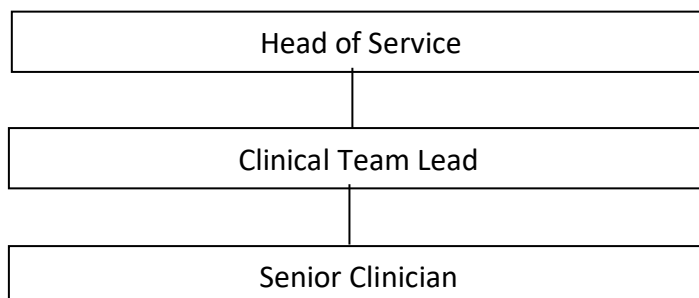


JOB DESCRIPTION

POST TITLE	Community Rehab Physiotherapist
BAND	6
DIVISION	Diagnostic and Clinical Support/Therapies Directorate
BASE	RBH
REPORTS TO	Clinical Team Lead
RESPONSIBLE FOR	N/A

ORGANISATION CHART



JOB SUMMARY

To deliver clinically excellent person-centred care that promotes independence, recovery and well-being.

To provide assessment, planning and delivery of care across a broad caseload and in a variety of outpatient settings- (hospital ward, patient's own home, care home, etc) across a variety of clinical areas/within a designated service area.

Independently manage a varied caseload, organising this effectively and efficiently regarding clinical priorities and use of time.

To undertake all clinical duties as an autonomous practitioner, taking responsibility for organising and planning own caseload to meet service and patient priorities.

To work as an active member of the multidisciplinary team within your dedicated service area and actively contribute to the planning and coordination of individual patient plans.

Deputise for the Clinical Team Lead, taking responsibility for operational management of the team to meet clinical and service priorities.

There is a requirement to work Saturdays and bank holidays on a rota basis 8.30am -4.30pm. The service operates Mon- Fri 8am- 5pm

Service specific elements to complete.

MAIN DUTIES

1. Undertake comprehensive specialist assessments, set patient centred goals, create treatment plans, monitor and evaluate a designated caseload of patients, using evidence based clinical pathways.
2. Independently maintain a clinical caseload and manage clinical risk, in a variety of settings including individually or in groups.
3. Formulate treatment plans and goals in partnership with the patient, clearly communicating your clinical reasoning to justify your recommendations and utilising most appropriate treatment/intervention.
4. To provide specialist clinical advice, support and educate patients and carers in the management of their condition.
5. Assess capacity and gain informed consent from patients for any intervention carried out. Complete mental health capacity forms as required.
6. Contribute to reviews involving multi-disciplinary and multi- agency staff, providing evidence-based expertise within your specialist area. The post holder may be required to take the key worker role.
7. Work across agencies as required and have a working knowledge and understanding of the systems within Health, Education and Social Services to facilitate appropriate treatment/interventions, equipment, access, and adaptation issues.
8. Postholder will participate in own supervision and supervise delegated staff in line with supervision policy.
9. Support junior staff, students and assistants with decision making and management of clinical risks as required.
10. Undertake training and development of junior staff, students and assistants.
11. Provide leadership, supervision, and support to junior staff in the team, including assistants and apprenticeship staff.

COMMUNICATION

1. Liaise effectively with other all members of the multidisciplinary team/departments/services/and external agencies to ensure the delivery of an effective and coordinated approach to service delivery.
2. Gather information from patients, relatives and other services (from a variety of sources including electronic patient records) and maintain clinical documentation in line with the Code of Conduct and Trust policies.
3. Attend and participate in team meetings, taking the lead when required.

4. Communicate appropriately in person, by email, on Teams or over the phone with therapy staff, other professionals, patients and families with patients who are possibly distressed, in pain, unwell etc using listening and empathetic skills.
5. Advise and educate patients and carers in a variety of ways which may include suggesting techniques and strategies to manage their condition, use of equipment etc.
6. Act as an advocate on behalf of patients
7. Deal with challenging situations including verbal aggression or patient complaints, using conflict resolution and negotiation skills, and seek support as required.
8. Advise and support students and assistant staff in adapting communication skills to meet individual patient's needs.
9. To regularly communicate complex or sensitive information, in an empathetic and reassuring manner to patients and carers, including to those whom English is a second language.
10. Provide comprehensive clinical reports clearly outlining clinical reasoning and recommendations to members of the multidisciplinary team and external partners/agencies.
11. Collate feedback and information from patients/carers and their families to inform service evaluation and associated service improvements.
12. Be able to communicate over the telephone or video (using digital platforms) to complete triage and assessment, providing clinical interventions and advice as required.
13. Use advanced communication skills and coaching skills to communicate with patients to overcome barriers to achieve agreed goals, negotiate treatment plans and overcome any barriers to deliver safe personal and effective care.

TRAINING AND DEVELOPMENT

1. Take part in regular supervision in line with Supervision Policy and provide supervision for junior staff.
2. Take responsibility for own professional development including clinical competencies, maintaining own development portfolio and assisting others in the development of theirs.
3. Undertake teaching and education of others and share knowledge and experience with other staff and students.
4. Support and supervise junior staff, students and assistants as required and as outlined in the supervision guidance.
5. Review, update and produce guidelines/procedures and educational resources that reflect national guidance/ clinical standards and evidence-based practice (in conjunction with the Clinical Team Lead).
6. Plan, organise and deliver training to students, assistants, junior staff and colleagues, including the wider multi-disciplinary team and other agencies as required.

7. Responsible for the safe and competent use of equipment by patients, clinicians and students, through teaching, training and supervision of practice.
8. To assist/lead in the development, delivery and evaluation of specialist training to patients/families and carers where appropriate.
9. Continue to develop and demonstrate specialist skills related to clinical area, to a specialist level, ensuring those skills are underpinned by professional and clinical standards.

ORGANISATIONAL RESPONSIBILITIES

1. Lead on service improvement, clinical audit, and governance activities, and actively engage others in shared learning where appropriate.
2. Identify quality and service improvement opportunities and contribute/lead on implementing change in collaboration with the Clinical Team Lead.
3. Actively contribute to clinical research (including multi-disciplinary) and associated activities e.g journal clubs, as required and appropriate.
4. Responsible for maintaining written or electronic clinical documentation in line with relevant policies, legislation, and guidance.
5. Actively contribute to the delivery of service and organisational objectives.
6. Take an active role in ensuring quality and safety of care interventions.
7. Develop own leadership skills.
8. Manage own e roster, travel, and annual leave within policies
9. Produce accurate and timely clinical reports for medical staff and other health and care professionals, consistent with policies and procedures.
10. Develop and update policies and procedures for the designated service area as delegated by and with support from Clinical Team Lead.
11. Participate in recruitment and selection of clinical staff and assistants as required.
12. Responsible for the induction, supervision and co-ordination of junior staff and assistants as required.
13. Regular access to patient and staff digital and on-line systems including, e-roster, education sites, SharePoint.

PROFESSIONAL RESPONSIBILITIES

1. Ensure that your own practice and that of the staff under your supervision, adhere to HCPC standards of conduct and professional proficiency.
2. Understand and demonstrate the need to respect and uphold the rights dignity and values and autonomy of every service user.

3. Understand your role in the process of promoting and maintaining health and wellbeing for patients, self and others.
4. Operate within the codes of practice outlined in the Trust Behavioural Framework.
5. Be willing to recognise own limitations in knowledge, skills and experience and seek support to address any learning needs as required in a timely manner, through appraisal process and continued professional development.
6. Assess and maintain competencies as required for the role, demonstrating specialist knowledge within your designated area of practice.
7. Understand your role in supporting staff and patients with protected characteristics, to be a role model and ally in challenging and eliminating discrimination of all forms.
8. Have a sound working knowledge of clinical care pathways in your designated service area and ensure your practice and those of others under your supervision adhere to best practice.
9. Ensure practice is evidence-based by interpreting and contributing to the development of local guidelines/protocols and procedures with reference to NICE guidelines and Clinical Standards.
10. Undertake as directed the collection of data for use in service audit and research projects.
11. Promote awareness of the professional role within the Trust and externally.

EMPLOYMENT ACTS AND CODES OF PRACTICE

All employees are required to comply with employment legislation and codes of good practice.

Equality and Diversity

We are an Equal Opportunities employer and will do all we can to make sure that job applicants and employees do not receive less favourable treatment because of their age, sex, marital status, faith, race, disability or sexual orientation, or for any other reason that is not justified.

Health and Safety

In accordance with the Health and Safety at Work Act 1974, and other supplementary legislation, all employees are required to follow Trust Health and Safety policies and safe working procedures, take reasonable care to avoid injury during the course of their work, and co-operate with the Trust and others in meeting statutory requirements.

Infection Control

All employees must comply with Prevention and Control of Infection policies and attend any related mandatory training.

Sustainability and Corporate Social Responsibility

The Trust attaches great importance to Sustainability and Corporate Social Responsibility. It is the responsibility of all members of staff to ensure that the Trust's resources are used efficiently with minimum wastage throughout their daily activities.

Risk Management

Employees are required to report every incident where the health and safety of self or others has been jeopardised (including near misses) and to carry out or participate in investigations into such incidents as required.

Safeguarding

All employees have a responsibility for safeguarding and promoting the welfare of children and adults. Further guidance can be sought from your Line Manager.

Data Protection Act

All members of staff are bound by the requirements of the Data Protection Act 1998.

Rules, Regulations, Policies, Standing Orders and Financial Instructions

All employees are required to comply with the rules, regulations, policies, standing orders and financial instructions of the Trust.

Research and Development Projects

Whenever you decide to undertake a piece of research, either as a Principal Investigator or Local Researcher, or Assistant Researcher, you must comply with the principles of Clinical Governance and the Research Governance Framework.

Development Review

Key performance objectives, development needs and compilation of a Personal Development Plan will be discussed and agreed at Annual Development Review meetings.

Training

Post holders are required to attend any relevant and mandatory training for the post.

Outside Employment / Outside Interests

Any other work or outside interests must not conflict with the duties and responsibilities of your attendance for work as an employee of East Lancashire Hospitals Trust. In accordance with legislation on working time, it is a condition of employment that all staff must inform their line manager before taking up any private practice, work for outside agencies or other employers, other work for this Trust (including bank work) and / or voluntary work. This is to ensure there is no conflict of interest with your NHS duties.

Review of Job Description

This is not intended to be a comprehensive description of the duties of the post. Due to the Trusts commitment to continuous improvement, it is likely that the post will develop over time. These duties will be subject to regular review and any amendments to this job description will be made in consultation and agreement with the post holder.

STANDARDS OF CONDUCT

Ability to demonstrate the Trust Values, Behaviours and Attitudes at all times.

Conduct duties with regard to values underpinning the Trust's Vision *"to be widely recognised for providing safe, personal and effective care"*: -

Values: -

- Respecting the individual
- Putting patients and customers first
- Promoting positive change
- Acting with integrity
- Serving the community

Underpinning the Trust's vision and values are the following key operating principles that influence the way in which the Trust does business: -

- Understand the world we live in and deal with it
- We are clinically led and management supported
- Support departments support the front line
- Everything is delivered by and through Divisions
- Compliance with standards and targets are a given. They are the things we do to help secure our independence and influence
- Quality is our organising principle – driving quality up and cost down is not mutually exclusive
- We deliver what we say we need to

Post holders are expected to work flexibly within their pay band. They should only be expected to carry our activities for which they are competent. Alternatively, they may carry out the additional duties if they are receiving support or training in order to obtain the recognised level of competence.

The Trust operates a Tobacco Control Policy.

ACCEPTANCE OF JOB DESCRIPTION

I confirm I accept the duties contained in the above job description.

NAME:
(PRINT)

SIGNED:

DATE: