

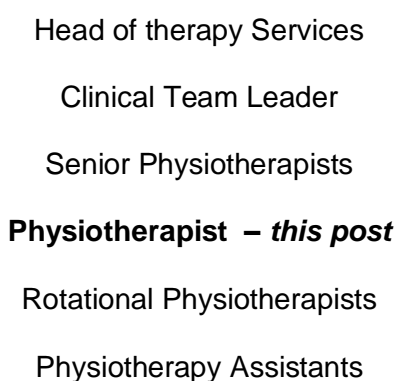
## Job Description

<b>JOB TITLE</b>	<b>Physiotherapist (Static MSK Outpatients)</b>
<b>GRADE</b>	<b>Band 5</b>
<b>REPORTS TO</b>	<b>Clinical Team Leader</b>
<b>ACCOUNTABLE TO</b>	<b>Head of Therapy Services</b>
<b>DEPARTMENT</b>	<b>Physiotherapy Outpatients</b>
<b>DIVISION</b>	<b>CDCS</b>
<b>DATE</b>	<b>July 2021</b>

### JOB PURPOSE:

To work in support of the senior physiotherapists to provide a high standard of clinical care to patients of the outpatient department.

### ORGANISATION CHART



### DIMENSIONS

To work as part of the physiotherapy team in MSK outpatients alongside clinical specialists, senior physiotherapists, other static band 5's and rotational staff.

- To work on the development of more specialist skills and consolidate these through clinical practice.
- To work in the outpatient department and if necessary the hydrotherapy pool and gymnasium
- To work to a high clinical standard and high clinical caseload with a ratio of 1 new to four follow up patients
- To be responsible for managing and prioritising own case load from assessment through treatment and discharge – under the supervision of a senior physiotherapist.

- To become independent in the supervision of pre graduate physiotherapy students and assist with medical students / work experience
- To develop skills in the supervision of junior staff

## **KEY RESULT AREAS/Deliverables/Key Activities**

- Following on from induction and competency training will undertake all aspects of clinical duties as an autonomous practitioner, seeking help and guidance from senior staff when necessary.
- Will assess a wide range of presenting musculoskeletal conditions to a high standard using sound clinical reasoning.
- Will develop and agree treatment programmes with patients using a wide range of skills including manual therapy, exercise therapy, electrotherapy, education & advice giving, communication skills and equipment provision.
- Will maintain competency to practice by undertaking continuous professional development activities and making a record of such.
- Will assess and manage clinical risk within own caseload.
- Will maintain accurate clinical records which meet national and local audit standards.
- Will communicate timely and informative verbal and written reports to medical referrers and other agencies as required.
- Will comply with the standards of professional practice as outlined by the Health & Care Professions Council and the Chartered Society of Physiotherapy.
- Will ensure the appropriate use and maintenance of equipment and stock.

## **DECISION MAKING**

- To work as an autonomous professional practitioner under the supervision of senior staff.
- To work to the standards of professional practice as outlined by the HCPC and the Chartered Society of Physiotherapy
- To adhere to the Trust and departmental policies and procedures and standards
- To recognise and work within own knowledge and skill limitations and seek advice when unsure

### **PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
<b>Education, Training and Qualifications CPD Requirements</b>	Physiotherapy Degree or equivalent Diploma. Registered with the HCPC. Evidence of CPD maintained in a portfolio.	Member of the Chartered Society of Physiotherapy Holds a current UK driving licence Accredited student supervisor Member of clinical interest group. To have attended post graduate learning relevant to the field of practice
<b>Knowledge</b>	Knowledge of human anatomy physiology and pathology. Knowledge of applied physiotherapy practice.	Knowledge of physiotherapy assessment and treatment within the specific field of practice.
<b>Experience</b>	Has experience of immediate post registration short rotations in an acute NHS hospital covering key areas of MSK / Neuro and respiratory rehab.	Experience in an MSK outpatients / Gym / Hydrotherapy setting. Experience of appraisal. Experience of supervising pre graduate students.
<b>Skills and Ability</b>	Excellent communication skills. Investigation skills. Analytical skills. Presentation skills. IT skills – word processing / email / use of internet. Organisation skills	Manual dexterity and handling skills. Negotiating and diplomacy skills. Able to delegate work to others.
<b>Behaviours</b>	Professional Caring & compassionate Motivated Respectful Honest Reliable	Tactful / diplomatic Empathic Inquisitive Supportive

### PERSON SPECIFICATION

	Essential
<b>Communication and relationship skills</b>	<p>Verbal and non-verbal communication skills to a high level in order to communicate with patients, colleagues and peers on a range of matters. Must have legible handwriting and meet documentation standards. Is able to present to individuals or groups.</p> <p>Can handle sensitive / emotive communication appropriately.</p> <p>Knows appropriate boundaries when relating to patients and carers and colleagues.</p> <p>Can use a range of communication methods and alter these according to the needs of the individual.</p> <p>Uses motivational skills.</p>
<b>Knowledge, training and experience</b>	<p>Physiotherapy Degree or equivalent Diploma. Registered with the HCPC. Evidence of CPD maintained in a portfolio.</p> <p>Has experience of immediate post registration short rotations in an acute NHS hospital covering key areas of MSK / Neuro and respiratory rehab.</p> <p>Member of the Chartered Society of Physiotherapy Holds a current UK driving licence Accredited student supervisor Member of clinical interest group. To have attended post graduate learning relevant to the field of practice</p> <p>Experience in an MSK outpatients / Gym / Hydrotherapy setting. Experience of appraisal. Experience of supervising pre graduate students.</p>
<b>Analytical and judgemental skills</b>	<p>Works as an autonomous professional under the supervision of a senior physiotherapist. Uses robust clinical reasoning to determine the optimal treatment plan for patients.</p> <p>Can manage to reason simple, protocol &amp; moderately complex cases with occasional support from more senior staff. Can analyse and judge the performance of pre graduate students with assistance from senior staff and university staff</p>
<b>Planning and organisational skills</b>	<p>Will plan and prioritise own patient workload. Will plan &amp; organise own CPD including mandatory training and appraisal planning.</p>

<b>Physical skills</b>	<p>Able to use dexterity in application of manual treatment techniques</p> <p>Able to move and handle patients safely for self and others, as part of the rehabilitation process</p> <p>Manual therapy skills. Can drive. Can swim.</p>
<b>Responsibilities for patient / client care</b>	<p>Will assess the needs of the patient using a patient centred approach.</p> <p>Will devise, implement and adapt treatment programmes relevant to the identified needs.</p> <p>Will liaise with other staff and hand over care when the patients' needs can be better met by another service.</p> <p>Will seek help and advice from senior staff when expected outcomes are not being met.</p>
<b>Responsibilities for policy and service development and implementation</b>	<p>Will provide constructive comments on professional, departmental, directorate and Trust policies, procedures and service developments.</p> <p>Will participate and make contribution to service improvement events.</p> <p>Will volunteer ideas for service transformation.</p>
<b>Responsibilities for financial and physical resources</b>	<p>Will be aware and respectful of the financial implications of own actions when using consumables equipment and services.</p> <p>Will flag up shortages in stock.</p> <p>Will notify team leader of deliveries of stock ensuring paperwork is passed on.</p> <p>Identifies and flags areas for cost improvements.</p>
<b>Responsibilities for human resources</b>	<p>Will supervise physiotherapy support staff.</p> <p>Will supervise work experience students and volunteers.</p> <p>Will clinically mentor rotational band 5 staff.</p>
<b>Responsibilities for information resources</b>	<p>Will document clinical records according to local and national standards.</p> <p>Will use written, verbal, telephone, email and fax machine in accordance with information governance standards.</p> <p>Will be familiar with the Trust' patient appointment system.</p>

<b>Responsibilities for research and development</b>	<p>Will use patient reported outcome measures with all clients.</p> <p>Will participate in patient reported experience surveys in a timely and unbiased way.</p> <p>Will participate in department or service audits.</p> <p>Will suggest ideas for audit or simple research projects.</p> <p>Will participate in journal clubs / discuss research during in service training.</p>
<b>Freedom to act</b>	<p>Works as an autonomous professional under the supervision of a senior physiotherapist.</p> <p>Recognises own limitations and asks for help as appropriate.</p> <p>Will work within the HCPC standards of conduct, performance and ethics.</p> <p>Works within boundaries of role and job description.</p> <p>Reports to the Clinical Team Leader and is accountable to the Head of Therapy Services.</p>
<b>Physical effort</b>	<p>Occasional movement of heavy or bulky equipment.</p> <p>Will undertake therapeutic handling of patients in accordance with Trust policies and procedures.</p> <p>Manual handling skills – including patient handling, load handling and therapeutic handling.</p>
<b>Mental effort</b>	<p>Will need to maintain regular, long periods of concentration throughout the working day.</p> <p>Will need to deal with unexpected situations in a calm and constructive manner.</p> <p>Regular mental effort and dexterity required for clinical reasoning.</p>
<b>Emotional effort</b>	<p>Will need to cope with emotional or distressed patients on a regular basis.</p> <p>Will frequently need to break bad news about limited rehab potential.</p> <p>Will need to remain positive, energised and enthusiastic in the face of patients exhibiting low mood and / or frustration.</p>
<b>Working conditions</b>	<p>Infrequently deal with bodily fluids, infectious materials and infestations in line with Trust policy.</p> <p>Will be able to work in warm / humid environments.</p> <p>Will be able to work for moderate periods (1-3 hours) in a warm water pool if required.</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.

<b>Signed:</b> <b>(Member of staff)</b>		<b>Date</b>	
--	--	-------------	--



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".