Division
Responsible to:	Senior Practitioner, Clinical Lead, Service Manager
Main Contacts:	Internal or external contacts

Job Summary

- To carry out the initial assessment of patients referred the Intermediate Care Unit to determine their acceptance into the service. This will involve the use of specialist clinical reasoning and handling skills.
- To be responsible for providing subsequent specialist assessments to assist in the determination of the clinical diagnosis and formulation of treatment plans, utilising goals agreed with the patient.
- To plan, deliver, evaluate and modify specialist programmes of care for patients with complex medical conditions, requiring rehabilitation
- Providing advice to patients and carers in conjunction with the multi-disciplinary team and other agencies involved.
- To be responsible for the monitoring and evaluation of such programmes to ensure maximum patient benefit, supporting the Senior Practitioner to involve patients in service evaluation and design.
- To be actively involved in research and audit to ensure that treatment is evidenced based and to enable informed judgements regarding patient's care and service development to be made.
- To support the Senior Practitioner to ensure that non-registered / junior staff are clear about their responsibilities and accountability and that they have received appropriate training and supervision and are competent to carry out any duties that are delegated to them.
- To support the development of a culture of accountability and governance at all levels

Main Duties & Responsibilities

Clinical Responsibilities

- To carry a caseload appropriate to role in line with banding and professional expertise.
- To interpret and undertake advanced clinical reasoning to analyse detailed/complex clinical and non-clinical information provided, to make a justifiable assessment, contribute to the diagnosis and prognosis of a patient and to recommend the best course of therapeutic intervention.
- To utilise specific therapeutic skills as required facilitating and optimising the treatment of patients.
- To be accountable for own professional actions guided by registered body and code of professional conduct and other broad policies and guidelines.
- To communicate sensitively and effectively with patients and their carers to ensure understanding of their condition and gain informed consent.
- To utilise experience and clinical knowledge to enable effective communication when dealing with complex/difficult patient situations where there may be conflict and a lack of acceptance of a diagnosis, care programme and/or home situation.
- To be responsible for the daily input of clinical data onto the EMIS system in line with Trust Policy.

Clinical Governance

- To organise your own time and manage clinical priorities effectively, to assist and support staff raising genuine clinical problems or concerns in line with the relevant organisational procedures.
- To support the Senior Practitioner to monitor that Health Records Management comply with local and national standards.
- To be responsible for the ordering, issue and safe use of equipment used in carrying out professional duties as directed by the Senior Practitioner or Service Manager.
- To understand the local risk management system in order to report any risks identified in line with the local risk management framework

Leadership

- To plan, coordinate and lead, as required, formal meetings such as case conferences, to aid the delivery of an agreed care programme.
- To promote a professional culture of enquiry and learning that enables individuals to openly question, reflect and learn from their practice and participate in the local in service training for areas in which the post holder has knowledge or skills.

Working conditions

- The working hours are as stated in the contract of employment. The working pattern will be agreed with the relevant Head of Neighbourhood and is subject to change depending on service need.
- Lone worker for some patient interactions.
- Risk of encountering violence and aggression from patients and carers for example with regards to contentious decisions re future care needs.
- Significant amount of working day spent driving in congested areas (community only).

- Occasionally exposed to distressing or emotional situations on a regular basis when dealing with terminal patient care and safeguarding.
- Unpredictable workload demanding flexibility in working hours and duration of interventions especially when dealing with urgent issues.
- Frequent periods of intense concentration required at regular intervals throughout the working day when undertaking patient assessments etc.
- Required to work on different projects concurrently, requiring excellent organisational skills and flexibility.
- Regularly required to use therapeutic handling skills as part of patient intervention
- Maintain a high level of concentration at all times due to the varied number of tasks required to deliver the range of services.

Quality

- To support the application of the principles of continuous quality improvement and innovation along with all other members of the local team.
- To support the development of measurable clinical outcomes that supports the reporting requirements from commissioners and evidence compliance with existing contractual requirements.
- To report to the senior leadership team any concerns around professional practice or any issues that pose a threat to safety or service quality.
- To maintain a robust approach to data quality and patient confidentiality whilst handling confidential, complex and sensitive patient clinical information on a daily basis.
- To share learning from incidents and complaints and assist the Senior Practitioner to disseminate and embed learning to frontline staff.
- Contribute to the planning of staffing resources, ensuring that services are adequately staffed at all times.
- Act as mentor to junior and new members of staff, ensuring all administrative procedures are followed.
- Maintain links with other services with each neighbourhood BSM to ensure that the service follows best practice and changes in national and local policy are promptly integrated into the daily operation of the service.
- To actively participate in local research and development and implementation of designated policies and procedures for the team as requested.
- To be involved in regular audit and development activity as set through IPDR / business objectives and contribute to the Personal Development planning and Appraisal system as required by the Senior Practitioner.
- To adhere to departmental policies, reporting any faults in line with Trust policy / MDA / other bodies.

Personal and People Development

- To maintain own knowledge, skills and practice and act as a role model for their staff
- Contribute to delivering in-house training programmes as required.
- To assess and monitor staff competencies for designated professions and unqualified staff as appropriate and sign post training pathways.
- To ensure there is a robust local induction provided to new starters in the team in line with the local induction procedure for any staff identified by the Senior Practitioner.
- Some supervision of (as required by team):

- Junior Therapy Staff
- Patient Support Workers
- Trainee Assistant Practitioners
- Assistant Practitioners
- Students within the Team

Service Improvement

- Daily administrative management of staff and own workload, frequently using own initiative when carrying out tasks, but seeking clarification from the Service Manager as and when required.
- Actively assessing the service being provided and identifying any improvements that could be made to the line manager.
- Involvement in system changes and service redesign as directed.
- Implementing new procedures and policies as required.
- Attend H&S – medical device meeting on behalf of the neighbourhood.
- Maintain and coordinate the medical device register on behalf of service team.
- To assist the Senior Practitioner to monitor staff compliance with professional standards as laid down by the relevant professional and regulatory bodies.

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process.

General Duties of all post holders

- To undertake any other reasonable duty, which is appropriate to the band, when requested by Senior Staff.
- To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.
- To be aware of and work towards the Trusts strategic goals.

Standards of Business Conduct

- The post holder will be required to comply with the organisations standing order and standing financial instructions and at all times, deal honestly with the organisation with colleagues and all those who have dealing with the organisation including patients, relative and suppliers.
- The post holder must ensure that their behaviour and interests inside and outside work do not conflict with their Trust position, duties and/or responsibilities.
- The post holder must comply with and support the development of the performance standards within the service/department to ensure the service is responsive to and meets the needs of its customers.
- The post holder will be required to develop and maintain good working relationships with all patients, service users, staff, contractors and where appropriate, members of the public.
- The Trust aims to maintain the good will and confidence of its own staff, patients, service users, NHS contractors and the general public. To assist in achieving this objective it is essential that at all times, the post holder carries out their duties in a courteous, sympathetic and professional manner.
- All post holders who are members of a professional body must comply with standards of professional practice / conduct. It is the post holders' responsibilities to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.

Equality and Diversity and Equal Opportunities

- The post holder must carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies, avoiding unlawful discriminatory behaviour and actions when dealing with colleagues, service users, members of the public and all other stakeholders.
- The post holder must promote awareness of and respect for equality and diversity in accordance with Trust policies and procedures.
- The post holder is responsible for treating all staff, patients, service users, NHS contractors and the general public with dignity and respect at all times.

Safeguarding

- Appointments to regulated and controlled activities require an enhanced DBS disclosure.
- All staff have a responsibility to promote the welfare of any child, young person or vulnerable adult they come into contact with and in cases where there are safeguarding concerns, to act upon them and protect the individual from harm.
- All staff should refer any safeguarding issues to their manager and escalate accordingly in line with the Trust Child and Adult Safeguarding Policies.
- All staff should familiarise themselves with the NICE Guidelines "when to suspect child maltreatment 2009."

Professional and Personal Development

- The post holder must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction Programme.
- The post holder will be involved in a formal IPDR/KSF review with their manager at least every 12 months. Once performance / training objectives have been set, the staff member's progress will be reviewed on a regular basis, so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
- The post holder will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Confidentiality and Information Governance

- Confidentiality is of prime importance. In the normal course of duties, the post holder will have access to confidential documents and information relating to patients, service users, staff and contractors, as well as information of a commercially sensitive nature. Such information should not be communicated to anyone outside or inside the NHS unless done in the normal course of carrying out the duties of the post. Disciplinary action will be considered where a breach of confidence has been established.
- All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.
- The post holder must maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. The post holder must only access information, whether paper, electronic or in other media, which is authorised to them as part of their duties.

- The post holder must work to the requirements of data protection laws as applicable to the UK, which includes the General Data Protection Regulations (GDPR).

Health and Safety at Work

- The post holder is required to take reasonable care of the health and safety of themselves and other persons who may be affected by their acts or omissions at work and to co-operate with the Trust in adhering to statutory and departmental safety regulations.
- The post holder is responsible for ensuring that they do not intentionally or recklessly misuse or interfere with anything provided in the interests of health safety or welfare e.g. misuse of equipment.
- The post holder is required to contribute to the control of risk and must report immediately, using the Trust Incident reporting system, any incident, accident or near miss involving patients, service users, carers, staff, contractors or members of the public.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy.

Infection Control

- Infection Prevention and Control is the responsibility of all Trust staff.
- All staff members have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control