

JOB DESCRIPTION

Job Title	: Senior Physiotherapist – Respiratory (Rotational)
Department	: Physiotherapy
Care Group / Directorate	: Therapies
Band / Grade	: 6
Responsible to	: Clinical Lead Physiotherapist
Accountable to	: Physiotherapy Manager
Number of direct reports	: 1
Budgetary Responsibility	: Nil
Location	: King's College Hospital NHS Foundation Trust – Based at Denmark Hill site

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of £1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;

Kind. We show compassion and understanding and bring a positive attitude to our work

Respectful. We promote equality, are inclusive and honest, speaking up when needed

Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

To ensure a high standard, efficient and effective physiotherapy assessment treatment and intervention for all patients designated to him/her as in-patients and out-patients. To prioritise, assess, treat and manage own caseload of patients as an autonomous practitioner, including the maintenance of comprehensive records. To work as an effective team member, communicating appropriately with patients, carers and other team members as required. To teach and develop junior physiotherapists, technical instructors and physiotherapy assistants within the respiratory teams. To undertake an evidence-based project throughout each rotation to further the clinical practice of self and the team, and to enhance patient care. To take part in the on call rota. Staff are expected to work across multi-sites as required by the service.

Rotations: Currently 9 monthly in the following areas:

- Critical Care (organized over 6 separate units) each with its own specialty bias including, Liver, Major Trauma and Neurosurgery
- Medicine and Non-Invasive Ventilation
- Adult Cystic Fibrosis
- Pulmonary Rehab and Community Integrated Respiratory service including admission avoidance and home care

(Duties within each rotation are delegated by the Clinical Lead Physiotherapist for the area)

Key Working Relationships

Internal include:

Other physiotherapists within the Trust; referring clinicians, other disciplines and services including occupational therapists, nursing staff, admission and discharge teams and others

External include:

GPs and Primary Care staff, Higher Education Institutes, Clinical Specialists in other Trusts, other referring and receiving Trusts, patients relatives and carers, Social Services.

Main Duties and Responsibilities

Clinical and Professional

Patient Care

- To be professionally and legally responsible and accountable for all aspects of own work including management of clinical risk, knowledge of indications and precautions of chosen techniques in line with national and trust clinical guidelines, protocols and pathways where they exist.
- To receive referrals, undertake full assessment and independently plan individual specialized treatment programmes for patients appropriately, depending on the physiotherapist's diagnosis; using clinical reasoning and specialist skills such as use of respiratory adjuncts, patient education, exercise and advanced airway clearance techniques.
- To use recognized outcome measures to evaluate the effect of the physiotherapy interventions and ensure the treatment programmes are progressing appropriately.
- To carry a designated clinical caseload including complex patients and prioritise that work efficiently taking into account clinical and service priorities using specialist knowledge to underpin decisions.
- To provide individual patient equipment as required, walking aids, splints and supports. To issue such equipment with due regard to safety of the equipment, and in line with legal, national and local guidelines.
- To be responsible for the standard of physiotherapy carried out by physiotherapy assistants or technical instructors working with you.
- To undertake home visits when appropriate, to ensure planned discharge from hospital.
- To advise, guide and teach junior staff and students in the assessment and management of patients and other aspects of clinical practice.
- On the appropriate rotation, independently run the out-patient respiratory service and pulmonary rehabilitation programme working without direct supervision including management of the waiting list.
- To be an active member of the on-call, weekend duty rotas, and extended hours as required, and cover of statutory and public holidays including working as lone physiotherapy practitioner at night.
- Undertake other clinical duties as requested by the Clinical Lead Physiotherapist or Physiotherapy Manager.

Communication

- To consult appropriately with senior specialist staff regarding patients with particular problems.

- Provide patients, families and other carers with specialist advice or instruction to promote the understanding of the aims of physiotherapy and to ensure consistent patient management.
- To communicate effectively with patients and carers to maximize rehabilitation potential and to improve understanding of the condition which will require the appropriate response to the patients' level of communication, facilitating the best possible communication outcome e.g. use of interpreters.
- To be able to persuade and motivate patients through effective communication skills.
- To provide and receive information from patients, carers and other professionals regarding a patient's condition and treatment progress. This may include the sharing and receiving of complex and/or sensitive information.
- Develop and maintain close working relationships with physiotherapy colleagues, referring clinicians, other members of the multidisciplinary team and other appropriate persons or agencies involved in the provision of care to these groups of patients in the community and hospital settings to provide a coordinated service.
- To attend case conferences and ward rounds to ensure that the physiotherapeutic management of patients is integrated into the individual patient treatment plan and that other members of the MDT know the progress of the patient.
- Provide education using specialist knowledge to relevant patient groups.

Management and Administration

Information Management

- To maintain comprehensive, accurate and timely patient notes and records in accordance with departmental policy and to ensure the safekeeping and confidentiality of these records.
- To keep comprehensive records of activity in accordance with local and national requirements, using departmental software systems as required.

Human Resources Management

- To participate in the King's College Hospital Employee Performance Appraisal system and to fulfill its requirements, progressing to undertaking independent appraisals of junior staff.
- To organise and monitor the day to day work of the physiotherapy assistants where allocated.
- To deputise for the Band 7 physiotherapist when appropriate and adapt to changing service demands.
- To participate in the supervision and teaching of junior physiotherapy staff, students and assistants, progressing to independent supervision, management and competency assessment of a student.

- To be an active team member by supporting other members, offering assistance, being flexible and approachable particularly during changing service demands and staffing levels.

Physical Resources

- To ensure that work areas are kept safe and tidy and to be responsible for regular inspection and reporting defects of equipment used and report to the Clinical Lead Physiotherapist.
- To be aware of the cost/benefit implications in the selection of appropriate equipment to be provided for patient long-term use.
- Service Development
- Identify opportunities to improve the service, and to discuss them with the Clinical Lead Physiotherapist and take forward as a personal project.
- To demonstrate a knowledge of Clinical Governance and have an active role in clinical effectiveness and audit programmes in order to develop and improve services.

Training, Education and Research

- To provide teaching, guidance and advice when appropriate to nursing staff and other professionals involved with the post-holder's patient groups.
- To undertake in-service and post-graduate training to improve patient care and for professional development.
- Keep abreast of current development in physiotherapy generally and specifically in the area of respiratory and critical care physiotherapy, and incorporate into current practice and disseminate to other members of staff, following discussion with the Clinical Lead.
- To contribute to the in-service training programmes for the physiotherapy staff, including teaching on it, and organising the senior programme.
- To be responsible for maintaining own competency to practice through CPD activities, using reflective practice and maintain a portfolio that indicates personal development.
- To be involved in research and evaluation of practice as opportunities arise.
- To participate in education programmes for schools, community groups and other visitors to King's College Hospital.
- To prepare and present a research/audit or development project / in-depth study for each rotation which contributes to service development, own personal knowledge and professional development, presenting the project to the department at the end of the rotation.

People Management and Performance

- Support, coach and manage the performance of team members in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.
- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliance with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.
- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- Everyone is responsible for promoting inclusion no matter their role or team. At King's, we want to create an environment where everyone feels valued, respected and welcomed

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Senior Physiotherapist – Respiratory (Band 6)

	Essential	Desirable
Education and Qualifications		
Degree or other recognized qualification in physiotherapy	X	
HCPC registration	X	
MCSP		X
Member of ACPRC		
Knowledge and Experience		
Wide ranging post-graduate clinical experience, including neurology, rehab and musculoskeletal conditions	X	
Extended experience in respiratory including medical, surgical, HDU and ITU	X	
Evidence of relevant post graduate learning including reflective practice and courses attended e.g. CPD portfolio	X	
Able to self-direct learning and is committed to own development	X	
Demonstrate awareness of equal opportunities, providing non-discriminatory practice	X	
Able to recognise boundaries of own knowledge and skills	X	
Demonstrates professional independence.	X	
Shows commitment to departmental & professional issues	X	
Experience of handling critically ill patients		X
Undertaken respiratory specific courses		X
Undertaken project work		X
Supervisory experience		X
Has understanding of current NHS issues		X
Research experience		X
Skills and Competencies		
Extended experience in respiratory including medical, surgical, HDU and ITU	X	
Competent to take part in on call and/or weekend physiotherapy rotas	X	
IT skills, including keyboard and word processing skills	X	
Familiar with resuscitation techniques	X	
Able to give clear, concise written and verbal reports in English and complete POM Records	X	
Able to communicate effectively	X	
Able to pass on skills/knowledge to others	X	
Aware of confidentiality, practices good information governance	X	
Able to support others	X	
Able to work collaboratively within multi-disciplinary team and understand roles	X	
Able to think logically	X	
Able to problem solve even under pressure	X	
Able to assess, plan and progress treatment appropriately	X	

Able to organize own workload, and that of junior staff using prioritization and delegation skills to support worker	X	
Able to work independently and flexibly	X	
Physically fit with ability to comply with trust manual handling and therapy handling policies	X	
Able to work at moderate to high levels of physical activity involving the delivery of manual therapy, therapeutic handling and the demonstration of exercise	X	
Able to undertake on-call and weekend duty commitments	X	
Able to work effectively in busy and challenging environment coping with periods of interruption	X	
Shows motivation	X	
Committed to the team	X	
Able to present information to small groups		X