

## Job Description

**Role Title:** Clinical Specialist Physiotherapist - Medicine  
**Band:** Band 7  
**Contract:** Permanent  
**Responsible to:** Clinical Service Manager- Inpatients  
**Accountable to:** Head of Service - Inpatients  
**Location:** University Hospitals of Coventry and Warwickshire, CV2 2DX

### Key working relationships:

Integrated working is a key element for the provision of therapy services across UHCW NHS Trust and key relationships required for this role to be successful include:

- Patients, relatives, and carers
- The Multidisciplinary Team including Medical, Nursing, Allied Health Professional and non-clinical staff
- Community based agencies

### Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



Compassion



Improve



Learn



Openness



Partnership



Pride



Respect

### Net Zero and Sustainability.

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

## Job Summary

This post is for a Band 7 Clinical Specialist Physiotherapist for the Medicine Therapy Team at UHCW NHS Trust.

The post holder will be responsible for planning, coordinating, delivering, evaluating and managing a high-quality therapy service to patients within the Medicine Services. The post holder will lead the Therapy team across the service, providing clinical supervision and training, liaising with other appropriate therapy teams to ensure an integrated service is provided for the service area. The post holder will provide a source of highly expert specialised skills and knowledge within Medicine.

The Medicine Therapy Team supports the following patient specialities (not exhaustive):

- Respiratory
- Cardiology
- Renal
- Endocrinology
- Oncology & Haematology
- Infectious Diseases
- General Acute Medicine

Participation on the Respiratory On-Call rota and weekend working within the Medicine Team is a requirement of this post.

## Main duties

- Provide a highly specialist, high standard therapy service, assessing and advising on patients care & treatment, as an autonomous practitioner within the defined patient group.
- Be a clinical lead for the therapy staff across the service area providing clinical supervision and training, liaising with other appropriate Therapy leads to ensure an integrated service is provided for the service area
- Ensure development of junior staff through supervision, training and annual appraisal.
- Participate in the planning, development and evaluation of clinical practice & service development within area.
- Contribute to the maintenance and development of the Trust Therapy service.
- Take a lead for information management to ensure high quality data which is recorded, evaluated & reported in a timely manner.
- Provide knowledge and expertise on the Physiotherapy assessment and management of a broad range of medical conditions, including respiratory.
- To participate in 7-day working patterns, including Bank Holidays.

## Key Result Areas and Performance

### Clinical

- Be professionally & legally responsible & accountable for all aspects of own work including the management of patients in own care. Ensure a high standard of clinical care for patients under own management & support more junior staff to do likewise.
- Interpret & analyse clinical & non-clinical facts to form accurate diagnosis & prognosis in on wide range of highly complex conditions to recommend the best course of intervention, evaluate outcomes, reassess & to develop comprehensive treatment plans.
- Undertake comprehensive assessment of patients including those with complex presentation, investigate & analyse skills & formulate individualised management & treatment plans to formulate specialised programmes of care.
- Assess patient understanding of treatment proposals & gain informed consent in order to work within the legal framework for patients who lack capacity to consent to treatment.

- Accept clinical responsibility for own caseload & organise this effectively & efficiently with regard to the clinical progress the patient. Oversee/supervise the caseload of more junior staff to ensure patients are prioritised according to acuity of need across the service areas.
- Provide highly specialist clinical technical services contributing to diagnosis, care of treatment within the speciality as appropriate.
- Maintain a clean safe environment ensuring adherence to Trust standards of cleanliness hygiene & infection control at all times.
- Work with Consultants and other agencies to refer patients and develop the strategic & operational management of the specialist service area within the relevant professional service guidelines & practices.
- Provide spontaneous & planned advice, teaching & instruction to relatives, carers & other professionals to promote understanding of the aims of the Therapy Department and to ensure a constant approach to patient care.
- Regularly manage expected & unexpected clinical events requiring high & unpredictable levels of physical effort according to patient dependency & clinical need.
- Abide by the appropriate professional body and the Health & Care Professions Council standards of proficiency.
- Communicate effectively, plan, organise & work collaboratively with medical, nursing & therapy colleagues to ensure the delivery of a co-ordinated multidisciplinary service.
- Comply with organisational, professional & Trust policies & procedures & be actively involved in reviewing & adapting as appropriate to own specialist field.
- Develop excellent relationships with all members of the team and other appropriate therapy leads to ensure optimal delivery of therapy services.
- Maintain accurate comprehensive & up to date documentation & communicate assessment & treatment results to appropriate disciplines.
- Be aware of health & safety aspects of own work & that of more junior staff & implement relevant policies.

### Leadership

- Regularly participate in working parties developing policy changes within the Therapy Department & other specialities within the Clinical Support Service (CSS) group.
- Participate in the staff appraisal scheme as both appraiser & appraisee.
- Assist with recruitment & selection processes.
- Review and recommend developments for future delivery of the therapy services for patients ensuring the most clinically effective use of resources.
- Demonstrate effective prioritisation between clinical commitments and operational responsibilities.
- To act as a specialist resource, supporting and motivating other staff members in UHCW.
- When required, to deputise for the Clinical Service Managers / Therapy Services Manager during periods of absence, to attend meetings and provide support to peers during this absence.

### Education

- Deliver training to staff to ensure competence in carrying out duties within the service area.
- Provide specialist advice, teaching & training to other members of the MDT regarding the management of patients.
- Maintain own clinical professional development by keeping abreast of any new trends & developments and incorporate them as necessary into own work.
- Attend mandatory training as required by Trust policy.
- Be an active member of the in service training programme by attendance & delivering presentations & training at staff meetings, tutorials, and training sessions.
- As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean

Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a prerequisite for this post

## Research

- Collate, interpret and analyse activity data and report on findings for service development & provide specialist reports on patient & service related issues as required.
- Initiate the planning, evaluation and audit of practice, clinical pathways and protocols using where appropriate national guidelines / legislation within area of specialty disseminating findings at local / national level.
- Undertake the measurement & evaluation of own & current best practice regularly to make recommendations for change implementation.
- Lead on all aspects of clinical governance including audit in specialist area & participate in programmes for other areas to support peers as appropriate. The post holder has sufficient discretion to decide
- Assist with the implementation of change and evaluation of changes to service provision for the services
- Take a lead for the information management within service area to provide managers with activity data in a timely manner.

## Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

**The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.**

## Person Specification

**Job Title:** Clinical Specialist Physiotherapist – Band 7, Medicine

### Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Diploma/ degree in Physiotherapy</li> <li>• Current HCPC registration</li> <li>• Relevant post graduate training in specialist area</li> <li>• Clinical leadership training/experience</li> <li>• Evidence of relevant CPD for Medicine and Respiratory Physiotherapy</li> </ul>	<ul style="list-style-type: none"> <li>• Risk management training/experience.</li> <li>• Membership of special interest group relevant to specialist area</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Extensive clinical experience within acute medicine setting</li> <li>• Respiratory competent, including the management of acutely unwell patients and those with tracheostomies</li> <li>• Current or recent experience of participation in respiratory on-call rota</li> <li>• Development of clinical pathways</li> <li>• Audit and service improvement</li> <li>• Evidence of training staff/developing training programmes.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of managing staff / students</li> <li>• Experience of integrated working</li> <li>• Experience of change management</li> <li>• Broad range of clinical experience within acute inpatient setting</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Highly specialist knowledge of Physiotherapy assessment and treatment, and how to apply this effectively within acute medicine specialty</li> <li>• Specialist knowledge of Physiotherapy role within an acute setting</li> <li>• Understanding of clinical pathways relating to medicine patients</li> <li>• Knowledge of current best practice in Physiotherapy and its application.</li> <li>• Effective planning, evaluation and co-ordination of treatment.</li> <li>• Applied knowledge of relevant legislation including CPD and risk assessment and management.</li> <li>• Knowledge of clinical governance</li> <li>• Implementation into practice of audit &amp; research</li> <li>• Awareness of the service and specialties of UHCW</li> <li>• Computer literacy</li> <li>• Understanding of current policy &amp; procedure – national &amp; local for professional area.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of recruitment &amp; selection procedures</li> </ul>

<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Excellent personal organisational skills</li> <li>• Excellent communication, interpersonal &amp; negotiation skills</li> <li>• Effective leadership &amp; teaching skills – able to motivate others.</li> <li>• Ability to work under pressure &amp; set priorities for staff &amp; others.</li> <li>• Able to meet deadlines.</li> <li>• Ability to reflect on &amp; clinically approve own &amp; others performance, planning, decision making</li> <li>• Effective legible written and verbal communication skills.</li> <li>• Ability to work single handed with individuals and groups.</li> <li>• Demonstrates initiative.</li> <li>• Problem solving or solution-based approach to challenges.</li> <li>• Self-motivated and be able to motivate others.</li> <li>• Able to carry out concurrent activities (multi-tasking).</li> <li>• Presentation and training skills.</li> <li>• Supervisory/appraisal skills.</li> <li>• Audit skills.</li> </ul>	<p>Demonstrates evidence of innovative ideas for practice or service development</p>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Flexible in approach to work demands.</li> <li>• Demonstrates initiative &amp; enthusiasm.</li> <li>• Commitment to client centred non-discriminatory practice.</li> <li>• Must be willing to support seven day working and respiratory on-call rota</li> </ul>	
<b>Commitment to Trust Values and Behaviours</b>	<ul style="list-style-type: none"> <li>• Must be able to demonstrate behaviours consistent with the Trust's values. <i>(As detailed in UHCW's Values in Action document below)</i></li> <li>• Applicants applying for job roles with managerial responsibility will be required to demonstrate evidence of promoting equal opportunities through work experience</li> </ul>	

## Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

