



POST DETAILS

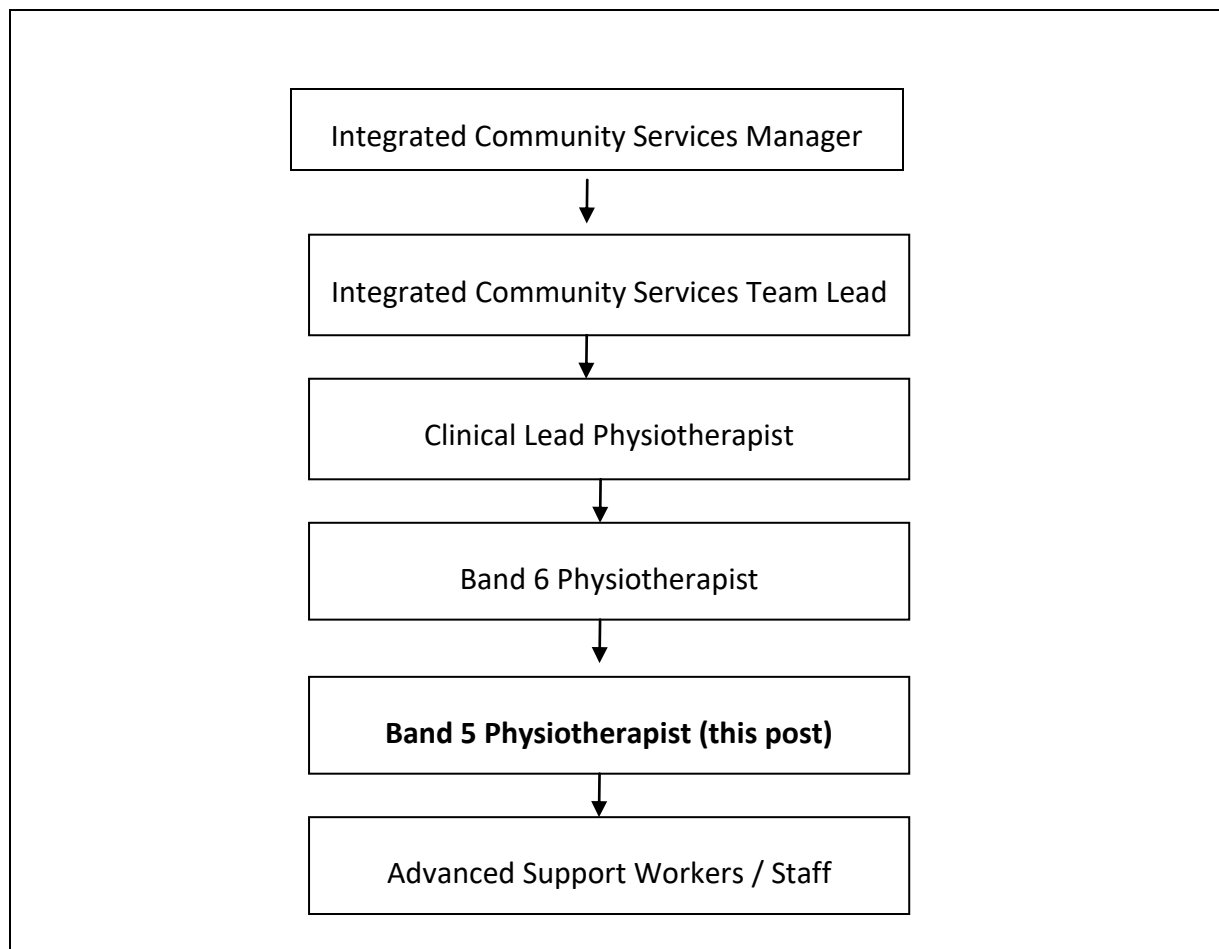
Job Title:	Rotational Physiotherapist (Community)	Band:	AfC Band 5
Main Location:	As advertised	Salary:	AfC Band 5 pa, pro rata
Reports to:	Clinical Lead Physiotherapist	Accountable to:	Integrated Community Manager
Working Pattern:	As advertised	Job Type:	As advertised
Date: 08.11.2018			

KEY PURPOSE/SUMMARY

- To deliver high quality physiotherapy treatments to adults with a complex variety of conditions working across a variety of community care / rotational settings within the Chesterfield and North East localities.
- To undertake assessments of adults who are referred to the Integrated Care Teams and services requiring physiotherapy input and to be able to adapt to ever changing patient and service needs.
- To be an integral member of the Integrated Care Team (ICT) delivering high quality, multi-disciplinary health and wellbeing interventions.
- To be an active member of the wider Physiotherapy workforce of Derbyshire Community Health Services NHS Foundation Trust and willing to work wherever the service requires.
- To be responsible for maintaining competency to practice through maintenance of professional registration, Continuous Professional Development activities and main a portfolio which reflects personal and professional development and evidence of learning beyond registration.



ORGANISATIONAL CHART / STRUCTURE



KEY DUTIES, TASKS AND RESPONSIBILITIES

- To develop, co-ordinate and deliver individualised treatment programme for patients.
- To hold responsibility for own caseload and be responsible for a defined area of the service or a particular patient type, working without direct supervision.
- To participate in the training and supervision of support staff and in the supervision of physiotherapy and work experience students when appropriate.
- To be an integral part of the multidisciplinary team, liaising and working with other trust staff in the management of the patients' care appropriate to the service area.
- To work and liaise with external agencies, for example Social Services and Integrated Community Equipment Services as required.
- To undertake routine administration tasks as agreed with senior staff.
- To undertake ongoing responsibility for specific tasks as delegated by senior staff, for example work experience programme.
- To be professionally responsible for ensuring that support staff and students work within their level of agreed competence.
- To reflect and evaluate your own skill and current practice through the use of evidence based practice projects, audit and outcome measures.
- To strive to improve standards and ensure best practice, either individually or with Senior Therapists.
- To participate in audit and the measure of outcomes, according to all relevant quality and performance frameworks and Clinical Governance requirements.





- To attend all mandatory training programmes, both clinical and non-clinical.
- To participate in the departmental appraisal scheme as an appraisee and be responsible for complying with agreed personal development plan to meet the required knowledge and skills.
- To work within the Trust clinical guidelines and where appropriate Chartered Society of Physiotherapy guidelines.
- To improve own quality of practice by maintaining an up to date knowledge of national and local standards.
- To comply with Trust and departmental policies and procedures.
- To maintain the strictest levels of confidentiality at all times.
- To comply with the Ethical Code of the Physiotherapy Profession.
- To initiate new ideas and modernisation methods as part of the team.

Patient Care

- To undertake all aspects of clinical duties as an autonomous practitioner, seeking support and guidance from senior staff when necessary.
- To perform comprehensive physiotherapeutic assessment to patients with diverse presentations and complex physical and psychological conditions.
- To be responsible for formulating a diagnosis and developing, planning and delivering an effective individualised treatment programme.
- Must be able to continually evaluate patient progress, reassess and alter treatment as appropriate as part of the integrated multidisciplinary team care delivery model.
- To carry out comprehensive Physiotherapy assessment and interventions, including manual physiotherapy techniques and therapeutic handling.
- To effectively utilise all available resources in order to complete thorough assessment and relevant treatment of patients, such as liaison with medical, nursing and therapy colleagues, gaining a thorough subjective history from patients / carers, use of medical and inter-disciplinary notes.
- To be responsible for managing and prioritising own caseload, which will involve the assessment, treatment and discharge planning for those patients referred to the ICT, under the supervision of a more senior clinician.
- To represent the Physiotherapy service and / or individual patients at multi-disciplinary meetings.
- To contribute to the delivery of a co-ordinated multi-disciplinary service and to integrate Physiotherapy treatment into the overall treatment programme.
- To be responsible for assessment and management of clinical risk within own caseload.
- To be professionally and legally accountable for all aspects of professional and clinical work. Must maintain accurate, comprehensive and up to date treatment notes in line with legal, Trust, department and HCPC requirements for each patient.
- When appropriate to communicate timely and informative verbal and written reports and discharge summaries to other agencies, for example GP's, Consultants and other AHP's.
- To communicate effectively with patients, to gain informed consent to treatment and to agree expected treatment outcomes. To assess patients' understanding of treatment proposals and to have the ability to work within a legal framework with patients who lack the capacity to consent to treatment.
- To motivate patients' and where appropriate, carers to comply with treatment programmes where there may be significant barriers to learning. This may include dementing illness, cognitive impairment, hearing or sight impairment, memory loss, dysphasia, cultural / language barriers, behavioural problems, mental illness, depression or aggression. In those situations communication will require expert use of a range of verbal and non-verbal skills.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to patients. May include giving unwelcome or difficult to accept information in relation to their functional ability, discharge plans and degenerative nature of patient's condition.
- Where appropriate to teach members of the multi-disciplinary team and carers the therapeutic handling and individualised rehabilitation techniques for specific patients.
- To ensure appropriate use and maintenance of equipment and stock. To be responsible for the safe and



competent use of all equipment, treatment modalities, appliances and aids.

- To be able to work alone in the patients place of residence, which may at times be an unpredictable and uncontrollable environment, with telephone support from a Senior Physiotherapist if required.

Strategy and Service Development

Financial Resources/Management

- To ensure efficient use of resources within the service.

Information Resources/Information Systems

Autonomy/Scope within Role

- Professionally responsible to conform to HCPC regulations and codes of conduct of CSP and the Trust.
- Access to advice and support from senior Physiotherapists is available. Clinical work is routinely evaluated through appraisal, supervision and clinical reasoning sessions.

KEY RELATIONSHIPS

The post holder will demonstrate professional, well established and effective communication skills, both within and external to the organisation.

Key Working Relationships Internal:

The post holder will need to establish and maintain excellent communications with relevant managerial and service links across DCHS. They will interact on a regular basis with:

- Other members of the ICT, both therapy and nursing.
- Specialist Services Team members.
- Consultants.

Key Working Relationships External:

- Patients / Carers / Relatives
- Primary Care Team
- Equipment providers
- Acute Trusts
- General Practitioners
- PALS
- Social Services
- Independent Sector
- Voluntary Agencies



KEY VALUES: WORKING THE DCHS WAY

Our Vision

“To be the best provider of local health care and be a great place to work”

Our Values

- To get the basics right
- To act with compassion and respect
- To make a difference
- To value and develop teamwork
- To value everyone's contribution: “everyone matters”

EFFORT REQUIRED WITHIN THE ROLE AND WORKING ENVIRONMENT

The post holder will be expected to perform a degree of effort within the context of the role capturing elements of physical, mental and emotional demands.

Physical

- Supporting patients who have low body strength – Frequent
- Working on low beds / chairs – Very frequent
- Twisting / bending / stretching – Very frequent
- Lifting and supporting limbs – Frequent
- Lifting equipment in / out of car – Occasional
- Moving furniture – Often

Emotional

- Supporting patients with degenerative conditions and their carers – Very frequent
- Supporting and treatment patients living in poor social circumstance – Frequent
- Stress of breaking ‘bad news’ to patients and their carers, concerning their deteriorating functional abilities - Frequent

Mental

- Concentration during assessment and treatment of patients - Very frequent
- Concentration on writing reports, making referrals – Frequent
- Interruptions to deal with phone calls and patient / carer queries - Very frequent
- Problem solving of complex functional problems – Frequent

Working Environment

- Working in homes with poor standards of hygiene – Occasional
- Personal safety at risk from lone working - Very frequent
- At risk from dogs, other animals, fleas, lice and contact with bodily fluids, sputum, urine and faeces – Frequent
- At risk of exposure to undisclosed diagnosis, e.g. multi resistant TB - Occasional





HEALTH & SAFETY

In addition to the responsibilities of the Trust under Health and Safety legislation you are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties.

You must adhere strictly to the policies and procedures on health and safety, and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the Trust's incident reporting system.

You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

JOB DESCRIPTION AGREEMENT

Job Holder's Name and Signature:	Date:
Line Manager's Name and Signature:	Date:



PERSON SPECIFICATION

Is the criteria essential or desirable and how will it be assessed

CRITERIA

Education, Qualifications and Training

Essential / Desirable

Assessment

Diploma / Degree in Physiotherapy

E

A / C

Registered with the HCPC

E

A / C

Evidence of CPD

E

A / C

Relevant clinical courses

D

A / C / I

Experience and Knowledge Required

Experience of working in a physiotherapy team

E

A / I

Good understanding of the National Health Agenda / Relevant national standards

E

A / I

Understanding of partnership working with statutory and voluntary agencies

E

A / I

Experience of clinical audit / research

E

A / I

Experience of working in multi-disciplinary team / within community or Intermediate Care Team

D

A / I

Evidence of varied Clinical experience during training as a student or within existing role

E

A / I / R



Skills and Attributes

Excellent verbal and written communication skills	E	A / I / R
Ability to work independently and as a team player	E	I / R
Excellent interpersonal skills	E	A / I / R
Time management / prioritisation of workload skills	E	I / R
Ability to pass skills to others within formal and informal environments	E	I / R
IT skills	E	A / I / R
Critical appraisal skills	D	A / I / R
Use of TPP System One IT system	D	A / I / R
Good organisational skills	D	A / I / R

Aptitude and Personal Qualities

Flexible and adaptable	E	I / R
Organised	E	I / R
Team worker	E	I / R

Values, Drivers and Motivators

Motivated	E	I / R
Ability to work alone and as part of a team in a variety of clinical settings	E	I / R
Ability to travel	E	I / R
Motivator	D	I / R

E = Essential D = Desirable A = Application I = Interview T = Test C = Certificate R = Reference