

Job Description

1. Job Details	
Job title:	PHYSIOTHERAPIST- Medicine and Oncology
Current Job grade:	BAND 6
Reports to (Title):	SITE LEAD PHYSIOTHERAPIST
CMT:	PATIENT SERVICES- THERAPIES
Department/Ward:	PHYSIOTHERAPY
Location/Site:	Lincon

2. Job Purpose
<p>To provide a high standard of Physiotherapy to the medical and oncology inpatient specialities. To include clinics and service development as each area requires.</p> <p>To be an active member of the evening emergency and weekend on call scheme.</p> <p>To be an active member of the 7 day service to the patients at Lincoln County Hospital.</p> <p>To perform more advance & detailed assessments with patients having more diverse & complex conditions, providing a diagnosis and develop and deliver an individualised treatment programme.</p> <p>To hold own caseload and be responsible for a defined area of the service, working without direct supervision.</p> <p>Supervision to take the form of regular training and peer review. Access to advice and support available at all times from a senior physiotherapist.</p> <p>Assist in the supervision of Physiotherapy students.</p> <p>Undertake evidence based audit and research projects to further own and teams clinical practice. Make recommendations to team leader.</p> <p>Work across agencies to expand and improve oncology services.</p>

3. Organisation Chart

TRUST LEAD PHYSIOTHERAPIST

SITE LEAD PHYSIOTHERAPIST

BAND 7 PHYSIOTHERAPIST or Occupational
Therapist (IN PATIENT TEAM LEAD)

BAND 6 PHYSIOTHERAPIST

BAND 5 PHYSIOTHERAPIST

PHYSIOTHERAPY ASSISTANTS

4. Duties

CLINICAL

1. **To hold own clinical caseload** and be legally and professionally accountable for all aspects of own work, including management of patients in your care. Provide a comprehensive assessment; aims & objectives, treatment plan and progression using advanced clinical reasoning and based on evidence based practise. Evaluate progression and adapt accordingly. This will involve patients with diverse or complex /multi-pathologies. Discharge planning and arranging for further Physiotherapy needs upon discharge. Advice & education as required to patients, relatives and carers.
2. **Provision of documentation** and evidence of involvement in patient care. All documentation must follow CSP, National, Trust and departmental standards at all times. Input in to integrated pathways or MDT notes and provide a discharge plan for patients requiring ongoing care to allow a seamless progression from acute care.
3. **Provide evidence of contractual activity** through accurate completion of activity sheets. Submission of activity sheets in a timely manner.
4. **Ability to take delegated responsibility from Senior staff for managing patients** with particular conditions and be responsible for providing specialist physiotherapy.
5. **Use effective communication both verbally and non verbally** in order to communicate complex information to staff, relatives and patients who have difficulties in communicating. Eg: dysphasic, depressed, deaf and those unable to accept diagnosis.
6. **To be an active member of the respiratory evening and weekend on call rota by** working as above as an autonomous practitioner, provide advice to medical and nursing staff as required.

7. **Assist with supervision for junior and assistant staff** delegating and working alongside appropriately, ensuring standards remain high.
8. **To represent Physiotherapy** in a positive manner during meetings and ward rounds, work effectively within the MDT integrating Physiotherapy treatment into the general programme of care. Attend relevant team and departmental meetings.
9. **Responsibility** for the provision and safety of equipment, electrotherapy and all appliances used by patients, staff and self. Ensure you are competent in all aspects of work carried out and ensure that junior staff attain competency. To manage clinical risk within own patient caseload.
10. **Assess patient understanding of** treatment proposals, gain valid informed consent and have the capacity to work within the legal framework with patients who lack the capacity to consent to treatment.

PROFESSIONAL

11. **Assist in the responsibility for teaching students, junior and assistant staff** within clinical core areas.
12. **Maintain and develop current knowledge of evidence-based practise** developing specialist knowledge of particular patient types and conditions.
13. **Undertake an evidence-based project within each rotation** & develop improvements to service delivery & clinical practice. Make recommendations to line manager.
14. **Maintain own professional portfolio** updating regularly to reflect personal development. Evaluate own work using evidence based practise; work with senior staff in audits. Be actively involved in professional clinical groups such as journal clubs, peer review clubs
15. **Participate in the staff appraisal scheme** and be responsible for complying with your personal development plan.
16. **Be actively involved in the in-service training programmes along with any other training opportunities** and be actively involved in any Band 6 meetings, journal clubs peer review sessions, as well as other additional departmental duties.

ORGANISATIONAL

17. **Ensure that your own practise meets required professional standards**, ensure that you are competent and safe in all treatments, education and advice to all involved.
18. **Be responsible for your own caseload as much as possible** to meet service and patient needs. Adapt plans as situations arise or change.
19. **Attend annual mandatory training** on moving & handling, fire and basic life support
20. **Deputise for Band 7 Physiotherapist** in their absence, taking responsibility for operational management of the team and allocating / organising workloads to meet service priorities on a daily basis.

5. Physical and Mental Skills

Assessments and treatments are carried out with moderate physical effort on a daily basis therefore staff must be relatively fit and able to cope with these pressures using dexterity, co-ordination and sensory information

Staff must comply with the Trust Manual Handling policy and departmental guidance at all times not attempting anything that may harm self or others.

A good understanding of psychological aspects of care and dealing with difficult situations and people

Good organisational, timekeeping analysing and planning skills along with very good communication, motivation and negotiation persuasion skills

6. Responsibilities of the Post Holder

United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. All staff have a responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
Respect	I treat my patients and my colleagues with dignity and respect

Excellence	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too

7. Freedom to Act

Freedom to act as an autonomous practitioner

Ability to work independently, but to have access to Senior Physiotherapist to discuss problems

To attend regular teaching, review and supervision sessions

8. Physical, Mental and Emotional Effort Required

Assessments and treatment programmes are carried out with moderate physical effort on a daily basis, including moving and handling of patients and equipment.

Ability to utilise their knowledge and experience to identify Physiotherapy problems and solutions for patients which requires concentration on a daily basis.

Ability to handle difficult and emotional situations. To understand the feelings and emotions of patients and relatives trying to deal with new diagnoses or conditions and try to help through advice and education.

9. Outline of Working Conditions

The day-to-day environment will cause the post holder to frequently come across bodily substances such as sputum, faeces, vomit, urine, fleas and lice, unpleasant smells and aggressive patients at any time.

Person Specification

Post of **BAND 6 PHYSIOTHERAPIST**

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	Diploma / degree in Physiotherapy State registration Evidence of maintained CPD in a portfolio including attendance at relevant post graduate courses	Application Interview	Membership of the CSP Involvement in a special interest group	Application
Previous Experience (Nature & Level)	Experience working as a Physiotherapist in a variety of clinical inpatient areas including medicine/ oncology, elderly care, respiratory and neurology. Experience of working as part of a team/ MDT Good theoretical knowledge with working knowledge of a broad range of conditions Student or assistant supervision, contributing to education	Application Interview	Knowledge of the workings of the community services and intermediate care services Involvement in audit, research and understanding quality issues	Interview

Evidence of Particular: - Knowledge - Skills - Aptitudes	Knowledge of CSP guidelines, Trust policies & procedures understanding the legal responsibilities of the role Understanding clinical governance & its implications for the service Excellent verbal, non verbal and written skills along with clear logical presentation skills Ability to work effectively alone & as part of a team Ability to organise, delegate and prioritise in a timely and effective manner Ability to cope with working in a moderately demanding environment with aggressive and emotional people	Application Interview	Competent IT skills Evidence of participation in audits Ability to organise and run internal courses Supervision of other staff Committee membership eg. safety committee.	Interview
Specific Requirements	Flexibility & ability to work in a moderately physical & stressful environment Problem solving	Interview		

Job Description Agreement

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

Signature

Date

Job Holder:

