

Job Description

JOB TITLE	Physiotherapist - Rotational
GRADE	Band 5
REPORTS TO	Lead Physiotherapist in each Rotation / Head of Physiotherapy
ACCOUNTABLE TO	Head of Therapies
DEPARTMENT	Physiotherapy
DIVISION	CDCS
DATE	September 2022

JOB PURPOSE:

To provide a high standard physiotherapy service to patients, rotating across a wide range of specialities.

To participate in the junior rotational scheme which involves working in a range of clinical settings as determined by the needs of the physiotherapy service.

To assess and treat own patient caseload and maintain associated records.

To perform physiotherapeutic assessment of patients with diverse presentations and complex physical and psychological condition, to provide a diagnosis and develop and deliver and individualised treatment programme.

To hold responsibility for own caseload, working without direct supervision. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review, case conferences. Access to advice and support from a senior physiotherapist is available if required, clinical work is not routinely evaluated.

To undertake all aspects of clinical duties as an autonomous practitioner.

Undertake evidence-based audit and research projects to further own and teams clinical practice within each rotation. Make recommendations to clinical lead for changes in practice of the team.

KEY RESULT AREAS:

Clinical

1. To undertake the comprehensive assessment of patients, including those with diverse or complex presentations/multi pathologies; using clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition.
2. Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical

- assessment, reasoning skills and knowledge of treatment skills e.g. manual physiotherapy techniques, patient education, exercise classes, electrotherapy techniques and other alternative options.
3. Formulate accurate prognoses and recommend the best course of intervention, developing comprehensive discharge plans.
 4. Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
 5. Use a range of verbal and non-verbal communication tools to communicate effectively condition-related information to patients in order to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients who may be dysphasic, depressed, deaf, blind or who may be unable to accept diagnosis.
 6. To communicate information which may be of a sensitive nature to patients, relatives/carers and other members of the multi-disciplinary team, using both verbal and written formats.
 7. To provide and receive complex and/or sensitive information to members of the multi-disciplinary team/GP's and Consultants re: prognosis and diagnosis, and to recommend treatment or discharge
 8. To use communication skills to provide empathy and reassurance, and motivation/persuasion to encourage patients to co-operate with their treatment and exercise programme.
 9. Demonstrate accurate skills of dexterity, co-ordination and sensory/palpatory skills for assessment and manual treatment of patients.
 10. Evaluate patient progress, reassess and alter treatment programmes if required.
 11. To manage clinical risk within own patient caseload.
 12. To demonstrate expertise in carrying out appropriate moving and handling as appropriate with/without equipment (e.g. hoists, standing hoists, sliding sheets etc.)
 13. Represent the physiotherapy service and/or individual patients at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate physiotherapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.
 14. To refer to other members of the multidisciplinary team/external agencies as appropriate
 15. To be responsible for the safe and competent use of all electrotherapy equipment, gym equipment and patient appliances and aids by patients, and ensure assistants attain competency prior to use.
 16. To be an active member of the respiratory evening and weekend on-call emergency duty rota.
 17. When working on the emergency duty rota, undertake the assessment and treatment of acutely ill patients with respiratory problems, who may have a complex presentation and maintain associated records as an autonomous practitioner.
 18. When working on the emergency duty on-call rota, provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding patients respiratory and chest functions/condition.

Professional

1. To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
2. To supervise the work and record-keeping of assistants/students
3. To document all interventions in the patient notes as per departmental standard

4. To be responsible for maintaining accurate and comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards of practice and the physiotherapy service standards
5. To attend relevant in-service training (IST) and post-graduate courses to develop theoretical knowledge and practical skills.
6. To keep abreast of new developments in the field of clinical physiotherapy practice to ensure evidence based practice.
7. To contribute towards meeting clinical governance objectives within the physiotherapy department
8. To contribute to the physiotherapy service IST programme

Organisational

1. To maintain a safe environment for patients and staff
2. Ensure that all equipment is checked regularly and maintained appropriately, and that it is safe to use by members of the team.
3. To collect patient data, including completion of the ward weekly sheets
4. To take part in audits, comment on any possible service developments required as a result
5. Work within trust clinical guidelines and CSP guidelines and to have a good working knowledge of national and local standards.
6. To comply with Trust Policies – e.g. Health and Safety, Confidentiality, Equal Opportunities etc. To comply with Departmental and Service protocols and procedures – e.g. clinical guidelines

PERSON SPECIFICATION – FOR RECRUITMENT PURPOSES

	Essential	Desirable
Education, Training and Qualifications CPD Requirements	Grad Dip. Phys or BSc MCSP and SRP	
Experience & Knowledge	<p>To have gained a broad prospective of physiotherapy in/out patient treatments from student education within the NHS.</p> <p>Demonstrate an understanding of confidentiality and the principles of the Data Protection Act and how this impacts on day-to-day practice</p>	Understanding of the importance of written records and statistical data collection
Skills and Ability	Demonstrate the ability to work as part of a team.	Demonstrate an understanding of managing and directing assistants.

	An understanding of their responsibilities relevant to their position	
Communications and interpersonal skills	<p>Demonstrate the ability to communicate effectively both in oral and written form.</p> <p>Demonstrate a positive and well-motivated attitude.</p> <p>Demonstrate the ability to communicate effectively with Senior Staff and respond constructively to feedback.</p>	
Values and Behaviours		
Other requirements	<p>Demonstrate a flexible approach to working in different areas and being able to adapt to their environment.</p> <p>Awareness of current NHS priorities</p> <p>Prioritise workload according to deadlines and timescales appropriate.</p> <p>Awareness of discharge planning</p>	

This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

Signed: (Member of staff)		Date	
Signed: (Line Manager)		Date	

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide '*Exceptional Care Together*', which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness** and **Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself

- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Research

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".