PHYSIOTHERAPIST COMMUNITY NEURO REHABILITATION
JOB DESCRIPTION

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| Job Title:  | Physiotherapist Community Neuro Rehabilitation  |
| AfC Band:  | Band 6  |
| Directorate/Service:  | HMR Adult Community Services Rochdale Infirmary |
| Accountable To:  | Team Lead, Neuro Rehabilitation |
| Responsible To:  | Clinical Lead, Neuro Rehabilitation |
| Base Location:  | Add Location of Work |
| On-Call Requirement: | Yes/No (Please detail if required) |
| AfC Job Code:  | n/a |

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| Values  |
| Three values are at the heart of our organisation: Care, Appreciate and Inspire. Our values and behaviours define what’s important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.  |
| Structure Chart  |
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| Job Summary  |
| The postholder will be responsible specialist complex multi-factorial clinical assessments, physiotherapy treatment and advice to neuro clients in the community as part of the multidisciplinary Neuro Rehabilitation Service.The Individual will manage a clinical caseload of clients, including those with complex and highly complex needs with support from the band 7 physiotherapists for highly complex patients and supervise the band 4/3 support staff with caseload management.The post holder will work without direct supervision as a lone worker in the community assessing, planning, implementing, evaluating and modifying individualised treatment programmes in a variety of care settings e.g., clients home, clinic setting, residential homes and intermediate care setting for patients with low to highly complex needs.The post holder will work as a team member collaborating with colleagues to ensure client needs and goals are met using approaches which promote choice, participation and quality of life. The post holder will ensure patients are triaged and managed on appropriate and timely pathways of care by liaising closely and working in partnership with other health and social care professionals including GP’s, Consultants, Specialist equipment agencies, Social Service partners and Voluntary agencies and support the timely discharge of patients from the acute or INRU setting. The post holder will provide complex professional and clinical advice to clients, family members, cares and health and social care professionals including GP’s, therapy colleagues and care managers. |

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| Key Role and Responsibilities  |
| Responsibilities for patient careTo work as an autonomous practitioner, to be professionally and legally responsible and accountable for all aspects of work including the management of a varied caseload of neurological clients. * To organise this caseload effectively. To determine clinical priority and where necessary manage a waiting list with regards to clinical risk.
* To evaluate and interpret clinical and non-clinical facts using highly developed clinical reasoning and problem-solving skills to clinically diagnose, formulate and implement treatment programmes and pathways of care. Intervention will be delivered in a manner that reflects choice, privacy, dignity and individuality choosing from an extensive range of treatment modalities, manual therapy techniques and disease management options.
* To use clinical knowledge, expertise and highly developed communication skills to reassure, persuade, motivate and empower patients and to provide support to families and carers. There will frequently be complex physical, emotional and psychological challenges to overcome e.g., language barriers, loss of hearing, anxiety or fear related to outcomes and behavioural or cognitive disorders.
* To gain informed consent and undertake specialist multi-factorial and physiotherapy specific assessment.
* To implement patient centred treatment/management plans using highly developed clinical reasoning skills and choosing from an extensive range of treatment modalities, manual therapy techniques and disease management options.
* To be responsible for empowering and enabling patients in the community to manage their condition and develop and meet their goals.
* To provide spontaneous and/or planned advice, teaching and instruction to family members and carers to promote understanding of condition and healthy lifestyle and any secondary prevention.
* To participate in uni-disciplinary and multi-disciplinary assessments of therapeutic interventions and contribute to joint goal setting within the inter-disciplinary team as appropriate.
* To evaluate the effectiveness of treatments in relation to rehabilitation goals and modify this accordingly as treatment progresses.
* To be responsible for referral to other health care professions, social services and voluntary organisations.
* To participate in the triaging process, in reaching and providing assessments and recommendations to the acute staff on appropriate patient pathway based on risk assessments.
* To attend and contribute to daily huddle, team meetings, MDT, Case Conferences.
* To liaise closely and work in partnership with other health and social care professionals including general practitioner, specialist nurses, social services partners and consultants to maximise client’s care. Including referral on to other agencies as appropriate.
* To assess for and request provision of highly specialist equipment and recommend its purchase. Including specification requests for wheelchairs and seating.
* To delegate clinical tasks and supervise the clinical practice of rehabilitation assistants and physiotherapy students. To be a source of clinical expertise for peers and less experienced colleagues within the team.
* To provide specialist advice and education on patient care to other health and social care professionals. This may include identifying and managing risk e.g., providing advice regarding moving and handling environmental factors.
* To initiate, attend and contribute to patient case conferences with health and social care colleagues.
* To minimise inappropriate re-admissions to hospital by maximising health and wellbeing and encouraging independence of clients in their own homes and the community.
* To contribute to cross organisational communication regarding patients. To in reach to the acute sector and IRU’s as needed to facilitate a seamless service through the stroke pathway.
* To clinically reason the request, provision and use of appropriate orthoses and other patient appliances.
* To work in a variety of satellite areas within locality as agreed with team lead e.g., client’s home, social services establishments and clinics.
* To actively participate in the use of extended skills such as therapeutic splinting.

Communication* To use clinical knowledge, expertise and highly developed communication skillsto reassure, persuade, motivate and empower patients and to provide support to families and carers.
* To share complex, highly sensitive or emotive information with patients and carers. There will frequently be physical, emotional or psychological challenges to overcome in establishing understanding e.g. loss of hearing, dysphasia, anxiety or fear related to outcomes as in terminal illnes; behavioural or cognitive disorders.
* To frequently communicate complex information to people for whom English is not a first language.
* To communicate effectively with colleagues in primary, secondary and tertiary health and social care sectors to ensure delivery of a co-ordinated multidisciplinary service.
* To use high level of communication skills when challenging or requesting changes to treatment programmes and care packages.
* To maintain accurate, comprehensive and up to date documentation in line with legal, trust and departmental requirements. To provide written reports regarding patient care and service to rlevant health and social care providers.
* To lead on and participate in in-servicing training alongside other MDT members.
* The post holder will support the education and training of other healthcare and multi-agency partners across the community setting supporting the up skilling of staff across the community in field of neurological rehabilitation.
* The post holder will supervise more junior staff eg. Band 3 or 4 rehabilitaion support staff.
* To use IT and presentation skills to educate other members of the primary health care team and multi-agency partners.

Professional* To maintain own clinical professional development (CPD) by keeping abreast of any trends and developments, incorporating this as necessary into your work. Undertake own CPD, participate in peer review, maintain up to date knowledge of speciality through research, IST and work of clinical interest groups.
* To demonstrate a sound understanding of clinical governance and risk management and apply to work situation ensuring others do likewise.
* The post holder will work autonomously within trust policy and professional practice and maintain accurate up to date clinical records.

Clinical Governance* To comply with the Trust’s Health & Safety Policies, including undertaking risk assessments and annual mandatory training. E.g., Manual Handling.
* To implement practice in line with local/ national policies, procedures, and standards of practice as a lone practitioner in the community.
* To comply with and contribute to the development of protocols, procedures, and guidelines, both clinical and departmental.
* To develop and maintain knowledge of current evidence-based practise related to neurological nursing care in the community. To ensure treatments offered to patients are based on the best available clinical evidence.
* To comply with the Data Protection Act and Caldicott recommendations.
* To provide data collection as required for the service, both manually and computerised and support with KPI collection.

Responsibility for Human Resources* To assist in the caseload management of CNRT patients, supporting the IDT and accepting/delegating work appropriately so that resources are maximised.
* To be an active member of the in-house training programmes, including contributing to and presenting at tutorials and training sessions. Alongside attending external courses relevant to your practice.
* To fully engage in the My Time Conversation/processes, ensuring your objectives align with the CNRT objectives and include audit as part of CNRT’s annual audit programme. Support more junior staff through 1:1 and My Time Conversation/processes.
* To comply with organisational and team policies and procedures and to be involved in reviewing and updating as appropriate.
* To understand the patient and their needs and where appropriate to think innovatively to deliver solutions utilising local community and group resources to support them to achieve their goals.
* Work always within own limitations.

Responsibility for Physical Resources* To be responsible for the assessment of patient and carer needs and the ordering of specific nursing and rehabilitation equipment as appropriate.
* To be responsible for equipment used in carrying out nursing duties as required. Adhere to service policy including competence to assess, provide and ensure the safe use of equipment by others through teaching, training, and supervision practice.
* To instruct patients, carers, and others in the safe use of such equipment.
* To adhere to departmental equipment policies, ensuring safety through teaching, training, and supervision of practise.
* To be responsible for the loan and return of team equipment.

Planning and Organisation * To accept clinical responsibility for designated caseloads of patients, and to organise this efficiently and effectively about clinical priorities and use of time supporting the other interdisciplinary professionals with nursing or medical issues affecting rehabilitation progress carrying out joint visits where necessary.
* To always manage and prioritise workload capacity for nursing interventions, with support of the PDNS, to ensure capacity and demand is balanced across CNRT.
* Maintain accurate, comprehensive, and up to date patient records, in line with legal and organisational requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters as appropriate.
* To balance patient related and professional demands in own area of work.
* Actively support the promotion of equal opportunities, undertaking all duties mindful of and sensitive to diverse cultural differences and personal preferences and needs of individuals.
* To carry out your duties in a way that supports equality and values diversity. This responsibility includes your actions in relation to service users, carers, work colleagues, people in other organisations and members of the public.
* To undertake any other duties appropriate to this post.

Responsibility for Policy/Service Development* To be involved in the collection of clinical activity data and statistics for departmental use using manual and computerised systems to support service development.
* To demonstrate an understanding of clinical governance processes and risk management and appropriate policies.
* To make recommendations to support policy changes within CNRT.
* The Trust operates a range of policies, e.g., Human Resources, Clinical Practice (available on the Trust intranet). All Trust employees must observe and adhere to the provisions outlined in these policies.
* As a trust employee you are expected to work in accordance with the Trust’s values.
* To ensure compliance with policies on equality and diversity for all patients and staff in your day-to-day work.
* To promote the Trust’s vision and public health priorities, for example the reduction of smoking and promotion of activity.

Responsibility for Information Resources* All staff are personally responsible for the quality of data entered by themselves, or on their behalf, on the Trust’s computerised systems or manual records (paper records) and must ensure that such data is entered accurately to NHS data standards, in a timely manner to ensure high standards of data quality in accordance with the Trust’s Information Quality and Clinical Record Keeping policies.
* As an employee of the Northern Care Alliance, you are part of our pledge committed to the reduction of the Trust’s carbon footprint. Every employee can play a vital part and contribute to our social responsibility to use resources in a more sustainable way. You have a duty to ensure you participate in the Trust’s recycling programmes, energy saving plans, travel reduction strategies and new green initiatives that will be introduced to work towards a sustainable future.
* As an employee of the Trust, you have a legal responsibility for all records (including patient health, financial, personal, and administrative) that you gather or use as part of your work within the Trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images. You must consult your manager if you have any doubt as to the correct management of the records with which you work. Misuse of or failure to properly safeguard confidential data will be regarded as a disciplinary offence.
* As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. This duty lasts indefinitely and will continue after you leave the trust employment.
* All information which identifies individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation.

Responsibilities for Research and Development* To take a participate collecting audit information for both local and national audits.
* The Trust managers all research in accordance with the requirements of the Research Governance Framework. As an employee of the Trust, you must comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance.
* Undertake the measurement and evaluation of your work and current practices using outcome measures and support the application of practice based on best available evidence.

Partnership Working* To actively promote partnership working with groups and organisations outside of the NHS (e.g., MS Society, voluntary groups etc) to enable rehabilitation to be provided in a community setting to enhance transition into the community to ensure delivery of an integrated service where possible.
* To actively promote partnership working between primary, secondary, social care and the independent sectors to increase the awareness of the CNRT. Attend any GM meetings relating to nursing or IDT as delegated.,
* To ensure effective internal and external two-way communication with patients, carers and all other health and social care professionals regarding all aspects of patient care.
* To actively promote partnership working within the interdisciplinary team.

Freedom to Act* Those staff who are in professions where registration with one of the regulatory bodies is mandatory to practice, have a responsibility to abide by their professional code of conduct. Failure to do so may result in disciplinary action being taken which may result in the termination of your contract of employment.
* Read and work to all trust policies.

Equality and Diversity* To carry out your duties in a way that supports equality and values diversity. This responsibility includes your actions in relation to service users, carers, work colleagues, people in other organisations and members of the public.
* To promote the Trust’s vision and public health priorities, for example the reduction of smoking and promotion of activity.
* To ensure compliance with policies on equality and diversity for all patients and staff in your day-to-day work.

Making Every Contact CountFront line staff are in an ideal position to offer support and advice on how to improve health and wellbeing. Staff should use their interactions with the public to give them additional advice on health and wellbeing. Staff will be given training and support to help them to signpost people to other services which may improve their health and wellbeing.Health & SafetyAll employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings. Understand the meaning of infection and how to minimize the risks of cross infection. To comply with the Northern Care Alliance Health and Safety Policies. To attend mandatory training Participate and, with supervision, take responsibility for the handling and maintenance of departmental equipment. Demonstrate the ability to recognize potentially violent and/or aggressive situations and take appropriate actions. Report any accident/clinical incidents to the appropriate professional. Contribute to and participate in the maintenance of a safe working environment.Protection of patients from healthcare associated infection (such as MRSA and Clostridium Difficile) is everyone’s business. All healthcare workers have a duty to provide clean, safe care by observing basic hygiene i.e., washing hands (soap & water; alcohol gel) before and after contact with the patient and the clinical environment. Clinical staff additionally must practice Aseptic No Touch Techniques for invasive procedures and aftercare.All people (including consultants) who manage others.You are accountable for the effective deployment of activities that ensure that your department/ward/clinical team is reducing hospital acquired infection. You will ensure that you and your staff comply with the Trust’s policies on infection, prevention and control. You will ensure that you and your staff receive the training required to maintain competence to execute the Trusts policies on infection, prevention and control. You have a responsibility to bring deficiencies in the deployment of such policies to the attention of your line manager.General Staff (including junior doctors/volunteers/ contractors/honorary contract holder/locums/agency bank)You have a personal responsibility to support your department/ward/clinic in reducing hospital acquired infection. You must comply with the Trust’s policies on infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager.SafeguardingThe Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.  You will be expected to fulfill your mandatory safeguarding training at the level applicable to this role.Code of ConductProfessional staff that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Staff who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and polices are all time. |

PERSON SPECIFICATION

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| Job Title:  | Community Neuro Rehabilitation Physiotherapist  |
| AfC Band:  | Band 6  |

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|  | Essential | Desirable |
| Qualifications  | * Honours degree in Physiotherapy / Physiotherapy diploma
* Evidence of continuing professional development including relevant attendance at postgraduate courses and conferences within the clinical speciality
 | * Bobath or movement science training
* Membership of relevant special interest groups
* IT skills – European computer driving licence or equivalent.
* Further health related qualification.
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| Professional Registration  | * Registration with Health Professions Council.
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| Knowledge, Training & Experience | * Evidence of experience in rehabilitation with stroke or neurological patients in an acute and/or community setting.
 | * Previous experience at band 6 level.
* Previous community experience.
* Significant broad band 5 rotational experience.
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| Skills & Abilities | * Ability to manage complex caseload.
* Ability to work autonomously and as part of an MDT.
* Well-developed communication skills with the ability to communicate and extract complex information.
* Ability to produce clear concise written information.
* Time management skills.
* Ability to demonstrate a sound understanding of clinical governance and risk.
* Commitment to engage in CPD.
* Ability to appraise own performance.
* Basic computer skills
 | * Knowledge of research and audit.
* Awareness of relevant National guidance.
* Experience of supervision of Physiotherapy or rehabilitation assistants.
* Experience in service development
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Physical and Mental Requirements

Physical effort:

* Frequent therapeutic handling
* Ability to work alone in wide variety of different and unpredictable environments.
* Self-motivated
* Required to adopt sustained postures within therapeutic treatment sessions.
* Ability to carry awkward loads and equipment.

Mental/Emotional effort:

* Prolonged periods of high-level concentration throughout the day
* Ability to manage crisis and reorganise workload at short notice.
* Responsibility for the care of patients with chronic, progressive and terminal disease
* Working with patients’ families and carers who maybe distressed, depressed, aggressive.

Working Conditions:

* Unpredictable environment in patients’ homes
* Potential exposure to dirt/smoke/animals/cold sputum/ bodily fluids
* Potential hazards whilst travelling
* Hold a UK driving licence and have access to own vehicle.

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

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| Values | Behaviours (I will…)  |
| CAREWe listen and treat each other with kindness. | Provide the highest standard of care, with compassion and kindness. |
| Communicate clearly, actively listen and be person centred.  |
| Seek to understand and empathise. |
| Collaborate to deliver services that are safe and give confidence in our care. |
| APPRECIATEWe value and respect each other’s contribution. | Recognise and openly acknowledge how we all make a difference. |
| Value and respect others and share in celebrating our successes. |
| Treat people fairly, notice, champion and positively appreciate diversity. |
| Provide constructive feedback to support growth and development. |
| INSPIREWe speak up and find ways to be even better. | Have a voice and act with integrity and honesty.  |
| Make time to learn, share and find new ways of working. |
| Be positive, be open to change and empower others. |
| Work with my team and other teams to agree and deliver best outcomes. |

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

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| Infection Prevention |
| Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.  |
| Safeguarding  |
| The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role. |
| Health and Safety |
| Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public. |
| Confidentiality and Data Protection |
| Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.  |
| Equality and Diversity  |
| All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people’s rights in accordance with legislation, policies, frameworks, procedures, and good practice. Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:* eliminating discrimination, harassment and victimisation
* advancing equality of opportunity between people who share a protected characteristic and those who don’t
* fostering good relations between people who share a relevant protected characteristic and those who don’t
* understanding the impact of policies, services and practice on people with different protected characteristics
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| Code of Conduct |
| Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.  |
| Leadership and Development  |
| We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.As you join us, you are required to attend our Corporate Induction, complete the Trust’s mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you. |
| Flexibility |
| This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager. |