

Candidate Brief

Specialist Physiotherapist , Band 6 Rotation

April 2024





Epsom and St Helier
University Hospitals
NHS Trust


Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Job Description

Job Title Band 6 Physiotherapist, Rotational

Grade Band 6

Hours 37.5 hours per week across 7 days, including weekends to be worked on a rota basis as required

Department Acute Therapies

Reports To Acute Therapies Service Manager

Accountable To Head of Therapies

Responsible For Band 5s, Assistants, students within team

Role within Epsom and St. Helier University Hospitals NHS Trust (ESTH)

ESTH provides a range of therapy and rehabilitation services within St. Helier Hospital. These work closely together and in collaboration with other agencies to provide a smooth pathway to Sutton, Merton & Epsom residents with rehabilitation needs.

This post is an 8 monthly rotation scheme, currently within the following areas, but subject to change with new opportunities and developments:-

Respiratory physiotherapy, within critical care and surgery, or within respiratory and medical wards; medical and surgical rehabilitation including complex cases and amputees; elder rehabilitation; trauma orthopaedics; neuro-rehabilitation within the

stroke unit (located at Epsom Hospital); Early Rehabilitation Team / working with Sutton Health and Care, including the prevention of avoidable admissions.

Acute Therapies are working towards 7 day working and the postholder will be required to contribute to weekend rotas in addition to on-call work within St. Helier hospital.

This role is mainly based at St. Helier Hospital but does include cross site working.

MAIN OBJECTIVES

- To provide a high standard physiotherapy service to adult inpatients within the Trust
- To abide by the HCPC rules of professional conduct and professional / quality standards
- To assess and treat own caseload of patients, who may have complex presentation, and maintains associated records, as an autonomous practitioner
- To supervise and teach recently qualified physiotherapists/physiotherapy assistants/students and involvement in teaching MDT staff.
- To undertake evidence-based projects, including recommendations for change in practice and may participate in departmental research and audit
- To assist the Band 7 Physiotherapist by monitoring caseloads, recording statistics and prioritising referrals as required
- To liaise effectively with other disciplines
- To contribute to 7 day working patterns and on-call work as require

KEY TASKS AND RESPONSIBILITIES

Patient Care

- To be professionally and legally responsible for all aspects of the post-holders own work
- To carry out assessments of patients as an autonomous practitioner, including those with complex presentations, and using clinical reasoning skills and knowledge of evidence based practice, determines appropriate care plan utilising wide range of treatment skills and options
- To interpret and analyse clinical and non-clinical facts to form accurate diagnoses in a wide range of conditions including those with a complex presentation, with occasional guidance from specialist physiotherapists
- To formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans
- To continually reassess patients in order to progress treatments effectively
- To co-ordinate intervention which may include other disciplines; to advise and

- educate patient/carers/relatives/other health professions
- Responsible for maintenance of accurate written records using POMR system and use of computerised data collection and records and comprehensive progress/discharge reports to medical referrers as required
- To manage clinical risk within own caseload at all times
- To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling
- To demonstrate highly developed dexterity, co-ordination and palpatory sensory skills for assessment and manual treatment of patients
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner as they arise

Service Development

- To propose and implement policy changes that impact on all service users, and advise team leader of any service development changes made to ensure quality standards and effectiveness of patient care.
- To ensure that junior staff/students/assistants implement policy and service developmental changes.

Management

Physical resources

- To be responsible for competent use and maintenance reporting of all equipment and to ensure that junior staff/students and assistants attain competency prior to use

Human resources

- To be responsible for supervision and coordination of junior staff/students and assistants on a daily basis
- To be responsible for supervision, teaching and appraisal of junior staff, students and assistants; also other health professionals / workers as appropriate
- To be responsible for undergraduate student physiotherapists as allocated by the team leader and to regularly liaise with the academic institutions
- To keep abreast in understanding and knowledge of all new developments which are applicable to specific physiotherapy treatments and to attend and actively participate in the department's in-service training programme and other outside courses/lectures as appropriate

- To be responsible for the operational management of the designated team in the absence of the team leader or as required

Information resources

- To maintain an accurate and evaluative record keeping system (POMR) for own clinical caseload
- To supervise junior and student physiotherapists record keeping system according to the departmental standards

Planning and Organisation

- To flexibly plan and organise own time, patient caseload, meetings, training and adjusting plans as required according to staffing levels and work prioritisation
- To carry an identified bleep as required and be able to respond to unpredictable work patterns and frequent interruptions
- To assist in the planning of juniors, students and assistants timetables and deputise for the team leader in organisational duties

Communication

- To be able to motivate and persuade others through effective communication skills, with the benefit of verbal and non-verbal skills, using written and electronic information where needed
- To be able to gain co-operation for treatment where there may be significant barriers to understanding such as cognitive impairment, dysphasic and dysarthric patients, hearing impairment, non-English speaking patients, denial, grief and memory loss, excess noise or lack of privacy
- To maintain close links, communication and liaison between all staff and people involved in patient care, student education, research or policy development as appropriate

Education

- To contribute to the education of multidisciplinary groups, patients, families and carers as appropriate
- To be pro-active with regard to learning from other physiotherapy staff within the department, and other MDT staff in the Trust
- To be responsible for and actively record own personal professional

- development and maintain a CPD portfolio which reflects the same
- To assist in organising and actively participate in the in-service and post-registration education programme within the specialist clinical area and attend other outside courses/lectures as appropriate
- To keep abreast in understanding and knowledge of all new developments which are applicable to specific physiotherapy treatments
- To attend any mandatory training and induction courses as designated by management
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Research and Audit

- To participate in the department's ongoing audit and appropriate work related research/evaluation projects
- To keep abreast of evidence based practice in the clinical area by use of relevant reading, attendance at in-service training, external courses and database searches
- To ensure good working knowledge of national and local standards and monitor quality as appropriate

Effort

- To carry out assessments and treatments, with moderate to intense physical effort on a daily basis
- To comply with the Trusts Manual Handling Policy and local therapeutic handling guidelines
- To work in an environment where the work patterns may be disrupted by frequent demands from patients, clinical staff, students and administrative support staff
- To sensitively deal with distressing or emotional circumstances regarding patient care such as realistic expectations of rehabilitation outcome
- To support junior when indicated in the management of challenging patients
- To deal with patients suffering from pain states that may lead to anxiety and aggressive behaviour
- To deal with patients with varying levels of cognitive impairment that may lead to challenging behaviour, and to learning difficulties.

This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids including sputum, unpleasant smells and occasional exposure to verbal and physical aggression.

General

- To carry out such duties as may be required by the line manager or professional manager that are consistent with the responsibilities of the

- grade.
- To communicate with colleagues, patient and visitor in a polite and courteous manner at all times.
 - To attend any mandatory training and induction courses as designated by management.
 - To report all clinical and non-clinical accidents or near misses, promptly, and when required, to co-operate with any investigation undertaken.
 - To participate in the Trust's Risk Management framework.
 - To work in other areas of the Trust as required.

I agree that this is a true reflection of my current role and responsibilities, however I understand that these may change in accordance with the needs of the service that the Trust is required to deliver. Any changes required will be discussed and agreed and the job description updated.

Post Holder

Signed..... Date.....

Manager

Signed..... Date.....

Date of review.....

Epsom and St. Helier 
University Hospitals
NHS Trust

PERSON SPECIFICATION

BAND 6 PHYSIOTHERAPIST, REHABILITATION REHABILITATION

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
<u>Values and Behaviours</u>			Application/ Test/ Interview
Put the patient first by being happy, helpful, caring, respectful and patient	✓		
Always taking opportunities to improve, encouraging excellence	✓		
Work as one team – communicate, collaborate and share	✓		
Respect each other by being polite, pleasant and listening	✓		

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
<u>Qualifications and Knowledge</u>			Application/ Test/ Interview
Diploma / Degree in Physiotherapy	✓		
HPC registered	✓		
CSP membership		✓	
Membership of relevant Special Interest Group		✓	
Ability to demonstrate on-going CPD and the use of evidence based practice.	✓		

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
<p>Knowledge and experience of management of elderly patients, including those with falls, dementia and / or delirium</p> <p>Awareness of current issues in NHS, including clinical governance and its implications within the team</p> <p>Realistic about own ability, and seeks help appropriately</p> <p>Knowledge of relevant Health and Safety issues</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>Application / test / interview</p>
<p><u>Experience</u></p> <p>Broad range of Band 5 experience including:</p> <ul style="list-style-type: none"> • Respiratory • Elder rehabilitation • Orthopaedic • Neuro rehabilitation 	<p>✓</p>		<p>Application/ Test/ Interview</p>

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
Experience of working within the NHS (or similar)	✓		
Experience managing others within a team		✓	
Experience of staff and student supervision and clinical education		✓	
Experience of multi-disciplinary team working	✓		
Experience of respiratory on-call / emergency work	✓		
<u>Skills and Abilities</u>			Application/ Test/ Interview
Ability to assess, set realistic goals and evaluate	✓		
Effective written and spoken communication skills	✓		
Ability to supervise Juniors / Assistants / Students	✓		
Ability to delegate tasks	✓		

	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
Competent IT skills	✓		
<u>Personal Qualities</u>			Application/ Test/ Interview
Demonstrates appropriate use of initiative	✓		
Highly motivated	✓		
Flexible and able to cope with change	✓		
Sensitive to the needs of others	✓		
<u>Others</u>			Application/ Test/ Interview
Physically fit and able to comply with Trust Manual Handling Guidelines	✓		
Professional presentation and demeanour	✓		
Willingness and ability to work 7 day patterns and extended hours as required and contribute to on-call rotas	✓		

