





Job Description

1. JOB DETAILS
<p>Job title: Senior Community Physiotherapist (Band 6)</p> <p>Accountable to: Team Lead</p> <p>Professionally Responsible to: Physiotherapy Professional Lead</p> <p>Location: Carlisle and District ICC</p>
2. JOB SUMMARY
<p>All staff are expected to work to the Trust Values:</p> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Kindness – Kindness and compassion cost nothing, yet accomplish a great deal.</p> </div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Respect - We are respectful to everyone and are open, honest and fair – respect behaviours.</p> </div> </div> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Ambition – We set goals to achieve the best for our patients, teams, organisations and our partners.</p> </div> </div> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>Collaboration – We are stronger and better working together with and for our patients.</p> </div> </div> <p>To practice in accordance with the Chartered Society of Physiotherapy Rules of Professional Conduct and The Health &Care Professions Council Regulations.</p> <p>As a Physiotherapist in a multi-disciplinary team, work with other health and social care professionals to develop the ethos of multi-disciplinary, integrated care and seamless services ensuring that patient care and rehabilitation is delivered to the highest possible standard.</p> <p>Working largely alone and unsupervised, to assess patients; plan and implement rehabilitation and care plans as appropriate, in the community and a range of other settings; provide advice and education to patients, carers and colleagues; and maintain associated records.</p> <p>Carry out delegated management tasks including line management and clinical supervision of other team members.</p> <p>Flexible working will be required to meet the needs of the patients group and will require 7 day working. The post holder will work shifts on a rota basis, covering the hours from 8am to 8pm.</p>

3. ROLE OF DEPARTMENT

An integrated care community works together to improve the overall health and wellbeing of the community. We will do this by:

1. Joining up health and care services to work better together
2. Providing more care out of hospital where possible
3. Supporting people to have information about their health conditions

Health and social care professionals, GPs, the voluntary sector and the community will work as one team to support the health and wellbeing of local people.

West, North & East Cumbria has been divided into eight ICCs based on groups of GP practices and their patients. By understanding the challenges that each area faces it is hoped that the community can work together with health and care organisations to improve the health and wellbeing of local people.

The Community Care Group provides a range of adult community health services to people living within North Cumbria

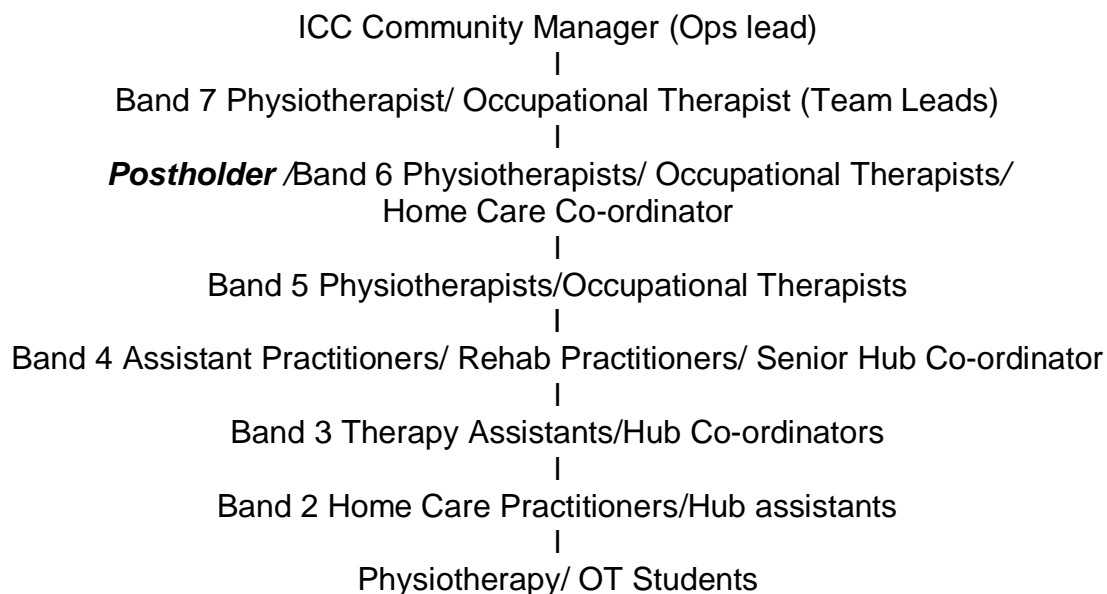
We work closely with Commissioners, GPs, Acute Services, Community hospitals, CHOC, Cumbria County Council Adult Social Care and third sector organisations. The key community health focus is to provide care to prevent hospital admissions, facilitate early discharge and where possible to enable patients to manage their own conditions and remain in their own homes, enhancing both their independence and quality of life.

The Community Rehab Team across Carlisle and District ICC provide specialist assessment and rehabilitation for patients with a wide range of long and short-term conditions, working closely with our health and social care colleagues.

Patients are seen as in-patients (in Community Hospital beds or Interim Community beds); in their own homes (including residential and nursing homes) or occasionally as out-patients (in the Day Unit or Physiotherapy Department Gym).

4. ORGANISATIONAL CHART

Carlisle and District ICC



5. KEY WORKING RELATIONSHIPS

You will work as part of a multidisciplinary team, supporting your colleagues to deliver effective health and social care to patients, communicating complex and sensitive information about patients, families and carers.

You will communicate across organisational boundaries and work as required with other bodies in the statutory, third and voluntary sectors to ensure the health and social care needs of the individual are met appropriately and safely. This will include receiving and making referrals, requesting medical assistance and joint working to develop services.

6. DUTIES AND RESPONSIBILITIES OF THE POST

Clinical

To be legally accountable and responsible for all aspects of own work, including the management of patients in your care.

To use clinical reasoning to assess, determine clinical diagnosis, and to develop and implement effective treatment programmes and appropriate discharge plans for patients with increasingly complex conditions.

To deliver physiotherapy assessment and intervention, in both an individual and group setting, to include manual physiotherapy techniques and therapeutic handling.

To work in clinical environments which may occasionally expose the therapist to risk via body secretions and infections within community and hospital settings. (e.g. MRSA).

To be responsible for the safe use of equipment and its allocation as appropriate.

To transport patients and/or equipment around the locality as required.

To delegate appropriate treatment tasks to unqualified staff and students.

To contribute to and lead the supervision of unqualified staff and students.

To instruct carers regarding the physical management of patients with specialised needs.

To promote high professional standards of care and management by maintaining and developing knowledge of current clinical practice using the current evidence base.

To undertake lone working in environments that may expose the therapist to abusive, violent or challenging behaviours.

To be frequently exposed to upsetting emotional situations e.g. the terminally ill and patients with chronic/deteriorating conditions.

To impart unwelcome news to patients and carers regarding prognosis and outcomes of treatment e.g. likelihood of permanent physical disability

To frequently carry out duties requiring moderate to extreme physical effort for prolonged periods of time, for example, therapeutic handling of unpredictable patients with impaired physical and cognitive function.

To frequently work in restricted positions or sustained postures while performing patient treatments e.g. around bedsides and in other confined areas.

To frequently carry out tasks requiring moderate levels of concentration for prolonged periods of time i.e. data inputting, patient examination, assessment and treatment, driving to various bases and domiciliary/community settings.

To complete comprehensive accurate and legally compliant clinical records.

Communication

To use verbal and non verbal communication tools to gain informed consent from patients where there will often be complex barriers to effective communication e.g. loss of hearing, altered perception, dysphasia, pain & fear.

To communicate complex and sensitive information in an understandable format to patients, carers and other staff, including information that may be distressing.

To communicate effectively with line managers and other members of the MDT inclusive of written, verbal and electronic means.

To communicate complex patient related information effectively to ensure collaborative working with MDT members and with colleagues across health and social care sectors to guarantee the delivery of a co-coordinated multi agency service.

Professional

To practice in accordance with the Chartered Society of Physiotherapy Code of Professional Conduct and Health & Care Professions Council Regulations.

To employ effective time management skills to plan and organise activity of self and others, in order to complete all clinical and administrative duties, including documentation and data collection.

To deputise for senior members of staff in their absence with the potential for lone working within their clinical area.

To demonstrate flexibility in providing clinical cover as required (which includes 7 day working).

To actively contribute towards a positive working environment.

To attend mandatory training and to adhere to all trust and departmental policies and procedures.

To be responsible for the safe use of the physical environment, self and others.

To complete comprehensive accurate and legally compliant documentation.

To participate in in-service training programmes and continuing professional development activities.

To provide education and training to students, unqualified staff and other qualified staff members

To attend relevant specialist external courses.

To demonstrate a commitment to personal professional development through continual evaluation of individual practice including the completion of competency based assessments where appropriate.

To actively contribute to the appraisal process, identifying professional objectives and personal development plans.

To be aware of the level of evidence base pertaining to practice, and to keep up to date with research in order to maintain and develop practice in line with proven methods of care.

To demonstrate an awareness of clinical and professional limitations knowing when and where to seek further information, guidance and advice.

To contribute to the physiotherapy service response to current initiatives and changes within the Local and National health economy.

Implement, with guidance, service development changes to physiotherapy/Allied health Professionals Team/Multi-disciplinary team working practice in accordance with the local and national agenda. To participate in any service audits.

7. WORK SETTING AND REVIEW

As a Band 6 Physiotherapist you are accountable for all the care you deliver and any work you delegate, working within your own sphere of competence.

Work is managed rather than supervised; the job holder will be expected to act independently within appropriate guidelines, deciding when it is necessary to refer to their operational manager or clinical lead.

The majority of care delivered will be undertaken on your own and unsupervised, you will have responsibility to review care at each contact, assessing frequency and content of contact as care needs alter. You will be expected to manage your own time and caseload. In addition to patient's homes, care could be delivered in a variety of settings including hospitals, GP surgeries, residential care and nursing homes.

As a senior member of the team you will be expected to provide leadership and operational management to support the Team Lead and colleagues.

The post holder will receive management supervision monthly and regular clinical supervision.

8. INDIVIDUAL RESPONSIBILITIES

The post holder is expected to

- adhere to Trust policies and procedures and relevant legislation including the requirements of the any professional bodies
- attend mandatory training as identified by the Trust
- adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections

9. CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the General Data Protection Regulations (GDPR), Data Protection Act 2018 and Caldicott principles.

10. HEALTH AND SAFETY

Employees must be aware of the responsibilities placed upon them under the Health & Safety at work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

11. RISK MANAGEMENT

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

12. EQUALITY AND DIVERSITY

All employees of the Trust have responsibility to:

- Act in ways that support equality and value diversity.
- Treat everyone with whom they come into contact with dignity and respect.
- Act in ways that are in accordance with Trust's Single Equality Scheme, Equality and Diversity policy, and Dignity in the Workplace policy.

13. SAFEGUARDING

All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the trusts Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust.

Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases where applicable to their role.

14. INFORMATION GOVERNANCE

The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.

It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner. The post holder must check with the Data Protection Officer before creating new systems to process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 2018 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 2018, Freedom of Information Act 2000, General Data Protection Regulations, Caldicott Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the new Data Protection Act 2018 and Caldicott principles.

It is likely that the post holder will be in contact at some time with a form of information system, and therefore is responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

15. GREEN STATEMENT

Across the North East and North Cumbria we are working together to deliver our ambition to be the greenest region in England by 2030. There is an expectation for all staff to support this by familiarising yourself with the Trust's sustainability initiatives such as waste and recycling, going paperless, videoconferencing, sustainable transport and others.

We encourage you to think about what you can do as an individual and within your team to contribute in to embedding carbon reduction into the everyday running of our organisation.

PERSON SPECIFICATION

POST TITLE: **Community Physiotherapist (Band 6)**

Factor	Essential	Desirable
Qualifications	<p>CSP recognised Degree/Diploma or equivalent in Physiotherapy</p> <p>HCPC registered</p>	<p>Evidence of attendance at relevant post graduate courses</p> <p>Member of the Chartered Society of Physiotherapy</p>
Experience	<p>Completion of core junior rotations (Respiratory/neurological/musculo-skeletal/elderly care)</p> <p>Evidence of Continuing Professional Development</p> <p>Experience of working within the NHS</p>	<p>Previous experience of working at a Band 6 level</p> <p>Experience of working within a community setting.</p> <p>Experience of working within a multi-disciplinary team</p> <p>Teaching / Mentoring of healthcare professionals</p>
Knowledge	<p>Good Knowledge of Evidence Based Clinical Practice within Rehabilitation</p> <p>Good Knowledge of Continuing Professional Development/Lifelong Learning</p> <p>Knowledge and understanding of Clinical Governance including Risk Management</p> <p>Understanding of Professional Code of Conduct and confidentiality</p> <p>Knowledge of key NHS drivers for change and implications for Physiotherapy services</p>	<p>Knowledge of management of patients with long-term conditions and falls</p> <p>Knowledge of clinical audit and outcome measures, and their use in service improvement</p>
Skills and Aptitudes	<p>Ability to communicate effectively</p> <p>Ability to work as part of a team</p> <p>Good organisational and time management skills</p>	

	<p>Ability to organise workload of self and others</p> <p>Ability to motivate self and others</p> <p>Relevant practical physiotherapy skills</p> <p>The post holder needs good IT skills, the ability to input data, communicate via email and search for evidence based practice</p>	
Personal Circumstances	<p>Patient focused</p> <p>Flexible</p> <p>Reliable</p> <p>Friendly and approachable</p> <p>Able to travel independently, (and at times) transport patients and /or equipment across the locality</p> <p>Able to work 7 days per week</p>	
Other requirements	<p>Take an active part in training for personal and professional development</p> <p>Willing to actively take part in training of others</p> <p>Must have full clean UK driving licence and access to own transport, including business insurance.</p>	

Each of the above points should be considered in the light of minimum requirements listed in the job description.