

Job Description

Senior Physiotherapist/ Occupational Therapist-

Hospital at home , UCR , SDEC – Band 7

Allied Health Professionals

Staff Benefits



Car Leasing scheme

Buying and selling
Annual leave

On site M&S and Costa

On site Nursery and Play schemes

Education Centre

**Partnerships with Argos
and Currys, 0% Interest
on all purchases**

Free confidential Financial
Advice and Guidance

Personal Loans

Savings Opportunities

Self-referral Physiotherapy

Subsidised restaurant

Active Social Club

Free access to 24/7
counselling and support

Season Ticket Loan

NHS Pensions, 14%
Employers contribution

Discounted Gym Membership

NHS Services discounts

Slimming World
Partnership

NHS Cashback

Flexible Pay scheme

Cycle to Work scheme

20% off at Nandos

Visit our website to check
out the full list of staff benefits:

www.royalsurrey.nhs.uk/rewards-and-benefits



Dear Candidate

Thank you for the interest you have shown in applying for a role within one of our Diagnostics and Clinical Support teams, here at the Royal Surrey NHS Foundation Trust.

The Royal Surrey plays a vital role within our local community, providing district general services, community services and specialised cancer care within our Cancer Centre.

We are currently on a journey of transformation and we aspire to become an outstanding organisation and to build on our reputation (both nationally and internationally) of providing world class patient care.

I am proud of the leading role we are taking in the development of local Integrated Care Systems and Integrated Care Partnerships, which will not only create opportunities for improving patient care but also for the development of our staff.

I wish you every success with your application to join our team and hope to welcome you to the Royal Surrey in the near future.

Best wishes

A handwritten signature in black ink, appearing to read 'Louise Stead'.

Louise Stead
Chief Executive

JOB DESCRIPTION

1. JOB DETAILS

| | |
|--------------------------------|---|
| Job Title: | Senior Physiotherapist/ Occupational Therapist Hospital at Home, UCR, SDEC |
| Band: | Band 7 |
| Base: | Milford Community Hospital |
| Department / Portfolio: | Acute Frailty Hospital at Home |
| Reports to: | Hospital at Home Service Manager Hospital at Home Therapy Team Lead |
| Accountable for: | Band 4 Community Rehabilitation Practitioners |

2. JOB PURPOSE

The post holder will be a key member of the frailty pathway which covers Urgent Community Response, Hospital at home and SDEC.

This specific post sits in the Hospital at Home team but we will encourage MDT working across all frailty services. You will be part of a Multi-professional team including Advanced Clinical practitioners (ACPs), Specialist registered Nurses, Paramedics, Physiotherapists, Associate Practitioners and Community rehab assistants and a GP. The service will provide an urgent response to patients who are experiencing a health crisis with the aim to keep them in their own homes safely, and avoid an acute hospital admission.

Will assess and treat referred patients into the Hospital at home, UCR and SDEC using evidence based practice and clinical experience and specialist skills in this area. You will provide rapid assessment to stabilize patients who have urgent care needs in the community and initiate services, which safely avoids unnecessary hospitalisation

The post holder will work with wider services to develop new pathways and ways of working to enhance the patient experience.

2.1 JOB SUMMARY

Identifies the Physiotherapy/ Occupational Therapy role and develops a service within a Specialist Multi-disciplinary team for these patients experiencing a crisis. To use previous knowledge and skills to manage a complex caseload of patients, with regard to the physical, emotional, social, spiritual and psychosocial aspects of their care. The post holder will act as an autonomous practitioner and as a source of expertise for the team and in regard to assessment, treatment and management of this client group; providing advice to patients, carers, other health and social care professionals, consultants, GPs and fellow therapists. The post holder will incorporate national guidance and the use of evidence based research into their practice and that of the service.

You will provide assessment and treatment of patients in their own homes. Setting up care plans in line with the wider MDT and Community Rehabilitation Practitioners to support with care needs and rehabilitation needs.

3. KEY RESULT AREAS/MAIN DUTIES AND RESPONSIBILITIES:

Clinical

- Be skilled, and have relevant Physiotherapy/ Occupational Therapy experience in assessment, diagnosis and treatment of patients, using a wide range of clinical reasoning skills.
- To build on their knowledge expand their clinical reasoning and assessment skills
- Formulate and deliver individual treatment assessments based on evidence based practice treatment options.
- To work independently as an autonomous clinician accountable for managing therapy caseload in Hospital at Home, UCR or SDEC.
- To work flexibly, managing a number of different tasks and situations simultaneously, transitioning between tasks and situations frequently.
- Transfer patients to other members of the multi-disciplinary teams for on-going treatment within outpatient or domiciliary settings, as they deem appropriate. Complete the relevant documentation
- Ensure that patients give informed consent prior to treatment and, for patients who lack capacity to consent, the correct legal framework is followed, liaising with team lead where needed.
- To allocate caseload for to appropriate team members. Liaise with other community clinical streams to ensure patient is assessed by the most appropriate clinician.
- Act as a role model and demonstrate a high standard of holistic care and clinical leadership in your specialist area.
- Evaluate patient's progress, reassess and modify treatment programmes if required.
- Use 'discharge to assess' principles for D/C as soon as safe to do so, ensuring any forward referrals are completed in a timely fashion.
- To contribute to the development of the Trust wide Physiotherapy/ Occupational Therapy service, leading initiatives related to service development

Risk Assessment

- Uses therapeutic handling techniques to maximise the patients' potential and minimise risk.
- Assesses the working environment for potential hazards to minimise risk to patients, completing risk assessments as necessary.
- Responsible for raising the awareness of junior staff members of risk within Physiotherapy/ Occupational Therapy practice.
- Assesses the patients home environment, as appropriate, to reduce risk and increase safety on discharge.
- Assesses for and prescribe complex equipment.



Organisational Management:

- Develops appropriate skill mix within the team to ensure quality service delivery.
- Actively participates in appraisal by Team Lead Therapist/ Service Manager
- Participates in relevant planning activities to ensure that Physiotherapy/ Occupational Therapy service develops according to patients' needs, and in line with relevant NSFs and government initiatives, in liaison with the Service Manager.
- Leads and undertakes regular clinical audit to review the effectiveness and efficiency of the service and to improve outcomes for patients in line with the Trust's commitment to promoting a culture of continuous learning and improvement.
- Ensures that statutory training is maintained by junior staff.
- Participates in weekend working rota- as required.
- Plans patient treatment/information groups relevant to the speciality.
- The post holder undertakes any other duties as required by the Therapy Team Lead/ Service Manager.

Finance

- Supplies equipment to patients/carers and processes these according to department policy
- Requisitions equipment for delivery to patients' homes and to ensures that in-house stocks are maintained with knowledge of the financial implications.

Human Resources:

- Acts as line manager and co-ordinates the supervision of allocated Physiotherapy/ Occupational Therapy staff within the team.
- As an appointing officer, actively participates in the recruitment and retention process as requested by the Service Manager.

Health & Safety

- Complies with the Health and Safety at Work Act.
- All employees have a duty and a responsibility not only for their own health and safety and also for that of their colleagues and patients within their care.
- Reports any accidents, faults or defects and attend annual fire lectures, health and safety training and lifting and handling training.
- Responsible for the care and maintenance of equipment and stock control, keeping records as appropriate.
- All staff members are expected to participate in adverse incident reporting and review systems and are instructed on the procedures at induction.

IT

- The post holder produces records, reports, audit tools and presentations using IT systems.
- Uses electronic mail effectively for communication with internal and external agencies

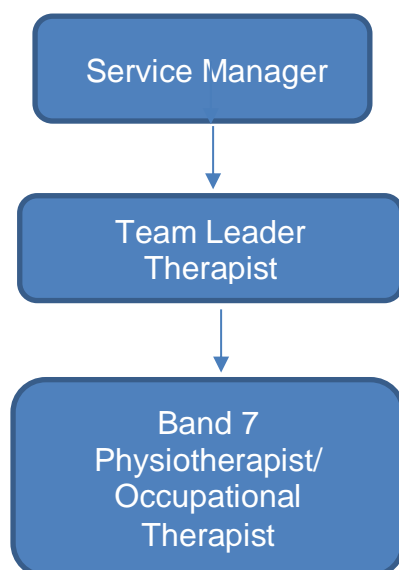
Communication

- Understands and values the roles of the members of other professions, and promotes effective communication within the multi-disciplinary teams.
- Develops and promotes collaboration with professionals and agencies across the locality.
- Receives and imparts complex and sometimes sensitive information, communicating at all levels with other professionals, relatives and carers, both internal and external to the Trust.
- Participates in, and is responsible for, in-service training sessions as required.
- Participates in the teaching of multi-professional groups, giving formal presentations as required.

4. KEY WORKING RELATIONSHIPS AND COMMUNICATION

| Internal to the Trust | External to the Trust |
|---|--|
| OT/PT Colleagues Multi-disciplinary teams Wider trust staff | Service users and carers Working across boundaries with voluntary and professional agencies. Equipment providers Other NHS services Working with other professional bodies |

5. DEPARTMENT CHART OR REPORTING STRUCTURE OF THE POST:



6. OTHER RESPONSIBILITIES

Management

- Responsible for the clinical supervision of junior Physiotherapist/ Occupational Therapists and Community Rehabilitation Practitioners personnel providing necessary professional guidance and support and appropriate delegation of work.
- Directly supervises Physiotherapy/ Occupational Therapy students on clinical placement.
- Responsible for the appraisal of junior staff members.
- Responsible for own personal development and that of team members showing evidence of this through a personal development portfolio and ensures that HCPC registration is maintained.

Finance

- You are required to comply with the Trust Standard of Business Conduct policy and the NHS Codes of Conduct and Standards of Business Conduct for NHS Staff and you are required to declare all situations where you (or a close relative or associate) have a controlling interest in a business (such as a private company, public organisation, other NHS organisation or voluntary organisation) or in any other activity which may compete for an NHS contract to supply goods or service to the Trust.

Confidentiality

- All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Legislation. This means that the protection of personal data in any form of media (e.g. system, paper, word of mouth by any means that personal information can be processed) is a requirement by law. Any member of staff found to have permitted unauthorised disclosure of personal confidential and sensitive information and is found in breach of their duty of confidentiality could lead to disciplinary proceedings in accordance with the trust's disciplinary policy. No confidential information must be accessed, read, discussed, or disclosed unless it is necessary in the pursuance of the legitimate duties of their role.

Equal Opportunities

- The Royal Surrey is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. A copy of Equality and Diversity Policy and our Single Equality and Diversity Scheme are available from the Human Resource department or on the internet/intranet.
- Staff must ensure that they treat members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

Corporate Governance

- The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive's Controls Assurance programme and the Clinical Negligence Scheme for Trust (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.
- One of the controls assurance standards relates to Health & Safety. Under the Health & Safety at Work Act 1974, all of us have a duty:
 - To take reasonable care of ourselves and others at work;
 - To co-operate in meeting the requirements of the law.
- All staff must have an understanding of the Trust's Health and Safety policy and be aware of the responsibilities associated with this.
- All staff must adhere to the Trust's Infection Control Policies and maintain the standards laid down in those policies, complying with dress codes and hygiene codes in all clinical areas.

Further details are available from the Trust's Health & Safety Advisors.

Safeguarding

Royal Surrey NHS Foundation Trust has a safeguarding policy for both adults and children and is committed to the protection of children, young people and adults. The Trust acknowledges that, due to the nature of hospitals, many people who would not normally be considered vulnerable can be in a position where they lack capacity or have reduced control. It also recognises that abuse of vulnerable adults/children can occur within domestic, institutional and public settings, and as such we have a responsibility to protect patients and associated dependents within our care. All employees have a responsibility to meet the statutory requirements to safeguard and promote the welfare of both children and adults to ensure that they come to no harm and to raise any concerns regarding safeguarding. All employees would be fully supported in raising any safeguarding concerns. All employees must be aware of Trust policies in relation to safeguarding and must adhere to them at all times.

Infection Control

Infection Prevention and Control is the responsibility of all Trust staff.

All staff 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.

Our vision, mission and values

The Trust undertook a listening exercise with its staff which has formed our vision, mission and values. We are currently working with staff to define our new behaviours which will become part of everything we do.

Our Mission

Together we deliver compassionate, safe care every day.

Our Vision

To provide nationally celebrated, community focused health and care.

Our values are:

- **Continuously improving**
Continuously improving is not just a value.
It's what unlocks our innovation.
- **Excelling together**
Excelling together is not just a value.
It's what we do every day.
- **Caring together**
Caring together is not just a value.
It's what sets our Royal Surrey family apart.
- **Learning together**
Learning together is not just a value.
It's what keeps our services safe.

7. RIDER CLAUSE

This is an outline of duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Division.

Signed (Employee):----- Date:-----

Print name (Employee):-----

Royal Surrey NHS Foundation Trust aims to ensure that no job applicant or employee is unfairly disadvantaged on the grounds of race, colour, nationality, ethnic origin, age, disability, sex, sexual orientation, marital status/civil partnership, religion/belief or trade union status.

PERSON SPECIFICATION

POST: Senior Physiotherapist/ Occupational Therapist

BAND: 7

*Assessment will take place with reference to the following information

A=Application form

I=Interview

T=Test

C=Certificate

| Area | Essential | Desirable | Assessment |
|---|-----------|-----------|------------|
| Values and Behaviours | | | |
| ESSENTIAL CRITERIA FOR ALL POSTS | | | |
| Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes | √ | | A/I |
| Demonstrable skill to work together to serve our community through delivering safe and excellent clinical care | √ | | A/I |
| Value diversity and difference, operates with integrity and openness | √ | | A/I |
| Treating others with compassion, empathy and respect | √ | | A/I |
| Share information openly and effectively with patients, staff and relatives | √ | | A/I |
| Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others | √ | | A/I |
| Uses evidence to make improvements, increase efficiencies and seeks out innovation | √ | | A/I |
| Actively develops themselves and others | √ | | A/I |
| Qualifications | | | |
| Degree in Physiotherapy/ Occupational Therapy | √ | | A/I |
| Satisfies the criteria for full Membership of the Health and Care Professions Council (HCPC). | √ | | A/I |
| Masters level qualification or equivalent experience | √ | √ | A/I |
| An approved Physiotherapy supervisor for PT degree students/ Accredited fieldwork supervisor for the education of OT students | | √ | A/I |

| | | | |
|---|---|---|-----|
| Further qualifications/Study | √ | | A/I |
| Member of the appropriate special interest group. | | √ | A/I |
| Knowledge and Experience | | | |
| Specialist knowledge of the role of Physiotherapy/ Occupational Therapy for people with a wide range of physical dysfunction | √ | | A/I |
| Able to assess, prescribe and fit a wide range of complex equipment to support prevention of admission | √ | | A/I |
| Previous experience/training relating to specialist area | √ | | A/I |
| Experience of working in an acute/community hospital setting | √ | | A/I |
| Knowledge and application of relevant NHS and SS legislation | √ | | I |
| Experience with community/mental health conditions | √ | | A/I |
| Skills and Capabilities | | | |
| Ability to take responsibility for own caseload which will be composed mainly of patients who require therapy input to prevent admission to hospital | √ | | A/I |
| Ability to liaise with other agencies, statutory public service or independent | √ | | I |
| Ability to provide clinical supervision and professional support to junior therapy staff and students, giving guidance and training when needed to maintain professional standards and good working practice | √ | | A/I |
| Ability to communicate effectively with sensitive information, orally and in writing in a wide variety of situations | √ | | A/I |
| Ability to establish positive relationships with patients, colleagues and other departments and agencies to contribute to the work of the department. | √ | | A/I |
| Ability to use own time effectively and to assist and support junior occupational therapy staff with the effective management of their own time | √ | | A/I |
| Ability to evaluate interventions used and to research new/alternative methods | √ | | A/I |
| Ability to carry out complex rapid assessment of patients in a wide variety of settings and diagnoses. | √ | | A/I |
| Ability to work on a regular basis | √ | | A/I |
| Computer literate | | √ | A |

| | | | |
|---|---|---|-----|
| Knowledge of the role of Physiotherapy/ Occupational Therapy for people with a wide range of physical and cognitive dysfunction – dementia and falls. | √ | | A/I |
| Proven post graduate experiences including time within the NHS | √ | | A/I |
| To have held a Band 6 post in a physical specialty | √ | | A/I |
| Working knowledge of relevant NHS and SS legislation. | √ | | A/I |
| Holds a full UK driving license and has use of own car | √ | | A/I |
| Management experience | | √ | A/I |
| Personal Attributes | | | |
| Excellent communication skills at all levels | √ | | A/I |
| Experience of managing change | √ | | A/I |
| Team player | √ | | A/I |
| Excellent problem solving skills | √ | | I |
| Effective teaching & presentation skills | √ | | A/I |
| Effective prioritising | √ | | A/I |
| Reflective | √ | | I |
| Adaptable | √ | | A/I |
| Able to work under pressure in an unpredictable environment. | √ | | A/I |
| Open to new ideas | √ | | A/I |
| Person centered | √ | | A/I |
| Supportive | √ | | A/I |