

Therapies Service Job description



Royal Berkshire Hospital 



In association with  NHS Employers

Job title: Senior Physiotherapist Trauma and Orthopaedics

Department: Therapies

Pay Band: 6

Hours: 37.5

Location: Royal Berkshire NHS Foundation Trust

Accountable to: Professional lead of Physiotherapy

Weekend Rota: Participate as an active member of the weekend Physiotherapy rota, and cover of statutory and public holidays.

On-Call: Participate in the evening on-call respiratory service

ORGANISATIONAL RELATIONSHIPS

Internal include: Professional lead of Physiotherapy, Therapies Team Leaders, Other Physiotherapists, Occupational Therapists and assistants within the Trust; referring clinicians, other disciplines and services including medical staff, nursing staff, admin team, and others.

External include: GPs and Primary Care staff, Private sector collaboration, Volunteers, Higher Education Institutes, Volunteer sector, Clinical Specialists in other Trusts, other referring and receiving Trusts, patients, relatives and carers.

JOB PURPOSE:

- To be a Senior Physiotherapist delivering patient centred, caring therapy for Royal Berkshire NHS Foundation Trust Hospital (RBFT).
- To be professionally responsible for all aspects of your own work including the therapeutic management of patients in your care, with support from your supervisor.
- To use your physiotherapy knowledge and skills to provide specialist support and advice to the Multi-Disciplinary team and to manage own caseload of patients as an autonomous practitioner
- To deliver a high quality, effective and efficient physiotherapy service in the Therapy team.

- To be a member of the Therapy Department team, contributing to service development in Therapies and the Trust.

KEY DUTIES AND RESPONSIBILITIES

CLINICAL AND PROFESSIONAL

- To be responsible for the efficient, effective and safe physiotherapeutic management of patients within RBFT.
- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. To ensure a high standard of clinical practice for patients under your management and to support more junior staff to do likewise.
- To receive referrals and independently assess and treat own caseload of patients, ensuring evaluation and progression of treatment programmes to a high standard, and in line with National and Trust clinical guidelines, protocols and pathways where they exist
- To have clinical responsibility for a designated caseload of patients, and prioritise that work efficiently taking into account clinical and service priorities, using clinical knowledge to underpin decisions.
- To manage clinical risk within own clinical caseload and identify and report any risks witnessed.
- To formulate and deliver specialist individual physiotherapy treatment programmes based on clinical knowledge of current practice, evidence based practice and treatment options, using clinical assessment and reasoning skills.
- To have knowledge of a range of treatment skills relevant to the management of patient's conditions, including transfer assessments, function, and provision of advice, education and support. To provide physiotherapy to patients individually, or as a group
- To ensure effective discharge planning within the team, liaising with other members of the MDT as appropriate, including referrers
- To deliver physiotherapy in different locations, according to the requirements of the post e.g. wards, physiotherapy departments, etc.
- To use theoretical and practical knowledge to advice, guide and teach peers in the assessment and management of patients and other aspects of clinical care, including record keeping.
- To provide recommendations and advice to the MDT, including peers and consultants, and external organisations. This information will be evidence-based where possible.
- This role will involve weekend working.

LEADERSHIP, MANAGEMENT AND ADMINISTRATION

Physical Resources

- To be responsible for Health and Safety requirements within own clinical area
- To ensuring the risk assessment, competent use, maintenance and repair of all equipment in the area, and ensure that treatment and working areas are kept safe and tidy. departments as appropriate

- To be aware of the cost/benefit implications in the selection of appropriate equipment to be provided to the patient for long term use, both individually and within the team
- To advise Inter-professional lead regarding recommendations for new equipment
- To issue necessary equipment and appliances to patients ensuring that they are being used safely and competently.

Human Resources

- To be responsible for the daily delivery of physiotherapy in your designated area of services, in conjunction with your supervisor.
- To be professionally responsible for the standard of physiotherapy you carry out and for supervised junior staff, students and assistants.
- To facilitate effective team working in the therapy department by assisting and supporting other team members particularly at times of annual, study and sick leave
- To support the therapy team and MDT reporting to supervisor any potentially stressful work situations, such as verbal or physical aggression, or adverse incidents
- To participate in performance management and staff appraisal and fulfil its requirements.
- To work to develop Band 6/7 knowledge and skills – specialist clinical Leadership and supervision.
- To be a clinical educator for students on placement – and update educator skills with appropriate training
- To complete Optimise time sheets and department statistics in a timely manner observing deadlines

Information resources

- To maintain comprehensive, accurate and timely patient notes and records in accordance with department policy, and to ensure safekeeping and confidentiality of those records and records in current use.
- To keep comprehensive records of activity in accordance with local and national requirements, using departmental IT software systems as required
- To complete activity records to inform planning and service delivery within the Therapy team.
- To prioritise referrals received within the Physiotherapy service, using clinical knowledge to underpin decisions.
- To write physiotherapy reports when requested in line with local, trust and national guidelines
- To use computer skills to support role, including EPR, Word, Excel, PowerPoint, e-mail, etc.

Planning and Organisation

- To ensure that the agreed quality standards of service, based on professional guidelines and standards service frameworks are achieved and maintained.
- To support and contribute to the planning and organisation of clinical teaching using evidence informed practice, clinical audit and clinical outcomes measures.

- To work in an advisory capacity, as agreed with the Team Leader or Inter Professional Lead, to different directorates across the organisation.

COMMUNICATION

- To communicate effectively with patients and carers to maximise rehabilitation potential and treatment, and ensure understanding of condition
- To be able to persuade and motivate others through effective communication e.g. patients and staff
- To respond appropriately to the patient's level of communication and understanding, facilitating the best possible communication outcomes. For example, patients may be deaf, blind, aphasic, have cognitive impairment or be unable to communicate in English
- To provide and receive information from patients, carers and other professionals regarding a patient's condition and treatment progress. This may include the sharing and receiving of complex and/or sensitive information
- To develop and maintain close working relationships with physiotherapy and occupational therapy colleagues and other members of the multidisciplinary team. To provide advice, teaching and training to other members of the MDT as appropriate.
- To ensure that discharge information is communicated to referrers in a timely and appropriate manner, both as an individual, and from within the team
- To communicate service related information to supervisors and staff using clear articulation, negotiation and persuasion skills
- To communicate ideas and information for service development to supervisor and undertake projects as required.
- To participate as both a Therapy and Multi disciplinary team member respecting others views and supporting the team to achieve goals and targets.
- To develop best practice at RBFT by ensuring that evidence based / reflective practice is used and knowledge updated.
- To effectively liaise and network with colleagues in the Trust and outside of the Trust for the benefit of patients and the service
- To attend groups such as working parties, meetings and events to represent the department and the profession.
- To represent the Trust at local events e.g. careers evenings

SERVICE DEVELOPMENT

- To support Clinical Governance in the physiotherapy service, and support systems of clinical effectiveness and audit programmes.
- To work with supervisor to ensure that the service responds to local and national initiatives and policy such as National Service Frameworks and NICE guidelines
- To be aware of current practices in own work and that of the team and how it relates to research findings, evidence based projects, audits and the use of recognised outcome measures, to ensure that quality standards and effectiveness of patient care are continually monitored and improved
- To advise your supervisor regarding recommendations for service developments and undertake projects as required.

- To participate in the development of team objectives in line with Trust and Therapy objectives.
- To work to department policies and procedures, and participate in agreed developments and projects related to the therapy service, networking in the Trust as required
- To support the capacity in the physiotherapy team, to ensure it is used to its best effect in line with best practice

TRAINING, EDUCATION AND RESEARCH

- To keep abreast of new developments generally within physiotherapy and to incorporate into current practice and that of the team as necessary
- To support and participate in the in service training programme for the team,
- To use clinical knowledge to provide teaching to the immediate therapy team and the MDT, students, and other professionals
- To provide clinical placements for under-graduate students within the physiotherapy team, supervising, training and developing students as required
- To be responsible for maintaining own competency to practice through a variety of CPD activities, and maintain a portfolio that reflects personal development
- To monitor and reflect on own competency in clinical techniques and formulation of therapy programmes. To update necessary knowledge and skills as required
- To ensure own Therapy Manual Handling competency.
- To support the therapy team in audit programmes based on local and corporate objectives, and to participate in improvement projects identified from audit.
- To support the therapy team in developing local standards and guidelines based on evidence of best practice, and ensure that these standards and guidelines are acted upon.
- To support evidence based projects as required.

EFFORT

- To work within a busy, rapidly evolving environment
- To sensitively deal with distressing or emotional circumstances regarding patient care.
- To work with complex patients with multiple co-morbidities
- To support other team members in the management of complex patients.
- To support Inter-professional Lead in the introduction of service developments within the Unit
- To support the Inter-professional Lead in the management of staff when required.

WORKING CONDITIONS

Criteria	Description
Physical	Bending, kneeling, crouching and stretching positions. Moving equipment such as beds, manual handling equipment, chairs
Emotional	To deal sensitively with patients/relatives/carers, who may also have a language barrier, high levels of anxiety/aggression or have difficulty coming to terms with the prognosis/diagnosis. To communicate unwelcome news to staff, patients, relatives and carers.
Working Conditions	The post holder will use display screen equipment during their work to complete assessments and write electronic records /assess clinical data during the clinic environment. Participate in CPD activities and during educational presentations.
Mental	To concentrate throughout the day on assessing and treating patients, completing patient records/reports, teaching clinical/manual skills and supervising staff. To deal with frequent interruptions throughout the day from staff, patients, relatives and stakeholders / other professionals with queries/problems/seeking advice, some of which will require immediate attention.

GENERAL

General responsibilities

- To have responsibility for the health, safety and welfare of self and others and to comply at all times with the requirements of health and safety regulations
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with Trust policies.
- To report immediately any clinical incident and complete a clinical incident monitoring form.
- To comply with the Trusts policies including equal opportunities.
- To comply with the requirements of the Data protection Act 1994.
- To carry out such duties as may be required by the Professional Lead of Therapies consistent with the responsibilities of the grade.
- To attend any mandatory training and induction courses as designated by the Trust.
- To abide by CSP rules of professional conduct and local professional and quality standards.
- To comply with professional guidelines regarding the role and duties of a Therapist.
- To adhere to all Trust policies and guidelines at all times, including procedures on infection prevention and control in order to minimise patient risk and ensure high quality patient care.

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder. The post holder might be required to work across the Trust at any time

throughout the duration of his/her contract, which may entail travel and working at different sites.

Policies and Procedures

The post is subject to the policies, practices, procedures and conditions of service determined by the Trust.

Confidentiality

Your attention is drawn to the confidential aspects of this post. Any matters of a confidential nature, including information relating to the diagnosis and treatment of patients, individual staff records and details of contract prices and terms must under no circumstances be divulged to any unauthorised person or persons. Breaches of confidence will result in disciplinary action which may result in dismissal.

You should also be aware that regardless of any disciplinary action taken, a breach of confidence could also result in a civil action for damage.

Equality of Opportunity and Diversity

The Royal Berkshire NHS Foundation Trust operates an Equality of Opportunity and Diversity policy. The policy aims to ensure that no job applicant, employee or former employee suffers direct unlawful or unfair discrimination, or is disadvantaged by any conditions or requirements which cannot be justified.

Fire

You are required to comply with the agreed fire procedures, taking the appropriate action if the fire alarm sounds, and to attend relevant training programmes as required.

Health and Safety at Work Act

You are required to take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions at work and to co-operate with the Trust to ensure that statutory and departmental safety regulations are followed.

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultants

Medical Questionnaire

The appointment is subject to the completion of a satisfactory medical questionnaire which may involve a medical examination. You may also be required to undergo medical examinations in the future and/or at intervals stipulated by the employing Trust.

Smoking Policy

The Royal Berkshire NHS Foundation Trust has a *Smoke Free* policy. Smoking is not permitted in any of the Trust's properties or in Trust grounds.

Infection Control

The Trust has designated the prevention and control of infection and the full implementation of the Health Act (2006) as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:-

- i) Follow consistently high standards of infection control practice, especially with reference to hand decontamination, adherence to dress/ uniform code, and for clinical staff, aseptic technique
- ii) Be aware of and follow all Trust infection control guidelines and procedures relevant to their work.

Person Specification

AREA	ESSENTIAL	DESIRABLE
Knowledge, skills and experience	- Degree or other recognised qualification in Physiotherapy - HCPC Registered - NHS experience across all core clinical areas - Ability to carry out complex functional assessment and activity analysis - Specialist knowledge of current evidence based best practice in Physiotherapy - Ability to work flexibly to accommodate rapid fluctuations in patients condition - Ability to work single handed where appropriate with patients. - Understanding of professional ethics and application in practice. - Knowledge of UK health legislation and current practice - Continued professional development at a post graduate level e.g. up to date CPD portfolio - IT skills, including electronic patient records, word processing and e-mail - Knowledge of the principles of Clinical Governance and its implications for the therapy service - Understanding of current NHS issues - Ability to reflect and critically appraise own performance - Health, safety and risk awareness	- MCSP - Documented evidence of CPD - Knowledge of NHS structure
Communication and relationship skills	- Able to give clear, concise written and verbal reports in English - Compliance with data protection/ confidentiality - Good communication skills, including the ability to process and share information - Ability to actively listen to people - Able to deal with people who have difficulty communicating - Commitment to departmental and professional issues and activities - Demonstrates professional independence - Demonstrates motivational skills - Able to pass on skills/knowledge to others within formal and informal settings, including multidisciplinary groups - Aware of Equal Opportunities - Good team working skills - Understanding of roles of other members of the multidisciplinary team, and own role within the team - Able to give constructive feedback	Training and presentation skills
Analytical skills	- Strong ability to analyse and interpret a range of facts and situations - Able to think logically - Able to assess, plan and progress treatments appropriately	
Planning and organisational skills	- Good time management and organisational skills - Able to deputise for senior colleagues - Able to prioritise own workload - Able to work flexibly and independently - Able to contribute to in service training	
Physical /Personal skills	- Able to undertake manual handling tasks in line with Trust policies - Able to cope with working within an often emotive work environment	