

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1. JOB DETAILS

Job Title:	Rotational Physiotherapist
Pay Band:	5
Directorate:	Patient Services
Ward/Department Base:	Physiotherapy
Hospital Site:	FH, RVI, CAV, Community
Supplementary Information Attached:	Organisation Chart Person Specification Out of Hours & Weekend Physiotherapy Service Provision

2. JOB PURPOSE

- To participate in the Physiotherapy junior rotational scheme, which involves working across the Trust in a range of clinical settings, some of which are regional specialities, for 6-month periods.
- Junior rotational posts are designed to consolidate and build on graduate skills and academic knowledge, giving the newly qualified physiotherapist a broad practical experience of a range of patients and conditions and areas of work.

3. DIMENSIONS

- To work as part of a physiotherapy team delivering physiotherapy care to a defined ward or speciality area within the rotational scheme.
 - Rotational areas at Freeman Hospital are General Medicine, ITU & General Surgery, Elective Orthopaedics, Amputee Rehab, Elective Hand Surgery and Rheumatology, Cardiothoracic, Elderly Care, Musculoskeletal Outpatients.
 - Rotation areas at RVI/CAV are General Medicine, ITU & General Surgery, Trauma Orthopaedics, Neurosciences, Paediatrics, Elderly Care, Burns & Plastics, Musculoskeletal Outpatients, Stroke Rehabilitation.
 - Rotation areas in Community are Musculoskeletal outpatients and Domiciliary Physiotherapy
- To be an active member of the appropriate multi-disciplinary team within the rotational area
- To be responsible for own continued professional development
- Following a period of in-house competency based training to be part of respiratory on-call and weekend rota.

4. ORGANISATIONAL ARRANGEMENTS

Reports to: Senior Physiotherapist within the rotational area

Professionally Accountable to: Head of Physiotherapy

5. KNOWLEDGE, TRAINING & EXPERIENCE

- The post holder is expected to:
 - Hold a degree or equivalent diploma in Physiotherapy
 - Be state registered with Health and Care Professions Council
 - Maintain own clinical professional development (CPD) by keeping up to date with new trends and developments in area of work
 - Ensure evidence based practice is used to inform own clinical practice
 - Have an understanding of physiotherapy clinical practices and procedures within the rotational area
 - Attend and participate in team in-service training within the rotational area
 - Participate in the departments respiratory on call rota following completion of comprehensive competency based training programme. (See attached information regarding the post holder requirements for this aspect of the job).

6. SKILLS

Communication & Relationships

- To provide and receive complex patient information including diagnosis and prognosis, which may be sensitive and where there may be barriers to communication due to patients physical and psychological conditions e.g. deafness, depression, Alzheimer's disease. Developed use of verbal and non-verbal communication tools will be required
- To communicate effectively with patients and their carers to maximise their involvement in the planning and delivery of therapeutic goals and activity using persuasion and reassurance skills to gain their co-operation in the process
- Within department guidelines to assess capacity and gain required level of consent from patients and/or carers for their treatment
- To communicate effectively and work collaboratively with the wider multi-disciplinary team in the rotational area including medical, nursing and other therapy colleagues to ensure delivery of a co-ordinated multi-disciplinary service to patients. This will include attendance at social rounds, ward rounds, case conferences and ad hoc situations on the ward, communicating the physiotherapy aspects of patients care and ensuring its integration into the patients overall treatment plan
- To communicate effectively and work collaboratively with the primary care teams who may be involved in the ongoing management of patients care post discharge including community nursing services, GPs, domiciliary physio services; communicating the physiotherapy aspects of patients care and their progress

Analytical and Judgement Skills

- To interpret a range of clinical and non-clinical facts relating to individual patients some of which may be complex
- To assess, plan and implement an appropriate programme of physiotherapy care

for patients using clinical reasoning and determining the most appropriate treatment methods from a range of physiotherapy options.

- To monitor and evaluate patient progress within their treatment programme making adjustments and modifications as needed.

Planning & Organisational Skills

- To be responsible for a caseload of patients within the rotational area as agreed with senior physiotherapists in the team
- To plan organise and deliver physiotherapy care to these patients
- To prioritise own clinical caseload organising care effectively and efficiently with regard to clinical and other priorities and use of time

Physical Dexterity Skills

- To demonstrate highly developed dexterity for assessment and application of a range of manual physiotherapy treatments and techniques including therapeutic handling of patients.

7. KEY RESULT AREAS

Patient/Client Care

- To undertake comprehensive assessment of physiotherapy needs of patients including those with diverse presentations
- To develop and deliver physiotherapy treatment programme for patients based on knowledge of evidence based practice and available treatment options using clinical assessment, reasoning skills, and knowledge of treatment skills e.g. manual techniques, patient education, exercise programmes, electrotherapy techniques and other options
- To work as part of a multi-disciplinary team delivering care to patients within a ward area and within agreed referral protocols to proactively identify those patients who have the potential to benefit from physiotherapy intervention
- To evaluate and monitor patient progress adjusting treatment programmes accordingly
- To contribute to the discharge planning process for patients attending home visit assessments, to assess patients' progress in their own home and offering advice to patients and their carers. The post holder is not expected to co-ordinate home assessment visits this being the responsibility of the Occupational Therapist
- To motivate and encourage patients active participation in all aspects of their physiotherapy care

Policy & Service Development

- To carry out all duties in accordance with trust policies and procedures
- To carry out all duties in accordance with local clinical protocols and standards in the rotational area
- To use evidence based practice, audits, published research to inform own practice
- To identify and discuss with Senior Physiotherapists any potential areas for service improvement or change based on evidence or knowledge and implement accordingly as agreed with them
- To comment on and contribute to proposals for change in clinical or department policies identified and proposed by others as requested.

Financial & Physical Resources

- To be responsible for the safe use of equipment by self and patients in the care of the post holder

Human Resources

- To be responsible for allocation of work to Technical Instructors and Therapy Assistants within agreed clinical protocols in the rotational area and ensure work is undertaken to a satisfactory level
- To contribute to the education of physiotherapy students who may be on placement in the clinical area and being supervised by senior staff in the team
- To provide ad hoc advice and education on physio issues as requested by ward staff and other multi-disciplinary team members in the ward area e.g. work experience students and students from other professional groups
- To participate in staff appraisal scheme and personal development planning as an appraisee.
- To participate in and contribute to the delivery of in service training within Physiotherapy

Information Resources

- To maintain accurate comprehensive and up to date treatment records for each patient in line with legal requirements (currently paper based may become electronic as part of electronic patient records)
- To communicate assessment and treatment results to the multi-disciplinary team in the form of reports and letters as required
- In line with departmental guidelines and procedures to provide daily statistics for use by the rehab department to monitor and evaluate service activity levels

Research & Development

- To participate if requested, with audit and evaluation work being undertaken by others in the clinical area
- To undertake one project during the rotational period critically evaluating an area of new or current clinical practice and to present the results of this project to other members of the physiotherapy team at the end of the rotational period. Where practice change or development is indicated as a consequence of the project to work with Senior Physiotherapy staff in the area to implement changes as necessary e.g. development of protocols

8. FREEDOM TO ACT

- To work to professional code of conduct
- To comply with all trust and departmental policies and procedures and clinical protocols
- To be professional, responsible and accountable for all aspects of your own work
- To operate as an autonomous practitioner with a designated clinical case load and freedom to initiate action within the principals of clinical and professional guidance
- To work as part of a physiotherapy team within the rotational area with day to day management provided by senior physiotherapy staff.

9. EFFORT & ENVIRONMENT

Physical

- Frequent requirement to exert moderate amounts of physical effort using hoists, wheelchairs, and manual physiotherapy techniques when working with patients
- Undertake therapeutic moving and handling of patients as part of their physiotherapy treatment

Mental Effort

- Frequent requirement for high levels of concentration during patient treatment sessions and multi-disciplinary team meetings. Predictable work pattern with few interruptions

Emotional

- To undertake duties within emotional environment with regular exposure to difficult situations including very sick patients, terminal illness and distressed relatives
- Occasional requirement to give bad news to patients regarding their functional and rehabilitation progress e.g. patients mobility not sufficiently progressed to be safe at home, use of wheelchair needed.

Working Conditions

- regular exposure to highly unpleasant working conditions e.g. exposure to body fluids, vomit etc whilst working with patients

Agreed post holder **Date**

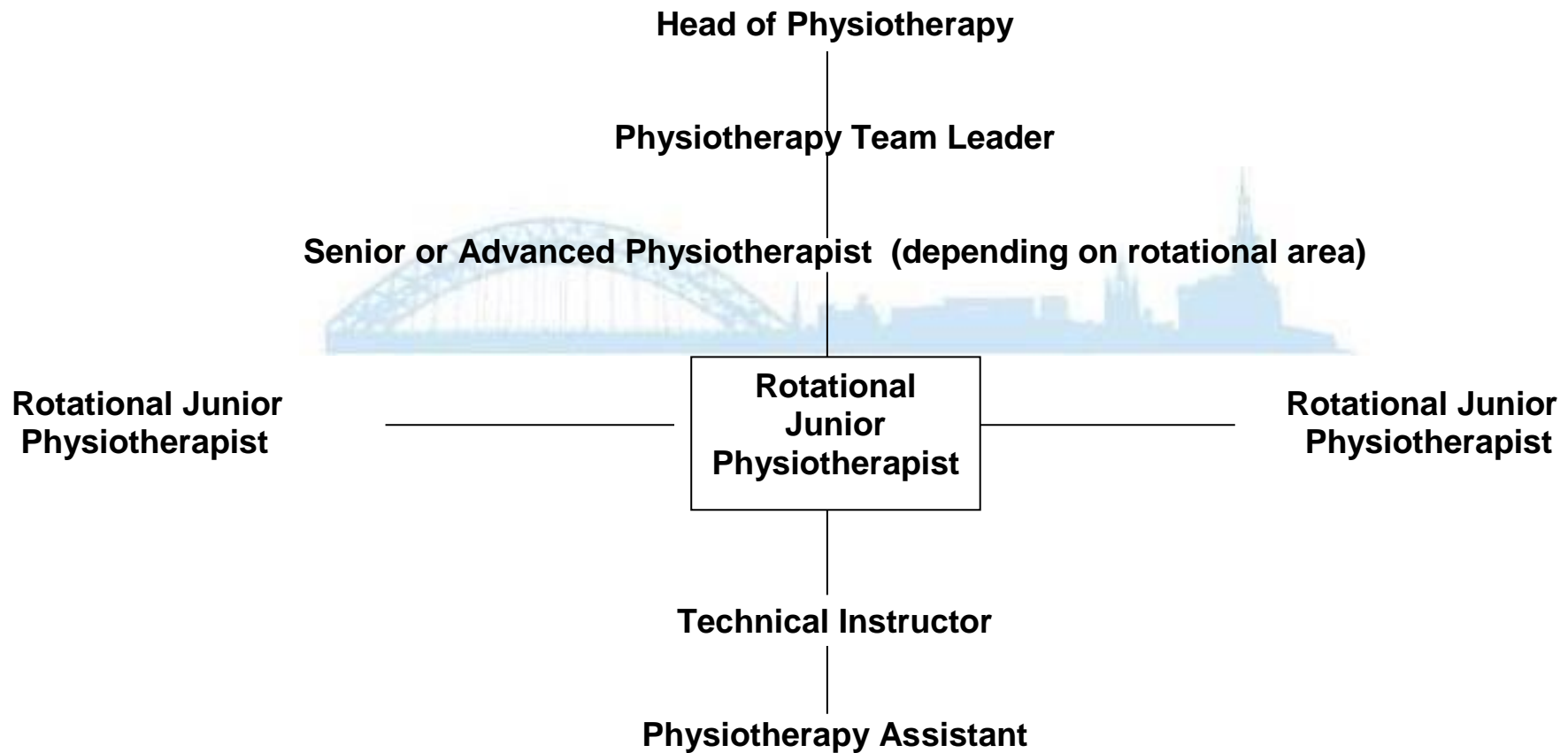
Agreed manager **Date**

AH August 2004

The Newcastle upon Tyne Hospitals NHS Foundation Trust

**PATIENT SERVICES
PHYSIOTHERAPY**

ORGANISATIONAL CHART – ROTATIONAL JUNIOR PHYSIOTHERAPIST



The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Rotational Junior Physiotherapist

DIRECTORATE: Patient Services

WARD/ DEPARTMENT: Physiotherapy

SITE: RVI/FH/CAV

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
KNOWLEDGE	Basic knowledge of a range of medical conditions and their impact on patient's functional abilities. Sound knowledge of the physiotherapy process	Knowledge of undertaking research and audit projects Knowledge of current NHS issues e.g. NSFs Improving Working Lives	
SKILLS	Organisation and time management skills Ability to work as part of a team Commitment to personal and service development	IT Skills Presentation Skills Specialist treatment skills e.g. bobath	
EXPERIENCE	Range of under graduate placement experience in a hospital setting.	Previous experience in a junior rotational scheme Experience of working with patients with physical health problems e.g. stroke, mobility problems	
QUALIFICATIONS	Degree or Equivalent Diploma in Physiotherapy State Registered with Health and Care Professions Council	Member of Chartered Society of Physiotherapists	
PERSONALITY/ DISPOSITION	Flexible Excellent communication and interpersonal skills. Confident and outgoing personality Enthusiasm		
PHYSICAL	Able to cope with physical demands of post including using wheelchairs and hoists, therapeutic moving and handling of patients and application of a range of manual therapy techniques		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION:

The Newcastle upon Tyne Hospitals NHS Trust

THERAPY SERVICES

OUT OF HOURS & WEEKEND PHYSIOTHERAPY SERVICE PROVISION

It is a requirement of this post to participate in the out of hour's and weekend physiotherapy service in one of the following areas as specified;

ADULT RESPIRATORY

- Band 5 posts with an in-patient commitment (even if rotational commitment) for nights, weekends and bank holidays.
- Band 6 and above respiratory posts have a commitment to weekend days or nights, weekday nights and bank holidays.
- Band 6 and 7 in patient posts (even if rotational) in non-respiratory areas have a commitment to weekday nights.

The out of hour's respiratory physiotherapy services provided are:

Weekend and Bank Holiday Service

- Work hours are 8.00 to 16.30 hours. There are 3 staff members on Saturday and 3 staff members on Sunday on the RVI and FH site, one of whom will be a senior grade. The most senior grade is responsible for coordinating the workload and staff, supporting the management of complex patients and problem solving any unexpected staff absences.
- The physiotherapists undertaking weekend work will carry an identified dect phone and must be able to respond to unpredictable work patterns and frequent interruptions.
- The service provides a specialised respiratory service for adults.

Night On-Call

- This operates between 16.30 and 8.00 on weekdays and between 16.30 and 8.00 during weekends including bank holidays.
- There are 3 physiotherapists on call each night, each with their own area to respond to but who work as a team to deliver the best and most appropriate care to patients.
- Response time is 45 minutes and there is liaison with the medical staff involved.
- The on-call physiotherapist will carry an identified mobile phone and must be able to respond to unpredictable work patterns and frequent interruptions.
- The service provides a specialised respiratory service for adults.

Key Duties and Responsibilities

- Prior to participating in the out of hour's rota:
- To undertake training and competency assessment in those aspects of respiratory physiotherapy related to the provision of emergency physiotherapy.
- To undertake the required training and achieve competence within approximately 6 months of starting employment.
- Having achieved competence to practice in emergency respiratory physiotherapy,

to undertake an annual competency assessment.

Having achieved competence

- To participate in the out of hours physiotherapy service in accordance with the CSP and Trust Guidelines.
- To undertake the assessment and treatment of acutely ill patients, with respiratory problems, who may have a complex presentation and to maintain associated records, as an autonomous practitioner. This includes patients needing to access the physiotherapy-led Non Invasive Ventilation service that operates on all both sites of the Trust
- To formulate, evaluate and reassess individualised physiotherapy management and/or treatment plans, using clinical reasoning skills and utilising a wide range of treatment skills and options in order to formulate a programme of care.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to seriously ill patients, carers and other staff.
- To liaise with and advise other relevant medical staff, nursing staff and other health care professionals who may be in direct contact with the post holder with regard to patient care while carrying out emergency physiotherapy duties.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner, including but not limited to those in Critical care, Medicine, Surgery, Paediatric and Cardiothoracic Service.
- Specifically related to on call duties:
- To work as a lone practitioner during on call duties, with telephone support from a senior respiratory physiotherapist as required.
- To liaise with the relevant physiotherapy team leader the next working day with regard to any patients assessed and treated while on call.

Frequency of Requirement to Participate in Out of Hours and Weekend Service

- Is determined by the overall numbers of physiotherapists available in the service at a given time and therefore cannot be definitely identified. An approximate guide is up to 3 nights in an 8 week period. Frequency for weekend days is according to 5 + 2 rota, 1 in 4 for respiratory staff (including band 5s working in resp teams) and 1 in 8 for other band 5 staff.
- Staff are required to be flexible in their approach and there may be a requirement to work additional night on calls and weekends when overall staffing levels are low due to sickness, annual leave and vacancies.
- The on call and weekend rota's are structured in order to comply with all requirements of the European Working Time Directives.

NEURO WEEKEND PHYSIOTHERAPY SERVICE PROVISION

- The neurophysiotherapy weekend service operates across the acute stroke unit (ASU) and the regional neurosciences centre.
- All staff members working within the neurophysiotherapy team will be expected to participate in the weekend service.

The service

- On neurosciences the working hours are 08:00-16:00 with a 30 minute lunch break.
- On ASU the working hours are 08:30 – 16:30 with a 30 minutes lunch break.
- There will be one staff member working in each specialist area, although staff may feel that it is beneficial to work through both caseloads together. Each staff member will carry an identified DECT phone (Neurosciences 21786, stroke 21736).
- The service on ASU provides a specialised neuro service to all stroke patients. Medical borders are only seen at the weekend if they have respiratory needs or need assessing for discharge. The caseload on ASU should be prioritised as follows:
 - Assessment of new strokes
 - Respiratory care for stroke patients on ASU.
 - Rehabilitation for those that will be discharged from the ASU with the Early Supported Discharge team.
 - Limited rehabilitation for those that are awaiting transfer to Cherryburn or other rehabilitation units.
- A handover of stroke patients will be left by the ASU physio which will include an indication of whether the patient is a high, medium or low priority for weekend physio. Except where prior arrangements have been discussed with the Head of Physiotherapy, it is the responsibility of the physio on ASU to provide respiratory care to those patients who require it.
- The service on neurosciences provides a respiratory service to the neuro-trauma critical care unit and the neurosciences wards. A handover of patients who need treating over the weekend will be left on ward 18.

Key responsibilities

ASU:

Prior to participating in the weekend rota:

- To undertake training and competency assessment in the assessment and treatment of acute stroke patients.
- To undertake the required training to achieve competency within the first 4 weeks of rotation or employment.
- To formulate, evaluate and reassess individualised physiotherapy management and/or treatment plans, using clinical reasoning skills and utilising a wide range of treatment skills and options in order to formulate a programme of care.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to stroke patients, carers and other staff.
- To liaise with and advise other relevant medical staff, nursing staff and other health care professionals who may be in direct contact with the post holder with regard to patient care/moving and handling/positioning, etc.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner.

Neurosciences:

Prior to participating in the weekend rota:

- To undertake training and competency assessment in the assessment and treatment of complex neuro respiratory patients.
- To undertake the required training to achieve competency within the first 4 weeks of rotation or employment.
- To undertake the assessment and treatment of acutely ill patients, with respiratory problems, who may have a complex presentation and to maintain associated records, as an autonomous practitioner.
- To formulate, evaluate and reassess individualised physiotherapy management and/or treatment plans, using clinical reasoning skills and utilising a wide range of treatment skills and options in order to formulate a programme of care.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to seriously ill patients, carers and other staff.
- To liaise with and advise other relevant medical staff, nursing staff and other health care professionals who may be in direct contact with the post holder with regard to patient care while carrying out respiratory physiotherapy duties.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner, including but not limited to those in the neuro-trauma critical care.

Frequency of Requirement to Participate in Weekend Service

- Is determined by the overall numbers of physiotherapists available in the service at a given time and therefore cannot be definitely identified. An approximate guide when the team is fully staffed is 1 weekend in 6. This will be averaged out over a period of several months.
- Staff are required to be flexible in their approach and there may be a requirement weekends when overall staffing levels are low due to sickness and vacancies.
- The weekend rota's are structured in order to comply with all requirements of the European Working Time Directives.

ADULT ORTHOPAEDIC WEEKEND AND BANK HOLIDAY SERVICE

- The Orthopaedic weekend service operates across the Freeman and the RVI Hospitals. The following staff members working within the orthopaedic team will be expected to participate in the weekend service:
- Orthopaedic Band 6 & 7 posts
- Band 5 rotational posts, not including the floater position
- Monday to Friday band 3 and band 2 staff will be required to cover assistant annual
- leave at a weekend

The Service

RVI

- Work hours are 08:00 – 16:00 with a 30 min lunch break
- There are two members of staff working (1 qualified and 1 assistant).

FH

- Work hours are 08:30 – 16:30 with a 30 min lunch break
- There are two members of staff working (1 qualified and 1 assistant).
- At both sites patients will be seen in accordance with prioritisation criteria. The qualified members of staff working will co-ordinate daily management of the patient caseloads as well as troubleshoot unexpected staff absence.
- The physiotherapists undertaking weekend work will be contactable by an identified dect phone and must be able to respond to unpredictable work patterns and frequent interruptions.

Key Duties and Responsibilities

- Prior to participating in the weekend and bank holiday adult orthopaedic rota staff must undertake and successfully complete a training package and competency assessment document. This should be completed, with the support of senior staff, within a six week period from commencement of employment.
- This will be reviewed formally at appraisal and informally throughout each year of employment.

Having Achieved Competence

- To participate in the weekend and bank holiday adult orthopaedic rota in accordance with HCPC, CSP and Trust guidelines.
- To undertake the assessment and treatment of adult orthopaedic patients who may have a complex presentation and to maintain records as an autonomous practitioner.
- To undertake the assessment and treatment of patients who may have needs other than orthopaedic injuries e.g. a chest infection but remain a patient on the orthopaedic wards. Staff should be able to recognise their limitations to treatment and seek help from specialists within the hospital as required.
- To formulate, evaluate and reassess individualised physiotherapy management and/or treatment plans, using clinical reasoning skills and utilising a wide range of treatment skills and options in order to formulate a programme of care.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to seriously ill patients, carers and other staff.

- To liaise with and advise other relevant medical staff, nursing staff and other health care professionals who may be in direct contact with the post holder with regard to patient care while carrying out emergency physiotherapy duties.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner, including but not limited to those in major trauma.
- To liaise with the relevant team members the next working day to hand over relevant information in regards to a patient and their treatment plan.

Frequency of Requirement to Participate in Out of Hours and Weekend Service

- Is determined by the overall numbers of physiotherapists available in the service at a given time and therefore cannot be definitely identified. An approximate guide is 1 weekend will be worked every 6 weekends.
- Staff are required to be flexible in their approach and there may be a requirement to work additional on calls and weekends when overall staffing levels are low due to sickness, annual leave and vacancies.

The weekend rota's are structured in order to comply with all requirements of the European Working Time Directives.



ACUTE PAEDIATRIC PHYSIOTHERAPY SERVICE

- The paediatric weekend and night on-call service provides a service to all children in the Great North Children's Hospital (RVI) and Children's Heart Unit (FH).
- It is staffed by all members of the acute paediatric therapy team (except those working solely in out-patients and community) and all the rotational band 6 posts. Band 5 staff whilst on rotation into acute paediatrics will be part of the rota (covering both NOC and weekends).

Weekend and Bank Holiday Service

- Work hours are 8.00 to 16.00 hours. There are 3 staff members on Saturday and Sunday (2 at GNCH and 1 at FH), one of whom will be a senior grade. The most senior grade is responsible for coordinating the workload and staff, supporting the management of complex patients and problem solving any unexpected staff absences.
- The workload is separated in the following key areas:
 - GNCH
 - Respiratory
 - Orthopaedics
 - Rehabilitation
 - FH
 - Children's heart Unit
- The physiotherapists undertaking weekend work will carry an identified dect phone and must be able to respond to unpredictable work patterns and frequent interruptions.
- The service provides a specialised paediatric service for all children (except non-respiratory Burns, Hands and Plastics patients).
- There is a prioritisation criteria for all of the services to ensure an equitable service is provided.

Night On-Call

- This operates between 16.00 and 8.00 on all days.
- There is 1 physiotherapist on call each night, for both the GNCH and FRH.
- Response time is 45 minutes and there is liaison with the medical staff involved.
- The on-call physiotherapist will carry an identified mobile phone and must be able to respond to unpredictable work patterns and frequent interruptions.
- The service provides a specialised respiratory service for children.

Key Duties and Responsibilities

- Prior to participating in the out of hour's rota:
 - To undertake training and competency assessment in those aspects of respiratory physiotherapy related to the provision of emergency physiotherapy.
 - To undertake the required training and achieve competence within approximately 4 weeks of starting employment/rotating into the team.
 - Having achieved competence to practice in emergency respiratory physiotherapy, to undertake an annual competency assessment update.

Having achieved competence

- To participate in the out of hours physiotherapy service in accordance with the HCPC, CSP and Trust Guidelines.
- To undertake the assessment and treatment of acutely ill patients, with respiratory problems, who may have a complex presentation and to maintain associated records, as an autonomous practitioner.
- To undertake the assessment and treatment of non-respiratory patients in some areas agreed clinical protocols/referral criteria, where the patients' condition would seriously deteriorate during a weekend period without physiotherapy intervention. These patients are normally pre-determined each Friday by the regular ward physiotherapist.
- This requirement is during weekend periods only and is not a requirement during out of hours on call periods
- To formulate, evaluate and reassess individualised physiotherapy management and/or treatment plans, using clinical reasoning skills and utilising a wide range of treatment skills and options in order to formulate a programme of care.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to seriously ill patients, carers and other staff.
- To liaise with and advise other relevant medical staff, nursing staff and other health care professionals who may be in direct contact with the post holder with regard to patient care while carrying out emergency physiotherapy duties.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner in all areas of paediatrics.
- Specifically related to on call duties:
 - To work as a lone practitioner during on call duties, with telephone support from a senior respiratory physiotherapist as required.
 - To liaise with the relevant service lead the next working day with regard to any patients assessed and treated while on call.

Frequency of Requirement to Participate in Out of Hours and Weekend Service

- Is determined by the overall numbers of physiotherapists available in the service at a given time and therefore cannot be definitely identified. An approximate guide is up to 3 nights in an 8 week period. Frequency for weekend days is according to 5 + 2 rota (1 in 6).
- Staff are required to be flexible in their approach and there may be a requirement to work additional night on calls and weekends when overall staffing levels are low due to sickness, annual leave and vacancies.
- The on call and weekend rota's are structured in order to comply with all requirements of the European Working Time Directives.