

Why join The Royal Orthopaedic Hospital NHS Foundation Trust?

The Royal Orthopaedic Hospital NHS Foundation Trust is a centre of excellence which has a long and proud history dating back to 1817 as well as a strong vision for the future.

We are the largest provider of elective orthopaedic surgery in the UK providing both routine and specialist orthopaedic services. Here at The Royal Orthopaedic Hospital NHS Foundation Trust we are transforming the way we deliver orthopaedic care, with a focus on the best patient experience. The organisation is leading the way and we would love for you to be part of our journey.

OUR VALUES

Learn, *innovate* and improve to continually develop orthopaedic care

Have *compassion* for all

Have *pride* in and contribute fully to patient care

Be *open, honest* and challenge ourselves to deliver the best

Work *together* and deliver *excellence*

Respect & listen to everyone

Date Last Modified / Advertised: July 2022

OUTLINE OF JOB DESCRIPTION

JOB TITLE: Senior Rotational Physiotherapist

BAND: 6

RESPONSIBLE TO: Team leader managing the service in each rotation

ACCOUNTABLE TO: Deputy Therapy Services Manager/Therapy Services Manager

JOB OUTLINE:

To participate in a rotation scheme being responsible for implementing and reviewing clinically effective and evidence-based programmes of physiotherapy care for patients, liaising with more senior staff as appropriate.

KEY RESPONSIBILITIES

1. To participate in the Band 6 rotation scheme providing a high standard of physiotherapy service to out-patients, both in Trust and community Health Centres, and in-patients.
2. To perform advanced assessment of patients with diverse and complex presentations, to determine a clinical diagnosis and provide effective treatment plans as an autonomous practitioner, in line with CSP and department standards.

MAIN DUTIES

Clinical

- To work on a six monthly rotational basis in the Royal Orthopaedic Hospital undertaking rotations in out-patients, gymnasium rehabilitation, hydrotherapy, orthopaedic in-patients, orthopaedic oncology and out-patient paediatrics.
- To be professionally and legally accountable and responsible for all aspects of your own work, including the management of your caseload of patients within your area of rotation, without direct supervision.
- To perform advanced physiotherapeutic assessment of patients with diverse and complex presentations, using manual assessment techniques, analytical skills and clinical reasoning to determine a diagnosis.

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- To formulate and deliver individual treatment programmes based on evidence-based practice, using clinical reasoning and a wide range of manual physiotherapy techniques. To evaluate and modify treatment plans according to assessment and patient needs, discharging them when appropriate.
- To communicate effectively and gain informed consent from patients, carers and other professionals to maximise rehabilitation potential and ensure understanding of condition and/or surgery. This will, on occasions, include complex and sensitive information requiring skills of explanation, motivation and persuasion to overcome physical, emotional, mental and cultural barriers.
- To take delegated responsibility from the Team Leader within area of work, including clinical and managerial duties. To delegate appropriately to Junior Physiotherapists, Students and Assistant staff
- To maintain accurate, comprehensive and up-to-date documentation in line with departmental and CSP standards, including communication of assessment and treatment results to appropriate disciplines in the form of reports and letters.
- To represent the physiotherapy service and/or individual patients at ward rounds, clinics and case conferences where appropriate. Liaise with members of the multidisciplinary team regarding patient care and progress to ensure co-ordinated service delivery.
- To act as professional advisor to other hospital staff where appropriate, providing specialist advice, teaching and instruction regarding physiotherapy.
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
- To be an active member of the evening and weekend on-call physiotherapy service.
- To work at weekends and in the evening as part of contracted hours depending on rotation.

Professional

- To maintain own clinical professional development and portfolio by keeping abreast of any new trends and developments, incorporating them into current clinical practice as necessary.

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- To be an active member of the in-service training programme, through attendance and presentation at tutorials, training and peer review sessions within the physiotherapy department.
- To provide clinical experience and supervision for undergraduate physiotherapy students appropriate to your rotation.
- To undertake the measurement and evaluation of work and current practices through the use of evidence-based practice, audit and outcome measures, either individually or with more senior physiotherapists.
- To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation, following department and Trust Policies.

Organisational and Managerial

- To deputise for the Team Leader in their absence, taking responsibility for daily team management, allocating and organising the work of staff to meet service priorities on a daily basis.
- To maintain high professional standards with respect to patients, colleagues, the service and the environment. Encourage staff under your supervision to follow your example.
- Liaise with senior staff as appropriate, with all issues relevant to service delivery and development.
- To be responsible for the safe and competent use of equipment within your current area of practice by patients, colleagues and student physiotherapists through teaching and supervision.
- To comply with all Health and Safety standards of the Department and the Trust, including prompt reporting of accidents and incidents and ensuring that equipment usage is safe.
- To remain up-to-date and attend all mandatory training provided, in line with Trust policies.

This is not an exhaustive list of duties and a regular review will take place with the postholder as part of their ongoing development and performance management.

NO SMOKING

The Trust has a No Smoking policy, all Trust premises are considered as non-smoking zones.

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CONFIDENTIALITY

Your attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and could result in prosecution for an offence or action for civil damages under the General Data Protection Regulation 2018.

EQUAL OPPORTUNITIES

The Trust is an Equal Opportunity employer. Its aim is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, marital status, religion, colour, race, nationality, disability, ethnic or sexual orientation, nor to be disadvantaged by conditions or requirements which cannot be shown to be justifiable, including age restrictions.

Please note that it is unlawful to discriminate/harass individuals on any of the above grounds and employees can be held personally liable as well as, or instead of, the Trust.

HEALTH AND SAFETY

All staff are expected to follow Trust Policies and Procedures relating to the Health and Safety at Work Act 1974.

INFECTION PREVENTION

Staff will work to minimise any risk to clients, the public and other staff from Healthcare Associated Infection including MRSA and C. difficile by ensuring that they are compliant with the Health and Social Care Act 2008 – Code of Practice for the prevention and control of Healthcare Associated Infections (The Hygiene Code); and by ensuring that they are familiar with the Trust's Infection Prevention and Control policies located on the Intranet.

SAFEGUARDING

We all have personal and a professional responsibility within the Trust to identify and report abuse. The abuse may be known, suspected, witnessed or be limited to raised concerns. Early recognition is vital to ensuring the patient is safeguarded and any other people (children and vulnerable adults) who may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities/partner agencies. The sharing of information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults. As an employee of the Trust you have the responsibility to ensure that: -

- a) You are familiar with and adhere to the Trusts procedures and guidelines for safeguarding children and adults at risk.
- b) You attend safeguarding training /competence and undertake additional training in relation to safeguarding relevant to your role and responsibilities.

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TRUST VALUES

The Trust has developed a set of values which will apply to all staff. You will be expected to conduct yourself at all times in line with the values and the behaviour framework which underpins them. This includes the delivery of safe, high quality, caring services to our patients and colleagues.

STAFF MANAGEMENT AND DEVELOPMENT

You are responsible for putting in place mechanisms for monitoring the Trust policies, procedures and protocols and to ensure that these are routinely being followed by staff

You must undertake annual appraisal and develop personal development plans for all staff for whom you have line management responsibility

STAFF ENGAGEMENT

To engage with all staff on the design and delivery of services. This means listening to and involving staff in decisions that affect them and the service that they provide.

OWNERSHIP OF INTELLECTUAL PROPERTY

From time to time during the normal course of employment you as an employee may generate IP which may have value in the delivery of better patient care. This IP can be in the form of inventions, discoveries, surgical techniques or methods, developments, processes, schemes, formulae, specifications, or any other improvements which may give rise to certain rights such as patents, trademarks, service marks, design rights, copyright, know-how, trade or business names and other similar rights (all of the foregoing being referred to as “Intellectual Property Rights”).

Where such IP is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust. In relation to inventions potentially subject to patent protection this applies only if the duties of your employment would normally have been expected to give rise to inventions or if the nature of your responsibilities and duties are such that you are under a special responsibility to further the interests of the Trust. It is a condition of your employment not to exploit any IP Rights without the specific approval of your line manager, who will need to obtain advice on a case by case basis. In addition, you are also required to give the Trust all reasonable assistance required by the Trust in order to give full effect to this clause.

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CARBON FOOTPRINT

Every staff member has a responsibility to contribute to the reduction of the Trust's carbon footprint through their actions at work and their travel to and from work. All staff must ensure they minimise consumption of energy and reduce unnecessary transport, waste and water usage during the course of their duties.

Note

This job description is an outline only and may be amended to take account of changes within the department following discussion with the post holder.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs and will be commensurate with the banding and competencies of the post.

I agree that this job description is an accurate reflection of my current role and responsibilities.

Signed: Date:
Post holder

Signed: Date:
Line Manager

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PERSON SPECIFICATION

JOB TITLE: Senior Physiotherapist - Rotational **DEPARTMENT:** Physiotherapy

GRADE: Band 6

DATE: August 2022

	ESSENTIAL	METHOD OF ASSESSMENT
Educational Qualifications/Training	HPC Registration BSc degree / diploma in Physiotherapy	Application form
Experience and Skills eg special knowledge, supervisory experience	Post Graduated Experience in In-Patient Orthopaedics and MSK Out-Patients Experience of Respiratory On-Call Current experience in the NHS as a qualified physiotherapist	Application form Interview
Special Aptitudes/ Abilities e.g. leadership, ability to work on own or with others.	Self directed CPD Shows initiative Experience of MDT work	Application Form Interview References Portfolio
Motivation and Disposition	Able to delegate Good Communication and team working Enthusiastic Keen to learn Good team worker	Interview References

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Other Relevant Factors	<p>Willing to develop with service needs</p> <p>Knowledge of audit & Clinical Governance</p>	Interview Portfolio
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