

JOB DESCRIPTION

1. JOB DETAILS

Job Title:	Senior Physiotherapist
Band:	6
Base	Physiotherapy
Department / Portfolio	Diagnostic and Clinical Support Services
Reports to:	Head of Physiotherapy/Superintendent Physiotherapist
Accountable for	Rotational Band 5 / Non registered physiotherapy staff

2. JOB PURPOSE

To provide physiotherapy to relevant patients within clinical specialty area, in a range of settings including inpatients, outpatients and patient homes.

2.1 JOB SUMMARY

To assess and treat patient's in relevant rotational area. To support the team in the organisation and provision of an efficient, high quality and co-ordinated physiotherapy service for patients in each area. To undertake a defined clinical caseload. To ensure that patient and service standards and priorities are met. To provide clinical supervision to assigned junior physiotherapists, technical instructors, physiotherapy assistants and students.

3. KEY RESULT AREAS/MAIN DUTIES AND RESPONSIBILITIES:

CLINICAL

1. Be skilled in clinical reasoning, assessment, diagnosis and treatment of patients seeking advice from the team leader when necessary.
2. To build on the wide base of junior experience and to expand clinical reasoning skills and continue to develop their clinical skills further in *relevant clinical area*.
3. Formulate and deliver individual treatment programmes based on evidence based practice (EBP) treatment options. Formulate discharge plans for each patient including the completion of health needs assessment form. Transfer patients to other members of the MPT for ongoing treatment inpatient, outpatient or domiciliary settings as they deem appropriate. Complete the relevant discharge forms/summaries.
4. Ensure that patients give informed consent prior to treatment, work within the legal framework with patients who lack the capacity to give valid consent, gain endorsement from Team Lead PT if necessary.
5. Evaluate patient's progress, reassess and modify treatment programmes if required. If a patient fails to progress or deteriorates to discuss with Supervisor.



HUMAN RESOURCES.

1. Participate in the induction of new starters
2. Participate in the appraisal process. Conduct appraisals and objective setting for juniors, TI's, PTA's under their supervision, once they have attended the Trust's appraisal training and their superintendent feels that they are competent.
3. Liaise with the superintendent to ensure that objectives set in this process support the team's annual plan.
4. Recognise and monitor any performance issues of staff and report to the superintendent. Take their guidance on the appropriate management.
5. Provide leadership/ line management for junior PT's, TI's, PTA's. Provide a role model to the team.

STUDENTS

1. Undertake the clinical supervision of undergraduate PT students whilst on a 4-6 week placement in relevant clinical area.
2. Ensure the students are provided with the relevant experience required by the universities to meet the placement standards.
3. Countersign all student assessment and treatment documentation.
4. Discuss with the team leader the students final evaluation and assessment, complete the universities required documentation until deemed competent.
5. Liaise with the superintendent and university tutor re any difficulties in the student placement.

DELEGATION AND SUPERVISION

1. Provide clinical supervision to junior physiotherapy staff, TI's, PTA's working on the relevant area. This includes the planning of caseloads/ workloads.
2. Delegate non clinical tasks appropriately to the above staff including the checking of equipment, administrative tasks, and ensure that these are performed to the required standards.
3. Deputise for the team leader as required. In such circumstances ensure instigation of safe staffing policy. Report directly to the superintendent any issues or to gain support.

CPD/ TRAINING

1. Consolidate skills learnt at junior level and work on achieving the additional clinical competencies and skills required in *relevant clinical area*.
2. Develop current knowledge of EBP in *relevant clinical area* and assist the team leader to integrate into the standards and policies as appropriate.
3. Attend and contribute to all team in service training as determined by their team leader.
4. Attend all department general in service training
5. Complete relevant equipment competencies.
6. Support the superintendent by providing appropriate team training, supervision and competency assessment as requested, plus signing off for competence achieved for juniors, TI's, PTA's and provide feedback to the team leader

COMMUNICATION



1. Provide feedback to Team Leader if any problems are encountered.
2. Attend/ lead Multi Professional (MPT) meetings.
3. Communicate with MPT members forming both internal and external links.
4. Ensuring that patient and staff motivation is achieved and monitored.
5. Liaise with the referrer re any inappropriate referrals and communicate this with Team Leader.
6. Communicate effectively, sensitively and appropriately with patients (and Carers) who have a variety of medical, psychological and social needs regarding Physiotherapy input and realistic rehabilitation and treatment goals, including those with impaired cognitive functions.

ON CALL

1. Participate on the on call and weekend rota.
2. Assess and treat acutely ill patients with respiratory problems who may have a complex presentation using the support network available.
3. Provide advice and feedback to medical and nursing staff and other members of the MPT on the patient's condition.
4. Participate in research programmes as required.
5. Participate in teaching of junior staff in the on call course.
6. Assist the team leader in developing/reviewing methods to measure and record outcomes of treatment and effectiveness.

IT

1. Following appropriate training, book patient appointments electronically using Cerner.
2. Be computer literate in order to complete objectives such as the presentation of audit data etc.

HEALTH and SAFETY

1. Comply with team's safe staffing protocol
2. Undertake appropriate clinical risk assessments in line with trust and service policy as part of the overall risk management strategy.
3. Complete adverse incident forms as per Trust policy, informing their supervisor of the incident.
4. Comply with all Trust and department policies.
5. Attend all mandatory Trust training and maintain up to date department records.

GENERAL

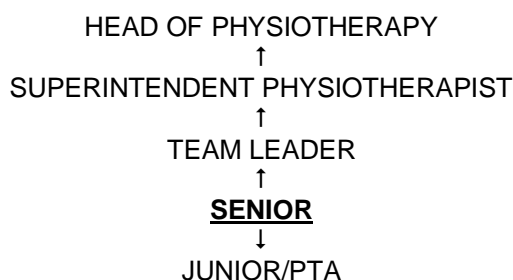
1. HCPC membership must be kept up to date and competence to practice maintained.
2. Adhere to the CSP's professional code of conduct.
3. Comply with Caldicott re.confidentiality



4. KEY WORKING RELATIONSHIPS AND COMMUNICATION

Internal to the Trust	External to the Trust
Physiotherapy Department and Team Multi-disciplinary team	Community and external providers

5. DEPARTMENT CHART OR REPORTING STRUCTURE OF THE POST:



6. OTHER RESPONSIBILITIES

Management

- To take full management responsibility of the team, providing leadership, recognising and developing the teams, mentoring, coaching and training them to utilise the strengths to enhance the departments' performance and build organisational capability.
- Assessing staff performance against agreed performance standards/objectives and/or competencies at least annually and develop meaningful and achievable personal development plans and objectives
- To be responsible for the self- development of skills and competencies through participation in learning and development activities, and to maintain up to date technical and professional knowledge relevant to the post

Finance

You are required to comply with the Trust Standard of Business Conduct policy and the NHS Codes of Conduct and Standards of Business Conduct for NHS Staff and you are required to declare all situations where you (or a close relative or associate) have a controlling interest in a business (such as a private company, public organisation, other NHS organisation or voluntary organisation) or in any other activity which may compete for an NHS contract to supply goods or service to the Trust.

Confidentiality

- All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Legislation. This means that the protection of personal data in any form of media (e.g. system, paper, word of mouth by any means that personal information can be processed) is a requirement by law. Any member of staff found to have permitted unauthorised disclosure of personal confidential and sensitive information and is found in breach of their duty of confidentiality could lead to disciplinary proceedings in



accordance with the trust's disciplinary policy. No confidential information must be accessed, read, discussed, or disclosed unless it is necessary in the pursuance of the legitimate duties of their role.

Infection Control

Infection Prevention and Control is the responsibility of all Trust staff.

All staff have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.

Equal Opportunities

- The Royal Surrey is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. A copy of Equality and Diversity Policy and our Single Equality and Diversity Scheme are available from the Human Resource department or on the internet/intranet.
- Staff must ensure that they treat members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

Corporate Governance

- The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive's Controls Assurance programme and the Clinical Negligence Scheme for Trust (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.
- One of the controls assurance standards relates to Health & Safety. Under the Health & Safety at Work Act 1974, all of us have a duty:
 - To take reasonable care of ourselves and others at work; and
 - To co-operate in meeting the requirements of the law.

Further details are available from the Trust's Health & Safety Advisors.

Safeguarding

Royal Surrey NHS Foundation Trust has a safeguarding policy for both adults and children and is committed to the protection of children, young people and adults. The Trust acknowledges that, due to the nature of hospitals, many people who would not normally be considered vulnerable can be in a position where they lack capacity or have reduced control. It also recognises that abuse of vulnerable adults/children can occur within domestic, institutional and public settings, and as such we have a responsibility to protect patients and associated dependents within our care. All employees have a responsibility to meet the statutory requirements to safeguard and promote the welfare of both children and adults to ensure that they come to no harm and to raise any concerns regarding



safeguarding. All employees would be fully supported in raising any safeguarding concerns. All employees must be aware of Trust policies in relation to safeguarding and must adhere to them at all times.

Our vision, mission and values

The Trust undertook a listening exercise with its staff which has formed our vision, mission and values. We are currently working with staff to define our new behaviours which will become part of everything we do.

Our Mission

Together we deliver compassionate, safe care every day.

Our Vision

To provide nationally celebrated, community focused health and care.

Our values are:

- **Continuously improving**
Continuously improving is not just a value.
It's what unlocks our innovation.
- **Excelling together**
Excelling together is not just a value.
It's what we do every day.
- **Caring together**
Caring together is not just a value.
It's what sets our Royal Surrey family apart.
- **Learning together**
Learning together is not just a value.
It's what keeps our services safe.

7. RIDER CLAUSE

This is an outline of duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and Division.

Signed (Employee):----- Date:-----

Print name (Employee):-----

Royal Surrey NHS Foundation Trust aims to ensure that no job applicant or employee is unfairly disadvantaged on the grounds of race, colour, nationality, ethnic origin, age, disability, sex, sexual orientation, marital status/civil partnership, religion/belief or trade union status.



PERSON SPECIFICATION

POST: Senior Physiotherapist

BAND: 6

*Assessment will take place with reference to the following information

A=Application form

I=Interview

T=Test

C=Certificate

Area	Essential	Desirable	Assessment
Values and Behaviours			
ESSENTIAL CRITERIA FOR ALL POSTS			
Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	✓		A/I
Demonstrable skill to work together to serve our community through delivering safe and excellent clinical care	✓		A/I
Value diversity and difference, operates with integrity and openness	✓		A/I
Treating others with compassion, empathy and respect	✓		A/I
Share information openly and effectively with patients, staff and relatives	✓		A/I
Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	✓		A/I
Uses evidence to make improvements, increase efficiencies and seeks out innovation	✓		A/I
Actively develops themselves and others	✓		A/I
Qualifications			
HCPC registration	✓		A/I/C
BSc Physiotherapy	✓		A/I
Member of CSP		✓	A/I/C
Member of Specific interest group		✓	A/I
Post graduate qualifications in Respiratory Physiotherapy		✓	A/I/C
Knowledge and Experience			
Previous Acute NHS experience at Band 5 level	✓		A/I



Achieved core skills in all core Junior rotations, including respiratory	✓		A/I
Evidence to support knowledge base in respiratory	✓		A/I
Previous Senior Experience in Respiratory		✓	A/I
Previous acute NHS experience	✓		A/I
Skills and Capabilities			
Evidence to support personal initiatives in supporting service delivery.	✓		A/I
Supervisory skills	✓		A/I
Computer literate and familiar with the use of Microsoft systems such as MS Teams, Excel, Word	✓		A/I
Familiar with the use of electronic documentation systems		✓	A/I
Able to access immediate transport for on call commitments and travel to off-site locations, with ability to transport equipment as needed	✓		A/I
Personal Attributes			
Personally motivated and able to motivate others	✓		A/I
Effective communicator and ability to adapt communication dependent on situation and audience.	✓		A/I
Flexible and adaptable to service needs and changes	✓		A/I
Good team player	✓		A/I
Ability to attend interview either face to face or virtually via MS Teams	✓		A