

## JUNIOR PHYSIOTHERAPY JOB DESCRIPTION

### 1. JOB IDENTIFICATION

Job Title: Junior Physiotherapist (Metabolic Bone Disease Team)

Department: Occupational Therapy and Physiotherapy

Responsible to: Team Leader

Accountable to: Head of Physiotherapy and Occupational Therapy

Band: 5

### 2. JOB PURPOSE

- The post holder will be responsible for the routine physiotherapy assessment and management of a delegated caseload within the clinical specialty of metabolic bone disease. They will plan and prioritise their caseload accordingly.
- The post holder will be encouraged to work collaboratively with other team members and be supervised regularly by senior staff.
- The post holder will work as a member of the multi-disciplinary team where shared skills will form part of the working practice.

### 3. MAIN DUTIES/RESPONSIBILITIES

#### CLINICAL

- To undertake routine physiotherapy assessments using detailed questioning, physical examination and utilising routine techniques and tests.
- To formulate and deliver individual treatment programmes based on evidence based practice and routine treatment options using clinical assessment, reasoning skills and knowledge of routine rehabilitation techniques.
- To agree the treatment plan and goals, with the patient, and to continually re-assess their response, in order to progress treatment effectively.
- To recognise contraindications to treatment from the assessment and to manage appropriately. This may involve referring on for further investigations or seeking advice from a more senior professional.
- To assess capacity for consent with all patients and whenever possible ensure that valid informed consent is agreed with the patient / family working within the legal framework. This will involve fully explaining the outcome of assessment, the options for treatment and the benefits and risks of any procedure or treatment and then reaching agreed treatment goals and outcomes.

- To possess efficient communication and interpersonal skills required to ensure the delivery of effective care, taking into account the complexity and variety of difficulties presented e.g. age, physical, emotional, cultural, cognitive, social and behavioural.
- Work as a member of the multi-disciplinary team where shared skills will form part of the working practice, and act as a physiotherapy resource to the team.
- To communicate effectively with patients and carers to maximise a patients rehabilitation potential.
- Plan and co-ordinate with other agencies e.g. social services and education as necessary.
- To ensure that all treatment plans are regularly reviewed and revised as appropriate.
- To facilitate referral to other services the need for which has been identified from an assessment, to ensure holistic patient care.
- To be responsible for ensuring accurate and comprehensive patient treatment records are kept in line with the Trust, Service and CSP standards.
- To ensure statistics are maintained according to departmental, Trust and CSP standards.
- The post holder will work closely with senior members of staff to ensure optimal learning opportunities and effective supervision.
- To have professional and legal accountability, including the treatment of patients within your area in accordance with the CSP Core Standards of Physiotherapy Practice and the HCPC standards of proficiency, conduct, performance and ethics
- To attend multi-disciplinary case conferences, meetings etc where appropriate to ensure the delivery of a co-ordinated multidisciplinary service with physiotherapy treatment integrated into the treatment programme.
- To seek regular advice and support from senior staff.
- To be responsible for the safe and competent use of equipment, patient appliances and aids both by yourself, assistants and patients in your care.
- To manage clinical risk in line within the Trust guidelines.
- To be an active member of the respiratory evening and weekend on call rota. When working on the on call rota, undertake the assessment and treatment of acutely ill children with respiratory problems, who may have a complex presentation and maintain associated records as an autonomous practitioner

#### **PROFESSIONAL**

- To have professional and legal accountability in accordance with CSP core standards and Health Professions Council standards of proficiency, conduct and ethics.
- To develop a working knowledge of other health and social care disciplines and services. To liaise, advise and refer as appropriate.



- To recognise clinical risks in all forms, identified from physiotherapy assessment, and acting accordingly to minimise risk to self, patients and other staff following Trust policy and procedures.
- To provide evidence of continuous professional development in the form of a portfolio, which includes the identification of learning needs through reflective practice.
- To develop and maintain up to date knowledge of Evidence Based Practice (EBP), local and national standards.
- To use EBP, audit, outcomes and published research to inform, measure and evaluate your work and current practice.
- To participate, as an appraisee, in the Personal Development Review and be responsible for working to the agreed planned objectives
- To support evidence based practice, audit and research activity.
- To undertake as directed the collection of data for use in audit and research.
- To represent the physiotherapy team as required at relevant meetings and feedback to the team as necessary



#### **EDUCATION AND RESEARCH**

- To ensure all mandatory training is completed and updated as required by the Trust
- To be an active member, attending and participating in, the departmental in-service training programme and other training opportunities as identified through your Personal Development Plan.
- To teach relatives/ carers and other healthcare workers when required.

#### **ORGANISATIONAL**

- To keep up-to-date and comply with Trust Procedures and Policies including Health & Safety, Fire Regulations, Equal Opportunities etc.
- To comment on service developments within the physiotherapy and occupational therapy service through discussion with line manager and at team meetings.
- To be responsible for checking the safety of any therapy equipment provided before use.
- To be responsible for reporting any equipment defects identified, accidents and complaints to the senior therapist and using Trust procedures to deal with them.
- To maintain a high standard of confidentiality at all times.
- To promote quality communication across the whole Health and Social Care Community.
- To act as an ambassador for the service at all times.
- To comply with Clinical Governance guidelines.

<ul style="list-style-type: none"> <li>To deal with informal complaints in line with the Trust guidelines.</li> </ul>	
<p><b>4. SCOPE AND RANGE</b></p> <p><i>Internal Relationships</i></p> <ul style="list-style-type: none"> <li>The scope and range of this post allows the post holder to consolidate and build on graduate skills and academic knowledge and provides a broad practical education within the metabolic bone disease speciality.</li> </ul> <p><i>External Relationships</i></p> <ul style="list-style-type: none"> <li>The post holder will develop their practice as an autonomous practitioner responsible for the routine physiotherapy assessment and management of their own delegated patient caseload with appropriate support and supervision.</li> </ul>	
<p><b>5. ORGANISATIONAL POSITION</b></p> <p style="text-align: center;">Team Leader</p> <p style="text-align: center;">Advanced Occupational Therapists    Advanced Physiotherapists</p> <p style="text-align: center;">Specialist Occupational Therapists    Specialist Physiotherapists</p> <p style="text-align: center;"><b>Junior Physiotherapist</b></p> <p style="text-align: center;">Therapy Assistant staff</p>	
<p><b>6. JOB DESCRIPTION AGREEMENT</b></p> <p><b>A separate job description will need to be signed off by each jobholder to whom the job description applies.</b></p> <p>Job Holder's Signature:</p> <p>Head of Department Signature:</p>	<p>Date:</p> <p>Date:</p>
<p><b>TRUST VALUES</b></p> <p>Our Values express what it is like to work in our organisation and our employees should make these a part of everything we do.</p> <p><i>Keeping children, young people and families at the heart of what we do</i></p> <p><b>Compassion</b> </p> <ul style="list-style-type: none"> <li>We are led by kindness for all – for our patients, their families and our colleagues</li> <li>We will show empathy and understanding, treating everyone with dignity and courtesy</li> <li>We will respect each other and those we care for</li> </ul> <p><b>Accountability</b> </p> <ul style="list-style-type: none"> <li>We always strive to do the right thing</li> </ul>	

<ul style="list-style-type: none"><li>• We own responsibility for our successes, failures and understand where we need to improve</li><li>• We will create a supportive working environment where everyone takes responsibility for their own actions</li></ul> <p><b>Respect</b> </p> <ul style="list-style-type: none"><li>• We value differences and treat everyone fairly and consistently</li><li>• We will actively tackle inequality and will foster a culture of inclusion</li></ul> <p><b>Excellence</b> </p> <ul style="list-style-type: none"><li>• We will seek to improve the way we work and deliver a high quality standard of care</li><li>• We will be open to new ideas, through innovation, partnership, research and education locally, nationally and internationally</li></ul> <p><b>Together we care</b></p>	
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**SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST**

**PERSON SPECIFICATION**

Assessment Criteria	Essential	Desirable	How assessed
<b>Qualifications and Training</b>	HCPC registration. Diploma / Degree in Physiotherapy. Portfolio evidence of reflective practice. Good overall clinical record / profile	Membership of the APCP. An under-graduate case study, essay or dissertation on a paediatric topic	AF In REF
<b>Experience</b>	Experience of team working Experience of working with children either professionally or socially	Undergraduate clinical placements in adult burns & plastics Undergraduate clinical placements in paediatrics Evidence of extra responsibilities taken at undergraduate level Involvement in audit, research or service evaluation.	AF In REF
<b>Knowledge</b>	Understanding of the legal responsibilities of the profession. Knowledge of clinical governance and it's implications for services. Awareness of own limitations Understanding of family / team dynamics and how to develop working relationships with all involved in the child's care. Understanding of data protection, confidentiality and health and safety requirements in meeting the needs of the child and family.	Knowledge of consent issues specific to paediatrics. Simple research methodology. Background knowledge of common paediatric orthopaedic conditions	AF In REF

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<b>Skills and Attributes</b>	<p>Demonstrate assessment, analytical and reflective skills</p> <p>Basic Information Technology skills</p> <p>Planning and organisation skills</p> <p>To demonstrate the ability to carry out assessment and interventions, including manual therapy and therapeutic handling</p> <p>Ability to present information, written and verbal in a clear and logical manner.</p> <p>Ability to keep accurate and legible clinical records.</p> <p>Ability to cope working in a stressful environment and within emotional or challenging situations.</p> <p>Problem solving approach</p> <p>Ability to communicate effectively and work well within a multi-professional team.</p>	<p>Evidence of having undertaken some research or audit project</p> <p>Presentation skills</p>	<p>AF</p> <p>In</p> <p>REF</p>
<b>Attributes</b>	<p>A flexible approach to work</p> <p>Demonstrate a passion to work with children and young people</p> <p>Demonstrate enthusiasm and a willingness to learn</p> <p>Demonstrate resilience and empathy</p> <p>Access to a vehicle that can be used for work purposes</p> <p>Understanding of the importance of patient and public</p> <p>Involvement in service planning and delivery</p> <p>High level of interpersonal skills.</p> <p>Physically able to perform the duties of the job which includes manual handling.</p> <p>Reliable, punctual, flexible.</p>		<p>In</p> <p>REF</p> <p>OH</p>
<b>Demonstrates Trust Values</b>	<p>Compassion, Accountability, Respect, Excellence</p>		<p>In/REF</p>

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Key for How Assessed: AF = Application form, In = Interview, P = Presentation, T = Test, REF= Reference