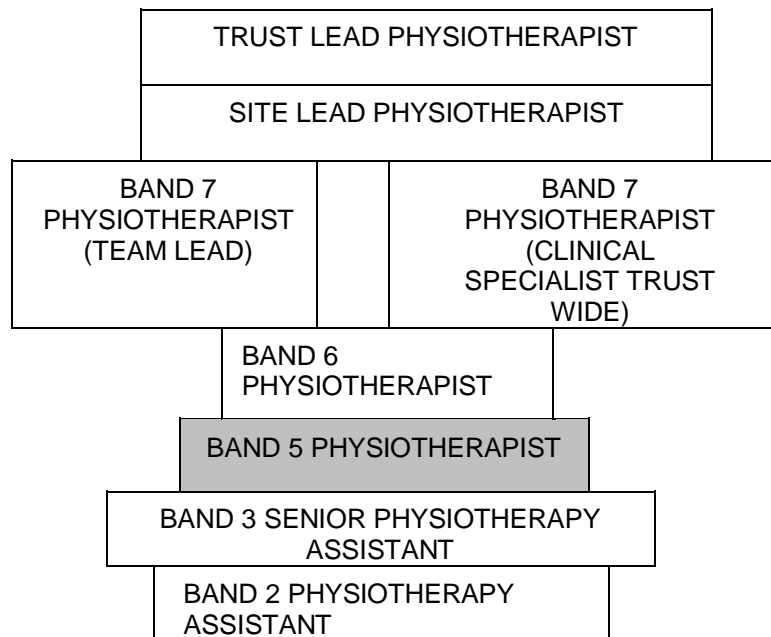


Job Description

1. Job Details	
Job title:	PHYSIOTHERAPIST
Current Job grade:	BAND 5
Reports to (Title):	SITE LEAD PHYSIOTHERAPIST
Directorate:	CLINICAL SUPPORT SERVICES
Department/Ward:	PHYSIOTHERAPY
Location/Site:	Lincoln and Louth

2. Job Purpose
<p>To hold their own clinical caseload in order to provide an appropriate and effective assessment and treatment programme for patients. Maintain clinical records for this</p> <p>To do this under indirect supervision of a senior physiotherapist</p> <p>To be an active member of the evening on call service</p> <p>Be an active member of 7 day service in your work area</p> <p>PROVIDE ADVICE FOR PHYSIOTHERAPY STUDENTS AS REQUIRED</p> <p><u>ROTATIONS:</u> (All Areas are 7 day services) Orthopaedics, musculoskeletal, ICU/surgery/Vascular, Medical, Stroke, Ashby, Women's Health, Older Adults, Cardiorespiratory and front door frailty team</p>

3. Organisation Chart



4. Duties

CLINICAL

1. **Hold own clinical caseload** being professionally and legally responsible for all aspects of your work including the management of patients in your care. This will be providing a good standard of assessment, diagnosis, aims & objectives; treatment plan and progression using clinical reasoning and based on evidence based practise. To be able to evaluate progression and adapt accordingly. Discharge planning and arranging for further Physiotherapy needs upon discharge.
Advice & education as required to patients, relatives and carers.
2. **Provision of documentation** and evidence of involvement in patient care. All documentation must follow CSP, National, Trust and departmental standards at all times. Input in to integrated pathways or MDT notes and provide a discharge plan for patients requiring ongoing care to allow a seamless progression from acute care.
3. **Provide evidence of contractual activity** through accurate completion of activity sheets. Submission of activity sheets in a timely manner.
4. **Ability to take and delegate responsibility from Senior staff to assistants/Physiotherapy Students** and be responsible in knowing and realising self and others limitations
5. **Use effective communication both verbally and non verbally.** This will include communicating in a manner understood and accepted by those who have difficulties communicating. E.g.: dysphasic, depressed, blind, deaf , those for whom English is not their first language, and those unable to accept diagnosis. Communication with patients, carers and staff. Ability to communicate complex clinical information.

6. **Be an active member of the respiratory evening on call rota by** working as above as an autonomous practitioner, provide advice to medical and nursing staff as required. This will entail the carrying of a bleep. Fully participate in 7 day working in your current working area.
7. **Provide supervision for assistant staff** delegating and working alongside appropriately, ensuring standards remain high.
8. **Represent Physiotherapy** in a positive manner during meetings and ward rounds, work effectively within the MDT integrating Physiotherapy treatment into the general programme of care. Attend relevant team and departmental meetings. Participating in the clinical decision making process at these meetings.
9. **Responsibility** for the provision and safety of equipment, electrotherapy and all appliances used by patients, staff and self. Ensure you are competent in all aspects of work carried out.

PROFESSIONAL

10. **Maintain own professional portfolio** updating regularly to reflect personal development. Evaluate own work using evidence based practise; work with senior staff in audits.
11. **Actively participate in the staff appraisal scheme** and be responsible for complying with your personal development plan.
12. **Be actively involved in the in-service training programmes along with any other training opportunities** and be actively involved in any junior meetings, journal clubs peer review sessions and research & audit.

ORGANISATIONAL

13. **Ensure that your own practise meets required professional standards**, ensure that you are competent and safe in all treatments, education and advice to all involved.
14. **Be responsible for your own caseload as much as possible** to meet service and patient needs. Adapt plans as situations arise or change.
15. **Attend Trust annual mandatory training** on moving & handling, fire and basic life support

5. Physical and Mental Skills

Highly developed assessments and treatments are carried out with frequent moderate physical effort on a daily basis therefore staff must be relatively fit and able to cope with these pressures. This will include dexterity & co-ordination.

Staff must comply with the Trust Manual Handling policy and departmental guidance at all times not attempting anything that may harm self or others.

A good understanding of psychological aspects of care and dealing with difficult situations and people. To deal sensitively with patients who are anxious or aggressive due to pain, dementia, limited mobility etc.

Good organisational, timekeeping, analysing, prioritisation & planning skills along with very good communication, motivation and negotiation persuasion skills

6. Responsibilities of the Post Holder

The post holder is responsible for their own caseload, and developing individualised programmes of care.

They are responsible for the safety of their patients and any assistant or student they are working with at the time.

They are responsible for their own health & safety and ensure that they follow guidelines at all times.

Responsibility for ensuring that they do not undertake anything they are not competent with.

Complying with policy and protocols and understanding the importance.

The post holder will be expected to maintain the complete confidentiality of all material and information to which they have access or process in keeping with the Trust policy on confidentiality.

In line with departmental policy, physiotherapy staff members on call must be within 45 minutes travelling time to the hospital. If they have a longer journey time than this they must be prepared to make arrangements to be available in this time scale when on call.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
	Respect
	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team

	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
Excellence	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too

7. Freedom to Act

Freedom to act as an autonomous practitioner

Regular supervision and assessment of their practice on each rotation with the senior therapist

Ability to access a Senior Physiotherapist at all times whilst working, but not requiring direct supervision.

Expected to be guided by Professional standards, guidelines, and code of conduct, and Trust policies and procedures.

8. Physical, Mental and Emotional Effort Required

Assessments and treatment programmes are carried out with frequent moderate physical effort on a daily basis. Requires moving and handling of patients on a daily basis.

Ability to utilise their knowledge and experience to identify Physiotherapy problems and solutions for patients, requiring constant mental concentration on a daily basis.

Ability to handle difficult and emotional situations. To understand the feelings and emotions of patients and relatives trying to deal with new diagnoses or conditions and try to help through advice and education regarding rehabilitation and their condition. This could include coping with terminally ill patients, or those with deteriorating conditions.

The post - holder may occasionally carry a Bleep that may cause unexpected alterations in their routine, and in some instances may need to respond urgently to a call regardless of their current situation.

Requires concentration on patient assessment and treatment.

9. Outline of Working Conditions

The day-to-day environment will frequently cause the post holder to come across bodily substances such as sputum, faeces, vomit, blood, urine, fleas and lice, unpleasant smells infectious material, contaminated equipment or work areas, and foul linen. They may also be put at risk of needle-stick injuries and sometimes aggressive patients, relatives or carers. They may have to work in confined or cramped areas.

Person Specification

Post of **BAND 5 PHYSIOTHERAPIST**

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	Diploma / degree in Physiotherapy Registration with the Health Professions Council (HCPC) Evidence of maintained CPD 5 GCSEs or equivalent at Grade C or above including English Language and Maths	Application Form Sight of Certificates	Membership of the CSP	Application Form Sight of Certificates
Previous Experience (Nature & Level)	Well rounded experience of a variety of clinical areas as a student Experience of working as part of a team/ MDT Good theoretical knowledge	Application Form Interview		
Evidence of Particular: - Knowledge - Skills - Aptitudes	Knowledge of CSP guidelines, Trust policies & procedures Excellent verbal, non verbal and written skills	Application Form Interview		

	<p>Ability to work effectively alone & as part of a team</p> <p>Ability to organise, delegate and prioritise in a timely and effective manner</p> <p>Ability to cope with working in a moderately physical and stressful environment with aggressive and emotional people</p> <p>Ability to evidence/demonstrate key values and behaviours in line with the Trust framework:</p> <ul style="list-style-type: none"> ➤ Patient Centred ➤ Safety ➤ Compassion ➤ Respect and ➤ Excellence 			
Specific Requirements	<p>Flexibility</p> <p>Able to motivate, and persuade patients with impaired cognitive status</p> <p>Problem solving</p> <p>Ability to meet the travel requirements of the post</p>	Interview		<p>Application Form</p> <p>Interview</p>

Job Description Agreement

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

	Signature	Date
Job Holder:		