

Job Description

1. Job Details	
Job title:	SENIOR PHYSIOTHERAPIST
Current Job grade:	BAND 6 - MUSCULOSKELETAL OUTPATIENTS
Reports to (Title):	SITE LEAD PHYSIOTHERAPIST
CMT:	CLINICAL SUPPORT SERVICES
Department/Ward:	PHYSIOTHERAPY
Location/Site:	PILGRIM HOSPITAL, BOSTON (MAY ALSO INCLUDE THE JOHNSON HOSPITAL, SPALDING)

2. Job Purpose
<p>To provide a high standard of Physiotherapy at Pilgrim Hospital (and The Johnson Hospital). To include classes and clinics as required.</p> <p>To perform more advanced and detailed assessments with patients presenting with more diverse and complex conditions, providing a diagnosis and develop and deliver an individualised specialist treatment programme.</p> <p>To hold own caseload and be responsible for a defined area of the service, working without direct supervision.</p> <p>Supervision to take the form of regular training and peer review. Access to advice and support available at all times from a senior physiotherapist.</p> <p>Carry out all work as an autonomous practitioner maintaining records as such.</p> <p>Supervision, education and assessment of the performance of Band 5 Physiotherapists, Physiotherapy Assistants/Senior Physiotherapy Assistants, and Physiotherapy students to a graduate level, liaising with universities as required.</p> <p>Undertake evidence based audit and research projects to further own and teams clinical practice. Make recommendations to team leader.</p> <p>To be an active member of the 7 day service to the patients at Pilgrim Hospital which includes supporting Orthopaedic inpatient speciality working no more than 1 in 4 weekends with enhanced pay and time back during the week.</p>

3. Organisation Chart

ASSOCIATE DIRECTOR OF THERAPY SERVICES

TRUST LEAD PHYSIOTHERAPIST

SITE LEAD PHYSIOTHERAPIST

TEAM LEAD INPATIENTS
(BAND 7) PHYSIOTHERAPIST

BAND 6 PHYSIOTHERAPIST

BAND 5 PHYSIOTHERAPIST

BAND 3 SENIOR PHYSIOTHERAPY
ASSISTANT

BAND 2 PHYSIOTHERAPY
ASSISTANT

4. Duties

CLINICAL

1. **Hold own clinical caseload** and be legally and professionally accountable for all aspects of own work, including management of patients in your care. Provide a comprehensive assessment; aims & objectives, treatment plan and progression using advanced clinical reasoning based on evidence based practise. Evaluate progression and adapt accordingly. This will involve patients with diverse or complex /multi-pathologies. Discharge planning and arranging for further Physiotherapy needs upon discharge. Advice & education as required to patients, relatives and carers.
2. **Provision of documentation** and evidence of involvement in patient care. All documentation must follow CSP, National, Trust and departmental standards at all times. Input in to integrated pathways or MDT notes and provide a discharge plan for patients requiring ongoing care to allow a seamless progression from acute care.
3. **Provide evidence of contractual activity** through accurate completion of activity sheets. Submission of activity sheets in a timely manner.
4. **Accept delegated responsibility from Team Leader for management issues** within the team.
5. **Use effective communication both verbally and non-verbally.** This will include

communicating in a manner understood and accepted by those who have difficulties communicating. E.g.: dysphasic, depressed, blind, deaf, those for whom English is not their first language, and those unable to accept diagnosis. Communication with patients, carers and staff and students. Ability to communicate complex clinical information.

6. **Be an active member of the 7 day working rota by** working as above as an autonomous practitioner; provide advice to medical and nursing staff as required.
7. **Provide induction & supervision for Band 5 staff, assistant staff and students** delegating and working alongside appropriately, ensuring standards remain high.
8. **Represent Physiotherapy** in a positive & professional manner during meetings and ward rounds, work effectively within the MDT integrating Physiotherapy treatment into the general programme of care. Attend relevant team and departmental meetings. Actively participating in the clinical decision making process at these meetings.
9. **Responsibility** for the provision and safety of equipment, electrotherapy and all appliances used by patients, staff and self. Ensure you are competent in all aspects of work carried out and ensure that junior staff attain competency. To manage clinical risk within own patient caseload.
10. **Assess patient understanding of** treatment proposals, gain valid informed consent and have the capacity to work within the legal framework with patients who lack the capacity to consent to treatment.

PROFESSIONAL

11. **Be responsible for teaching students, Band 5 and assistant staff** within clinical core areas. Teach, assess and contribute to their performance assessment and appraisal
12. **Maintain and develop current knowledge of evidence-based practise** in the area of musculoskeletal physiotherapy, developing specialist knowledge of particular patient types and conditions.
13. **Undertake an evidence-based project and** develop improvements to service delivery & clinical practice. Make recommendations to line manager.
14. **Maintain own professional portfolio** updating regularly to reflect personal development. Evaluate own work using evidence based practise; work with senior staff in audits. Be actively involved in professional clinical groups such as journal clubs, peer review sessions.
15. **Participate in the Trust staff appraisal scheme** and be responsible for complying with your personal development plan.
16. **Be actively involved in the in-service training programmes along with any other training opportunities** and be actively involved in any Band 6 meetings, journal clubs, peer review sessions. This may involve presenting lectures to groups of staff.

ORGANISATIONAL

17. **Ensure that your own practise meets required professional standards;** ensure that you are competent and safe in all treatments, education and advice to all involved.

18. **Be responsible for your own caseload and that of Students under your supervision** to meet service and patient needs. Adapt plans as situations arise or change.
19. **Maintain up to date Trust annual core** along with any other topics agreed by the Trust. Be responsible for ensuring you have an annual appraisal
20. **Deputise for Team Lead Physiotherapist** in their absence, taking responsibility for operational management of the team and allocating / organising workloads to meet service priorities on a daily basis. This may involve frequent interruptions to the daily routine.

5. Physical and Mental Skills

Specialist /Complex Assessments and treatment programmes are carried out with frequent moderate, physical effort on a daily basis and therefore staff must be relatively fit and able to cope with these pressures using high levels of dexterity, co-ordination and sensory information.

Duties may include manual handling of patients and equipment to move patients sometimes up and down stairs over several extended time periods.

Staff must comply with the Trust Manual Handling policy and departmental guidance at all times not attempting anything that may harm self or others.

A good understanding of psychological aspects of care and dealing with difficult situations and people.

Good organisational, timekeeping, analysing and planning skills along with very good communication, motivation and negotiation persuasion skills

6. Responsibilities of the Post Holder

The post holder is responsible for their own caseload and the supervision of more junior staff.

They are responsible for the safety of their patients at all times and any junior staff/students/assistants they are working with.

Responsible for producing high quality patient documentation.

They are responsible for their own safety and ensure that they follow guidelines at all times.

Complying with policies and procedures and ensuring these are followed by others.

Responsibility for ensuring they do not undertake anything they are not competent with.

Undertake the responsibilities of the Team Lead Physiotherapist in their absence.

The post holder will be expected to maintain the complete confidentiality of all material and information to which they have access or process in keeping with the Trust policy on confidentiality.

United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of

children, young people and adults, both as service users and visitors to trust premises. All staff have a responsibility to safeguard and promote the welfare of children and adults. The post-holder, in conjunction with their line manager will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
Respect	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
Excellence	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too

7. Freedom to Act

Freedom to act as an autonomous practitioner

Ability to work independently not directly supervised, but to have access to a more Senior Physiotherapist who can provide guidance if the need arises.

To attend regular teaching, review and supervision sessions.

Expected to be guided by professional standards, guidelines and code of conduct.

8. Physical, Mental and Emotional Effort Required

Specialist assessments and treatment programmes are carried out with repeated moderate physical effort on a daily basis, which will include moving and handling of patients and equipment.

Ability to utilise their knowledge and experience to identify Physiotherapy problems and solutions for patients which requires concentration on a frequent basis.

The post-holder will have developed skills in handling patients including dexterity, fine coordination and sensory skills.

Ability to handle occasionally highly difficult and emotional situations. To understand the feelings and emotions of patients and relatives trying to deal with new diagnoses or conditions and try to help through advice and education.

To be able to use their high level of knowledge and experience to identify Physiotherapy problems and solutions for patients.

9. Outline of Working Conditions

The day-to-day environment will cause the post holder to frequently come across bodily substances such as sputum, faeces, vomit, urine, fleas and lice, unpleasant smells, infectious materials contaminated equipment or work areas and foul linen and sometimes aggressive patients, relatives or carers. They may be put at risk of needle-stick injuries and often have to work in cramped or confined areas.

Person Specification

Post of **BAND 6 PHYSIOTHERAPIST**

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	<p>Diploma / degree in Physiotherapy.</p> <p>Registration as a Physiotherapist with the Health Professions Council (HCPC).</p> <p>5 GCSEs or equivalent at Grade C or above including English Language and Maths.</p> <p>Evidence of maintained CPD in a portfolio including attendance at relevant post graduate courses.</p>	<p>Application Form</p> <p>Sight of certificates</p>	<p>Membership of the CSP.</p> <p>Involvement in a special interest group.</p>	<p>Application Form</p> <p>Sight of certificates</p>
Previous Experience (Nature & Level)	<p>Broad experience as a Band 5 physiotherapist in a variety of NHS clinical areas (including respiratory, neurology and medical and surgical).</p> <p>Experience of working as part of a team/ MDT.</p> <p>Good theoretical knowledge within a broad range of conditions especially those of musculoskeletal origin.</p> <p>Student or assistant supervision contributing to education.</p>	<p>Application Form</p> <p>Interview</p>	<p><i>Knowledge of the workings of the community services and intermediate care services.</i></p> <p>Involvement in audit, research and understanding quality issues.</p>	<p>Application Form</p> <p>Interview</p>

Evidence of Particular: - Knowledge - Skills - Aptitudes	<p>Knowledge of CSP guidelines, Trust policies & procedures understanding the legal responsibilities of the role.</p> <p>Understanding clinical governance & its implications for the service.</p> <p>Excellent verbal, non verbal and written skills along with clear logical presentation skills.</p> <p>Ability to work effectively alone & as part of a team.</p> <p>Ability to organise, delegate and prioritise in a timely and effective manner.</p> <p>Ability to cope with working in a moderately physical and stressful environment with aggressive and emotional people.</p> <p>Ability to evidence/demonstrate key values and behaviours in line with the Trust framework:</p> <ul style="list-style-type: none"> ➤ Patient Centred ➤ Safety ➤ Compassion ➤ Respect ➤ Excellence 	Interview	<p>Competent IT skills.</p> <p>Evidence of participation in audits.</p> <p>Ability to organise and run internal courses.</p> <p>Supervision of other staff.</p> <p>Committee membership e.g. safety committee.</p>	Application Form Interview
Specific Requirements	<p>Able to fulfil the travel requirements of the post.</p> <p>Flexibility & ability to work in a moderately physical & stressful environment.</p>	Application Form Interview		Application form Interview

Specific Requirements	Problem solving. Recognising own and others limitations Good previous attendance record.w			
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Job Description Agreement
Band 6 physiotherapist - Musculoskeletal Outpatients

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

Signature

Date

Job Holder:

Line Manager: