

THERAPIES DIRECTORATE
JOB DESCRIPTION

Job Title: Specialised Physiotherapist Major Trauma – Rotation

Band: 6

Hours of Work (p/w): 37.5 hours on a seven day working roster

Service Centre/Directorate: Therapies

Base: St. George's Hospital

Accountable to: Chief Therapist, Divisional Heads of Therapies (DHOT) and Therapy Consultant for Major Trauma and Orthopaedics

Reports to: Principal Therapist/ Clinical Team Leader

Responsible for: Band 5 physiotherapists and therapy assistants on a daily basis, and undergraduate students on clinical placement.

Key working relationships: To develop and maintain close working relationships with therapy colleagues, referring clinicians and other disciplines within St George's Healthcare Trust, and external organisations as required.

Job Summary:

- To provide a high standard physiotherapy service to inpatients and outpatients, within the St George's Healthcare NHS Trust. This post is part of a Trauma rotation scheme in the following areas: Trauma & Orthopaedics, Plastics, Neurosurgery, Critical Care and split-role in Research.
- Undertakes a specialised neuromusculoskeletal and respiratory assessment of own workload of patients, who may have complex presentations, and from this assessment formulates a treatment plan and carries out this treatment as an autonomous practitioner
- Supervises and teaches peers, recently qualified physiotherapists/technical instructors/physiotherapy assistants/students, and involved in teaching MDT staff
- Supports the Therapy Consultant to monitor the timely completion of the rehabilitation prescription for all major trauma patients who have therapy needs
- Undertakes evidence-based projects, including making recommendations for change in practice and participating in departmental research and audit as appropriate
- Deputise for therapy team leaders in operational management

Trust Vision & Values:

The postholder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision of:

We are a thriving Foundation Trust at the heart of an integrated healthcare system. One that delivers improved patient care at a community, hospital and specialist setting, supported by a unique and nationally recognised programme of research, education and employee engagement.

We expect all our staff to share the values that are important to the Trust, being Excellent, Kind, Responsible & Respectful, and behave in a way that reflect these.

Main Duties/Key Results Areas:

1. Clinical Practice

- To be professionally and legally responsible for all aspects of the post-holder's own work
- To carry out specialist assessment of patients as an autonomous practitioner, including those with complex presentations, and using clinical reasoning skills and knowledge of evidence-based practice, to determine appropriate specialised care plan utilising wide range of treatment skills and options
- To interpret and analyse clinical and non-clinical facts to form accurate diagnoses in a wide range of conditions including those with a complex presentation, with occasional guidance from highly specialist physiotherapists
- To formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans
- To continually reassess patients in order to progress treatments effectively
- To co-ordinate and or lead if appropriate management intervention which may include other disciplines; advise and educate patient/carers/relatives/other health professionals
- Responsible for maintenance of accurate written records using POMR system and use of computerised data collection and records and comprehensive progress and discharge reports to medical referrers as required by rotation
- To manage clinical risk within own caseload at all times
- To participate in on-call, emergency and weekend duties as lone practitioner within the Trust
- To participate in flexible working dependent on the needs of the service.
- To be responsible for and actively record own personal professional development and maintain a CPD portfolio
- To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling
- To demonstrate highly developed dexterity, co-ordination and palpatory sensory skills for assessment and manual treatment of patients
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner

2. Management

2.1 Physical resources

- To be responsible for competent use and maintenance reporting of all equipment used on each rotation including but not limited to electrotherapy equipment, gym equipment, hoists, respiratory devices, saturation monitors and patient appliances, and to ensure that junior staff/students and assistants attain competency prior to use.

2.2 Human resources

- To be responsible for supervision and co-ordination of junior staff/students and therapy assistants on a daily basis
- To be responsible for supervision, teaching and appraisal of junior staff, students, therapy assistants and teaching of other health professionals
- To be responsible for undergraduate student physiotherapists as allocated by the team leader and to regularly liaise with the academic institutions
- To keep abreast in understanding and knowledge of all new developments which are applicable to specific physiotherapy treatments and to attend and actively participate in the department's in-service training program and other outside courses/ lectures as appropriate
- To be responsible for the operational management of the designated team in the absence of the team leader or as required

2.3 Information resources

- To maintain an accurate and evaluative record keeping system (POMR) for own clinical caseload
- To supervise junior and student physiotherapists record keeping system according to departmental standards

2.4 Planning and Organisation

- To flexibly plan and organise own time, patient caseload, meetings, training and adjusting plans as required according to staffing and work prioritisation
- To carry an identified bleep as required by rotation and be able to respond to unpredictable work patterns and frequent interruptions.
- To assist in the planning of juniors, students, technical instructor and assistants' timetables and deputise for the team leader in organisational duties
- To ensure smooth organisation of patient group work including rehabilitation classes

3. Communication

- To be able to motivate and persuade others through effective communication skills, with the benefit of verbal and non-verbal skills, using written and electronic information where needed
- To demonstrate the ability to communicate complex and sensitive information to patient, carers and other staff, where there may be barriers to communication, i.e., non-English speaking patients; use of interpreters; excess noise or lack of privacy, patients with severe cognitive and communication difficulties.
- To maintain close links, communication and liaison between all staff and people involved in patient care, student education, research or policy development as appropriate

4. Service Development

- To propose and implement policy changes that impact on all service users and advise team leader of any service development changes made to ensure quality standards and effectiveness of patient care.
- To ensure that junior staff /students and therapy assistants implement policy and service developmental changes.

5. Education, Research and Audit

- To contribute to the education of multidisciplinary groups, patients, families and carers as appropriate.
- To be pro-active with regard to learning from other physiotherapy staff within the department, and other MDT staff in the Trust.
- To be responsible for and actively record own personal professional development and maintain a CPD portfolio which reflects same
- To assist in organising and actively participate in the in-service and post-registration education programme within the specialist clinical areas and attend other outside courses/lectures as appropriate
- To keep abreast in understanding and knowledge of all new developments which are applicable to specific physiotherapy treatments
- To undertake an evidence-based project in each rotation with professional presentation of the project to the physiotherapy department
- To participate in the department's ongoing audit and appropriate work-related research/evaluation projects
- To keep abreast of evidenced based practice in the clinical area by use of relevant reading, attendance at in-service training, external courses and database searches
- To ensure good working knowledge of national and local standards and monitor quality as appropriate

6. Effort

- To carry out assessments and treatments, with moderate physical effort involved, on a daily basis
- To comply with the Trusts Manual Handling Policy and local therapeutic handling guidelines
- To work in an environment where as team leader the work patterns may be disrupted by frequent demands from patients, clinical staff, students and administrative support staff
- To sensitively deal with distressing or emotional circumstances regarding patient care e.g., imparting news of poor prognoses such as chronic pain management or lifelong disability
- To support junior staff when indicated in the management of challenging patients
- To deal with patients suffering from pain states that may lead to anxiety and aggressive behaviour

This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids including sputum, unpleasant smells and exposure to verbal and physical aggression. Hydrotherapy pools require exposure to pool chemicals and extremes of temperature.

General

- To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.

- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
- To comply with St. George's Healthcare No Smoking Policies.
- To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.
- The post-holder will be required to participate in working patterns that include shift and weekend working.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder.

St George's Healthcare NHS Trust is an Equal Opportunities employer and operates a No Smoking Policy.

Person Specification

Job Title: Specialised Physiotherapist – Trauma Rotation

Band: 6

Factor	Essential	Desirable	Method of Assessment
Qualifications and Training	<ul style="list-style-type: none"> ▪ Degree or equivalent in physiotherapy ▪ HPC registration ▪ Evidence of CPD, in the form of a detailed personal development portfolio, including attendance at recent post graduate courses relevant to the clinical field 	<ul style="list-style-type: none"> ▪ Working towards MSc ▪ Special interest group membership 	A
Experience	<ul style="list-style-type: none"> ▪ Minimum 18 months to 2 years post registration experience ▪ Minimum of 1 year's NHS experience ▪ Broad range of experience at junior level including ICU, medical/surgery, senior health, musculoskeletal orthopaedics / outpatients and neurosciences ▪ Participation in on-call and weekend rotas ▪ Experience of working as part of a multidisciplinary team (MDT) ▪ Ability to form a sound prognosis and advice other members of the MDT 	<ul style="list-style-type: none"> ▪ Previous experience at Band 6 level ▪ Student supervision / clinical education ▪ Experience of the research process ▪ Teaching experience in in-service programs ▪ Committee membership e.g. health and safety 	A/I
Skills/Abilities/ Knowledge	<ul style="list-style-type: none"> ▪ Remains updated with professional practice and new research ▪ Understand the legal responsibilities of the profession ▪ Good assessment skills based on a sound clinical reasoning approach including the assessment of symptom behaviour, history taking and gathering of physical/objective testing and hypothesis formation ▪ Able to present information, written and orally, in a clear and logical manner ▪ Ability to organise, prioritise and delegate ▪ Willingness to participate in staff training ▪ Ability to work with multi/interdisciplinary team and set team goals 	<ul style="list-style-type: none"> ▪ Competent IT skills ▪ Presentation skills ▪ Ability to run courses – internal / external ▪ Evidence of participation in research / audit ▪ Supervision of other staff, e.g. physiotherapy assistant / Technical Instructor ▪ Post registration projects ▪ Used individual performance review system 	A/I

	<ul style="list-style-type: none"> ▪ Understanding of Clinical Governance and the implications for physiotherapy services including experience of quality issues and audit ▪ Ability to comprehend and work within the Trust's policies of data protection, equal opportunities and health and safety to meet the differing needs of the patients ▪ Ability to keep legible and accurate notes in English in the POMR system ▪ Show evidence of being self-motivated ▪ Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities ▪ Ability to cope with working in a stressful environment ▪ Able to motivate self and others ▪ Ability to work autonomously 		
General	<ul style="list-style-type: none"> ▪ Compliance with Trust's No Smoking Policy and Dress Code Policy ▪ Professional attitude/behaviour ▪ Good time management ▪ Physically fit & able to manually handle loads including therapeutic handling throughout most of the day in line with Trust manual handling guidelines ▪ Ability to work within a stressful and unpredictable environment, and to manage difficult and emotional circumstances ▪ Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities ▪ Able to perform weekend and on call emergency duties as a lone worker 		A/I

Key:

I = Interview

A = Application Form

T = Practical Test