

JOB DESCRIPTION

<u>JOB TITLE:</u>	Specialist Physiotherapist
<u>GRADE:</u>	Band 6
<u>DEPARTMENT</u>	As Designated
<u>LOCATION:</u>	As Designated
<u>RESPONSIBLE TO:</u>	As Designated
<u>ACCOUNTABLE TO</u>	As Designated

MAIN PURPOSE OF THE JOB

To be responsible for the specialist assessment and management and physiotherapy service provision for service users who have a variety of complex physiotherapy needs, diverse presentations and a range of mental health, learning disabilities and / or Neurological conditions.

To manage and provide on-going specialist physiotherapy assessment and treatment using evidence based practice.

The post holder will work as a member of the multi-disciplinary team ensuring that high quality, individualised care is delivered and that this maximises independence and promotes recovery and wellbeing.

To facilitate the delivery of Physiotherapy Student Education within the clinical setting.

To provide compassionate care that is based on empathy, kindness, respect and dignity.

To provide clinical supervision and leadership to staff as delegated by the team lead.

VISION AND VALUES

Our Vision is: “To work together, with compassion and care, to keep you well over the whole of your life.”

Our Values are:-

- Caring Compassionate
- Respectful
- Honest and Transparent

ORGANISATIONAL CHART

Please see service descriptor

COMMUNICATION & RELATIONSHIPS

Work collaboratively with colleagues directly involved in the delivery of physiotherapy care, both in the community, out-patients and in-patient settings, and will develop good working relationships and networks with other community resources and providers, both statutory and non-statutory.

Communicate interventions to service users and carers in a clear and understanding manner.

Demonstrate the ability to overcome barriers to communication, supporting service user's understanding by adapting the approach used (e.g. use of Interpreters where English is not a first language, alternative and augmentative communication methods), to ensure that they can access and engage effectively with services.

Establish and maintain therapeutic partnerships with service users and Carers in the delivery of specialist physiotherapy assessments and interventions. To deal tactfully and diplomatically with sensitive situations involving relatives /carers and other professionals.

Demonstrate specialist interpersonal and communication skills that promote and maintain therapeutic relationships with service users, their families and carers, and help the service users overcome any barriers to communication.

Demonstrate negotiating, empathetic and motivational skills to manage situation where complex and sensitive material/information is being discussed, ensuring professionalism is maintained.

Utilise communications in accordance with Caldicott Principles, Data Protection, Freedom of Information Act and Trust policies and procedures.

Contribute effectively to multi-disciplinary clinical discussions reporting professional concerns and changes to risks in a timely manner.

Advocate on behalf of the service user within a range of services ensuring, as far as possible, that they reflect their needs and wishes.

To use de-escalation skills when working in potentially antagonistic, hostile and emotive clinical situations to ensure the safety of self, clients and others

To use effective communication to establish capacity to consent to physiotherapy intervention, allowing informed decision making where possible.

KNOWLEDGE, SKILLS, TRAINING AND EXPERIENCE

Be HCPC Registered Physiotherapist.

Have a nationally recognised professional Physiotherapy qualification.

Evidence of post registration clinical experience and clinical skills training.

Knowledge and application of evidence based Physiotherapy interventions

Excellent interpersonal skills.

Engagement Skills.

Knowledge and understanding of the Clinical Audit process and its application.
IT skills.

ANALYTICAL AND JUDGEMENTAL SKILLS

Use specialist investigative and analytical skills in order to comprehensively assess service users who frequently present with a complexity of problems which may impact on your treatment options.

Develop physiotherapy programmes using specialist clinical reasoning when selecting appropriate treatment interventions taking into consideration all service users' needs.

Recognise and anticipate complex situations that may impact on the health and well-being of service users and their carers and advise on health promotion.

Analyse and make judgements in complex situations where referrals to external agencies may be indicated e.g. safeguarding, best interest decision making and capacity.

PLANNING AND ORGANISATIONAL SKILLS

Manage a caseload of service users with differing clinical presentations whose condition may fluctuate in severity and complexity.

Manage own time within the requirements of the service and Service Priorities. Prioritise caseload and workload effectively, utilising the support of clinical and operational supervision.

Facilitate timely goals and interventions with service users both in an inpatient environment and community.

Meet deadlines for reports in accordance with statutory requirements and provide timely professional reports as requested by Multi-disciplinary Team members and clinical / line managers.

Maximise Service User and Carer participation. Convene and, Chair meetings relating to the care of Service Users and Carers (eg CPA Reviews, MDT Meetings and Family Meetings).

PHYSICAL SKILLS

Be required to regularly transport equipment which may be bulky or heavy and difficult to manoeuvre. Eg. lifting wheelchair into back of car, carrying exercise equipment such as weights, balls, gym balls, sleep systems.

Appropriately trained and capable of using authorised breakaway techniques as required.

Required to use a keyboard and computer screen.

RESPONSIBILITIES FOR PATIENT/CLIENT CARE

Following specialist assessment, devise and implement physiotherapy programmes and interventions taking into consideration the complexity of service users' medical and/or physical condition, co morbidities, challenging behaviour, ensuring that the service user is treated with compassion, respect and dignity.

Utilise highly developed physical skills in the manual treatment of service users, using a high degree of precision, dexterity, co-ordination and sensory skills.

Facilitate the service user's transition across all services provided by the Trust and external agencies.

Offer specialist clinical advice and information to service users, carers, other professional disciplines, voluntary organisations and the public.

Support service users to contribute to their own individualised physiotherapy Care Plan.

Demonstrate flexibility in the role to meet the needs of service users. This may involve working across clinical pathways to support the needs of the service, whilst ensuring the delivery of high quality care at all times.

POLICY AND SERVICE DEVELOPMENT

Adhere to HCPC and CSP professional code of conduct, Trust Policies and other relevant legislation.

Support and implement local service initiatives taking into account national and local best practice policies and procedures, which influence the local and national agenda.

Actively contribute to the decision-making processes, which directly affect the service provision within the locality.

To participate in the effective monitoring, review and evaluation of the service provided.

To initiate, develop and implement changes in practice or service delivery in conjunction with the team manager.

FINANCIAL AND PHYSICAL RESOURCES

Recommend and source equipment for loan to service users and train others in the use of specialist equipment.

Liaise with designated lead on resource requirements.

Be responsible for the risk assessment and maintenance of equipment within the designated area of work.

HUMAN RESOURCES

Provide leadership for less experienced staff through formal and informal supervision and day to day advice and support/guidance.

Be required to provide guidance and to delegate tasks to less experienced physiotherapists, support staff and students as required.

Be responsible for ensuring that the above staff are actively involved in their development plan via the appropriate appraisal process.

INFORMATION RESOURCES

Use Digital Recording Equipment as per Trust Policy.

Responsibility for devising, evaluating, and maintaining Care Plans and Risk Assessments within recorded time frames, as per Trust Quality Priorities and Policy / CSP guidelines.

Responsible for maintaining own knowledge of current legislation.

Record data requested by designated Lead to contribute to Monitoring Clinical Priorities and improving Quality.

RESEARCH AND DEVELOPMENT

Work towards improving clinical standards through implementation of the latest research and evidence based practice.

Regularly audit quality of service user care and service delivery within own specialist area.

Ensure that all clinical practice is evidence based. Keep up to date with relevant research in the field in order to evaluate current practice and contribute to service improvement.

Monitor and commit to service effectiveness via the Clinical Governance agenda and work towards continually improving the Service User/Carer experience.

Share any knowledge gained via specific training sessions, workshops, presentations etc. in order to develop and underpin good practice.

FREEDOM TO ACT

Work within professional guidelines and be accountable for own professional actions whilst working as a Specialist Physiotherapist.

Work as an autonomous practitioner seeking advice from more senior staff if required.

Adhere to HCPC and CSP professional codes of conduct and standards, Trust Policies and Procedures.

Actively participate in professional / management supervision from designated clinical supervisor as per Trust policy.

PHYSICAL EFFORT

Frequently be required to move and manoeuvre patients including the use of hoists and equipment.

Carry out treatments in a variety of locations which will frequently require the post holder to work on the floor, to kneel, crouch, stretch, bend, twist and maintain static/awkward postures.

Demonstrate and physically assist the patient to carry out movements and exercises.

Physiotherapy sessions frequently last over 30 minutes.

Physically support patients in sitting, standing and walking.

MENTAL EFFORT

Required to concentrate when writing records and completing all required documentation.

The physiotherapist may be required to alter their approach or to change task at short notice due to the unpredictable nature of the service user group.

There is a constant requirement for concentration during assessments and treatments to ensure safe and competent practise especially when service users have limited communication and may have challenging behaviour.

EMOTIONAL EFFORT

Frequently work with service users and their carers who may exhibit severely challenging and emotional behaviours and may be exposed to very distressing and very emotional circumstances.

May be involved with service users who have progressively deteriorating medical conditions.

May be involved with service users with life limiting conditions and end of life care.

May be required to deal with service users and families who have unrealistic expectations of treatment interventions which may lead to the service user / relatives becoming distressed / frustrated when discussing probable outcomes of therapy.

WORKING CONDITIONS

Required to frequently work in areas not subject to health and safety regulations e.g. service user's homes with exposure to unpleasant working conditions such as dirt, dust, smells or bodily fluids.

Exposed to potential verbal and physical aggression from both service users, family and carers.

Working alone in service user's home and adhering to Trust lone working policy.

Required to work at various locations throughout the Trust area as per Trust policy.

Have a base but will be expected to use mobile technology to input into IT systems.

SAFEGUARDING

Every employee has a responsibility for safeguarding and protecting adults and children from abuse, regardless of the setting in which the care takes place. It is every employee's responsibility to be aware of relevant Trust Policies. All employees should take part in training in order to maintain their skills. Front line practitioners should access regular supervision and support in line with local procedures.

HEALTH AND SAFETY

Contribute to maintaining a safe environment of care through effective risk management. Identify risks and develop appropriate strategies to manage the risks including responding appropriately to untoward/emergency situations.

TRUST CLINICAL GOVERNANCE STRATEGY

It is the responsibility of all health care professionals to play an active role in delivering the clinical governance agenda. There is a specific responsibility for individual health care professionals to be involved in auditing their own and their team's clinical performance, and to engage in activities, which continuously improve, the quality of services they provide.

Information of a Confidential Nature or Access to Confidential Information

"To be aware of the nature of information dealt within the NHS and to work in a manner which ensures confidentiality and security of this information"

INFECTION CONTROL

All Trust staff (clinical and non-clinical, including locum and agency staff employed by external contractors) have a personal responsibility to ensure the risk of infection to themselves, service users and visitors is minimised by ensuring that they (1) are familiar and adhere to, current Trust policy and guidance on infection prevention and control, (2) participate in the Trusts induction programme and statutory/required training in infection prevention and control and (3) consider infection prevention and control as part of their appraisal and/or personal development plans'.

CALDICOTT RESPONSIBILITIES:

1. **Justify the purpose (s) of every proposed use or transfer** - every proposed use or transfer of patient-identifiable information within an organisation should be clearly defined and scrutinised, with continuing uses regularly reviewed by an appropriate guardian.
2. **Don't use it unless it is absolutely necessary** - Patient-identifiable information should not be used unless there is no alternative, **where this is the case permission should be obtained.**

3. **Use the minimum** necessary - Where use of patient-identifiable information is considered to be essential, each individual item of information should be justified with the aim of reducing identification.
4. Access should be on a strict **need-to-know** basis - Only those individuals who need access to patient-identifiable information should have access to it, and they should only have access to the information items that they need to see.
5. Everyone with access to it should be **aware of their responsibilities** - Action should be taken to ensure that those handling patient-identifiable information are aware of their responsibilities and obligations to respect patient confidentiality.
6. **Understand and comply with the law** - Every use of patient-identifiable information must be lawful. Each department must have someone responsible for ensuring that the organisation complies with legal requirements.

ACCESS TO CONFIDENTIAL INFORMATION:

To be aware of the nature of information dealt with within the NHS, and to work in a manner which ensures confidentiality and security of this information.

This job description is not intended to be an exhaustive list of the duties and responsibilities of the post and the post holder may be requested to carry out any other duties appropriate to the grade or post.

The post may change over time to meet organisational requirements and the job description may be changed after consultation with the post holder at any time.

JOB DESCRIPTION AGREEMENT

Post Title:

Post Holder's Name:

Post Holder's Signature:**Date:**

Line Manager's Name:

Line Manager's Signature:**Date:**

PERSON SPECIFICATION

	<u>Essential</u>	<u>Desirable</u>
<u>Education and Qualification</u>	<p>Recognised Physiotherapy degree qualification or equivalent.</p> <p>State registration with HCPC.</p> <p>Further relevant post qualifying training.</p>	<p>Registered member of the Chartered Society of Physiotherapy</p>
<u>Knowledge and Experience</u>	<p>Awareness and understanding of professional accountability, HCPC and CSP standards and other local and national initiatives</p> <p>Proven track record of post registration clinical experience relevant to the post.</p> <p>Awareness and understanding of professional accountability, HCPC and CSP standards and other local and national initiatives.</p> <p>Experience of working within a multi-disciplinary team</p> <p>Experience of providing Physiotherapy services.</p> <p>Awareness of equal opportunities legislation and policies</p> <p>Experience of collaborative working across agencies and professional disciplines.</p> <p>Proven ability to manage a clinical caseload in a flexible manner as required.</p> <p>Experience of supervising students / non registered staff</p>	<p>Clinical experience relevant to this role</p> <p>Knowledge of involving service users/ carers in evaluation/planning and monitoring of services</p> <p>Knowledge of audit, research and evaluation</p>

<u>Skills and Competencies</u>	<p>Skills in a range of appropriate standardised and informal assessments</p> <p>Highly developed communication skills</p> <p>Proven ability to communicate effectively within multi-agency teams</p> <p>Provide appropriate therapeutic interventions</p> <p>Ability to use IT systems</p> <p>Risk Assessment/management skills</p> <p>Ability to work independently and as part of a team.</p> <p>Time management skills</p> <p>Ability to adapt within a changing environment.</p>	<p>Clinical Leadership. Training & Induction of staff.</p> <p>Delegation skills.</p> <p>Debriefing skills.</p> <p>Teaching/Presentation skills.</p>
<u>Role/Team specific requirements</u>	<p>Ability to work in a flexible manner</p> <p>Open and non-judgemental, anti-discriminatory approach to clinical, managerial and leadership roles.</p>	
<u>Personal Characteristics</u>	<p>Flexible</p> <p>Confident</p> <p>Reliable</p> <p>Ability to cope with distressing and emotional situations.</p> <p>Enthusiastic and motivated.</p>	<p>Innovative and resourceful</p>
<u>Additional Requirements</u>	<p>Must be able to meet the mobility requirements of the post.</p>	