

# **Sandwell and West Birmingham Hospitals NHS Trust**

## **JOB DESCRIPTION**

PTA0013

JOB TITLE:	<b>Band 5 Physiotherapist</b>
BASE:	<b>SWBH Trust</b>
DIVISION:	<b>PCCT</b>
CONTRACTED HOURS:	<b>37.5</b>
GRADE:	<b>Band 5</b>
RESPONSIBLE TO:	<b>Team Lead/Clinical Mentor</b>
ACCOUNTABLE TO:	<b>MSK Lead</b>

### **JOB PURPOSE**

Provide a high standard physiotherapy care to patients with a range of musculoskeletal conditions in a variety of settings including hospital locations, health centres and local community facilities such as leisure centres.

Participate in the rotational scheme involving working essentially in a range of facilities and settings, building up a breadth of knowledge and specialist skill.

### **JOB SUMMARY**

Perform physiotherapeutic assessment of patients with diverse presentations to provide a diagnosis, plan and deliver an individual treatment programme.

Hold responsibility for own caseload and be responsible for a defined area of the service working without direct supervision. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review and case conferences. Access to advice and support from a Senior Physiotherapist will be available. Clinical work and documentation is routinely evaluated.

Undertake all aspects of clinical duties as an autonomous practitioner.

Contribute to the supervision, education and assessment of undergraduate physiotherapy students working with universities to ensure that practice and teaching meet standards set by the degree level qualification.

Participate in evidence based audit and research projects to inform own practice and to contribute to the implementation of specific changes to practice or service protocols.

## **MAIN RESPONSIBILITIES**

### **Clinical**

Be professionally and legally accountable for all aspects of own work, including the management of patients in your care.

Undertake assessments of patients with diverse pathologies, using clinical reasoning skills, manual assessment techniques and listening skills to receive complex & sensitive details from patients to provide an accurate diagnosis of their condition.

Formulate and negotiate with the patient individual treatment programmes based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual physiotherapy techniques, patient education, prescription of equipment, exercise and education classes, electrotherapy techniques and other alternative options.

Deliver the individual treatment programme using a range of skills to assist with patient compliance and maximise treatment outcome e.g. persuasion, motivation and reassurance

Be prepared to take delegated responsibility from senior therapists for managing patients with particular conditions within each rotation

Contribute to formulating accurate prognoses and recommending best course of intervention for patients and to assist in developing comprehensive discharge plans.

Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment

Use and develop a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programmes. This will include patients who may have difficulties understanding or communicating e.g. patients may be dysphasic, sedated, depressed, deaf, blind or those who are unable to accept diagnosis.

Demonstrate highly developed dexterity, co-ordination and palpating senses for assessment and manual treatment of patients

Evaluate patient progress, reassessing and altering treatment programmes as required.

Manage clinical risk within own patient caseload and working environment

Communicate complex patient related information effectively to ensure collaboration with multidisciplinary colleagues across health & social care sectors to ensure the delivery of a coordinated Multidisciplinary service

Work as a lone practitioner with telephone support from a more senior therapist, if necessary, when working in community, domiciliary or Intermediate Care settings with direct support from another health professional following Trust and CSP guidelines for lone working.

Participate in the provision of a 7-day service as required.

Be responsible for maintaining accurate and comprehensive patient treatments records in line with HPC and CSP Standards of Practice.

Be responsible for organising and planning own caseload to meet service and patient needs readjusting plans as situation and priorities change.

Represent the physiotherapy service and/or individual patients at multi-disciplinary team meetings to ensure the delivery of a co-ordinated multidisciplinary service and to ensure that Physiotherapy treatment is integrated into the overall treatment programme. This will involve discussion of patient care, patient progress and discharge planning

Contribute to the safe and competent use of all electrotherapy equipment, gym and respiratory equipment, patient appliances and aids and to ensure the competency of Physiotherapy Assistants, Physiotherapy Students & patients prior to use. This includes the assembly and demonstration of equipment for patient use

### **Professional**

Adhere to HPC and CSP Code of Professional Conduct and Practice at all times

Contribute to the clinical education and training of undergraduate Physiotherapy students in Physiotherapeutic skills and knowledge within core clinical areas.

Contribute to the supervision of work experience students.

Delegate tasks to, teach, assess and contribute to the performance assessment and appraisal of Physiotherapy support staff and cadets

Contribute to the development of improvements to service delivery and evidence based clinical practice within each rotation making recommendations for change to the Team Leaders.

Critically evaluate own work and current practices through the use of evidence based practice projects, audit and outcome measures with senior therapists.

Be an active member of the in-service training programme by attending, participating in and leading in-service education sessions and participating in tutorials, peer review, individual training sessions and attending agreed external courses.

Participate in the collection of data for use in service audit and research projects.

Be actively involved in professional clinical groups such as the Trust clinical effectiveness events, CSP Clinical Interest Groups, Peer Review Groups and other professional development activities.

Delegate tasks to support workers following the Trust and CSP guidelines assessing and evaluating competence and providing support, guidance and training to Rehabilitation Support Workers and Physiotherapy Assistants.

### **Organisational**

Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet set knowledge standards and competencies.

Participate in the recruitment, induction & training of new staff e.g. open days, departmental systems, specific clinical skills

Deputise for the Band 6 in their absence, with guidance from senior colleagues, contributing to the operational management of the team in meeting service priorities on a daily basis.

### **Educational**

Maintain competency by participating in identifying own training needs, taking part in the rotational scheme, engaging in continuous learning and development & maintaining a portfolio which reflects personal development and provides evidence of application of learning to practice

### **Effort**

This job involves:

- The carrying out of concurrent activities involving moderate to intense physical effort manoeuvring patients (including patients who are clinically obese and those with paralysis or gross weakness) and equipment throughout the working day
- Frequent contact with patients presenting with chronic, terminal and critical conditions and those with limited recovery potential. Also frequent contact with the carers of these patients.
- Frequent, long periods of medium-intense concentration carrying out assessments, supervising support workers and dealing with complex equipment
- Occasional interruptions from bleeps and unpredictable work patterns
- Daily exposure to unpleasant working conditions including soiled linen, sputum and body odour and occasional exposure to vomit, blood, contaminated equipment, patients with infections or infestations and physical & verbal aggression

*90% clinical 10% non-clinical*

Clinical time: Physiotherapy

Non clinical time: 45 hours CPD time pro rata, 15 hours core mandatory training, additional B5 IST/mentorship. Band 5 staff will also attend staff meetings within the monthly QIHD.

### **CONFIDENTIALITY:**

The post-holder must maintain confidentiality of information relating to patients, staff and other Health Service business

### **HEALTH AND SAFETY:**

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

If you are a manager you will be responsible for the Trust's policy on Health and Safety and for taking all reasonable steps to maintain and where necessary improve health and safety standards. This will include training to ensure that all employees are able to carry out their health and safety responsibilities effectively

### **RISK MANAGEMENT:**

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

### **EQUAL OPPORTUNITIES:**

The trust has a clear commitment to its equal opportunities policy and it is the duty of every employee to comply with the detail and spirit of the policy.

### **CONFLICT OF INTEREST:**

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it 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 Orders require any officer to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

### **USE OF INFORMATION TECHNOLOGY:**

To undertake duties and development related to computerised information management to meet the changing needs and priorities of the Trust, as determined by your manager and in accordance with the grade of the post

### **SAFEGUARDING – CHILDREN/YOUNG PEOPLE AND VULNERABLE ADULTS**

Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

### **INFECTION CONTROL**

The Trust is committed to reducing the risk of health care acquired infection. Accordingly it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

**SMOKING:**

This Trust acknowledges its responsibility to provide a safe, smoke free environment, for its employees, service users and visitors. Smoking is therefore not permitted at any point whilst on duty, in accordance with the guidelines set down within the Trust No-Smoking Policy.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs and will be commensurate with the grade and competencies of the post.

*I agree that this Job Description is an accurate reflection of my current role and responsibilities.*

Name: .....

Signature: .....

Date: .....

