

Job Description

Position	Team Lead Physiotherapist – Acute Medicine
Grade	Band 7
Location	Princess Alexandra Hospital
Hours	37.5 per week
Responsible to	Deputy Therapy Manager
Accountable to	Head of Therapies

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



Job summary

- On a daily basis to provide skilled team leadership in planning and delivering the high standards of physiotherapy assessment, management, treatment and advice to patients on the Medical wards as necessary.
- To take a major role in the advanced assessment and management of patients within this specialty who may have a complex presentation and / or a multi-pathology presentation, determining best delivery of care, in conjunction with the multi-disciplinary team (MDT).
- To work as an autonomous professional according to the Chartered Society of Physiotherapy (CSP) “Rules of professional conduct” and “standards of physiotherapy”, and the Health Professions Council’s (HPC) regulations

Scope and range

- To undertake service reviews / audits in order to evaluate quality, efficiency and outcomes with a view to implementing change of practice, to ensure that a high standard of clinical practice and patient care is maintained
- Take a lead role in the supervision, teaching and appraisal of physiotherapists / non-qualified physiotherapy staff & students and multi-disciplinary team (MDT) staff in physiotherapeutic care of patients within this specialty

Clinical

- To be responsible for the provision of a high standard of physiotherapy practice and management for patients on the Medical wards and supporting other staff to do the same.
- To be highly competent in assessing a wide range of conditions experienced by patients within this specialty based on advanced knowledge of anatomy, physiology and pathology, often in situations where conflicting evidence is present
- To interpret and analyse clinical and non-clinical facts to form accurate diagnoses and prognoses in a wide range of highly complex presentations, to recommend the best course of intervention and to develop comprehensive discharge plans.
- To formulate, evaluate and reassess individualized physiotherapy management and / or treatment plans using clinical reasoning skills and utilizing a wide range of treatment skills and options, for example manual physiotherapy techniques, in order to formulate a specialized programme of care.
- To demonstrate the physical ability to carry out physiotherapy assessment and interventions, including manual physiotherapy techniques, therapeutic handling and the use of specialist equipment.



- To demonstrate highly developed dexterity, co-ordination and palpatory skills for the assessment and manual treatment of patients.
- To be personally responsible for all aspects of safety relating to equipment, used when treating the patient or issued to the patient for their own future use.
- To be responsible for the checking and/or teaching competency to more junior physiotherapists and non-qualified physiotherapy staff in using equipment e.g. electrical appliances and gym equipment
- To ensure a high standard of clinical practice and patient care is maintained and to ensure that other physiotherapists in the team do the same through ongoing competency assessment and evaluation of treatment outcomes
- To ensure that all of the Medical Inpatient Physiotherapy team follows and implements clinical policies and service development changes relating to the provision of high standards of clinical practice in the speciality.
- To work, as appropriate, with all staff teams in the provision of a high standard of care to patients within the specialty, who may be presenting as complex cases.
- To supervise, educate and train less experienced staff – for example junior physiotherapists and assistants, to ensure provision of a high standard of patient care for all patients within the specialty.
- To provide spontaneous and planned advice, teaching and instruction to relatives, caregivers and other professionals to promote understanding of the aims of physiotherapy to ensure a consistent approach to patient care.
- To accept clinical responsibility for the Medical caseload and be responsible for own and team's care plans of patients for the speciality.
- To use specialist knowledge to refer to other agencies as appropriate, e.g. Critical Care Outreach Team (CCOT) Intermediate care, Social Services
- To effectively manage the Medical caseload and prioritise the workload, within time available e.g. to fulfil patient assessment and treatment commitments in conjunction with any other commitments including managerial ones i.e. staff supervision or interviewing that same day, in order to meet the needs of both the patients, service and the profession
- When rostered, to participate in evening, night, weekend and bank holiday on-call duties at PAH following recognized operational procedures' providing emergency assessment and treatment to critically ill patients at PAH, including the provision of specialist physiotherapeutic advice to MDT colleagues. This work is unsupervised without the support of Physiotherapy colleagues
- In collaboration with Student Clinical Placement Coordinator, to supervise and educate under-graduate physiotherapy students, ensuring that all university set standards and procedures are obtained, for the duration of their clinical placements.



Communication

- Using verbal, non-verbal and written communication tools the post holder must ensure that the patients and carers (if appropriate within the scope of patient confidentiality) have a thorough understanding of their condition and the role and aims of physiotherapy in relation to this. The physiotherapist must therefore effectively amend their communication techniques according to the individual needs of the patient (for example the patient may have a learning disability, sensory problems, neurological difficulties, or may not use English as their first language. The Physiotherapist must be able to persuade, motivate and negotiate, as well as demonstrate empathy and reassurance.
- Is able to communicate sensitive and complex information to patient and carer in order to gain cooperation for the best possible treatment programme for patients presenting with complex and/or multi-pathological issues.
- Gains consent then uses highly developed persuasion, motivation and reassurance skills to maximize the cooperation of the individual in order to ensure the successful outcome of each selected treatment management programme.
- To provide individualized clear written information, instructions and exercise programmes for patients to follow when not with the physiotherapist and/or on discharge.
- To provide spontaneous and planned advice on highly specialized physiotherapy care and treatment for patients of this specialty based on theoretical knowledge and relevant practical experience and to be consulted frequently for specialist advice and guidance by junior team members and other members of the MDT
- To liaise with any member of the MDT and work collaboratively to ensure a coordinated MDT service, culminating in the timely and appropriate discharge or transfer of care of patients from the specialty i.e. timely and comprehensive hand-over of information to other physiotherapy services, for example Other Inpatient specialities.

Professional

- The Physiotherapist must be able to adapt their communication, treatment, information and advice to meet the needs of individual patients. Patients seen will range from the vulnerable (e.g. elderly, mentally ill, poor memory) to those who are extremely well informed about their condition. Patients may have psychosocial difficulties or may be defensive due to past experiences e.g. abuse.
- The Physiotherapist must be sensitive to patients' own cultures, beliefs and emotions, especially when asking them to undress for treatment and during assessments or treatments, which are likely to include the use of hands-on physiotherapy skills.



- The Physiotherapist must take a holistic view of the patient and their well being considering all factors and not purely focus on a specific medical condition, sign or symptom.
- To be professionally and legally responsible and accountable for all aspects of own professional activities, including the management of patients in your care and those delegated to more junior staff in the team.
- To comply with Health Professions Council regulations and the Chartered Society of Physiotherapy's professional code of conduct and standards of physiotherapy practice at all times.
- To ensure the Physiotherapy team provides adequate clinical cover during annual leave, study leave etc
- Liaise regularly with the deputy therapy manager and head of therapies to ensure the smooth and efficient running of the physiotherapy service to the medical wards
- To be an active member of the physiotherapy team respecting others and recognizing own responsibilities to other individuals and the team (in the immediate working group and the service as a whole).
- To exhibit and maintain high personal standards of professional expertise, attitude and behaviour at all times in accordance with the CSP standards and local policies. To be an advocate for the physiotherapy profession and the PAHT Physiotherapy Service.
- To provide accurate, comprehensive and timely documentation including patient records, reports and letters, as required in accordance with local and professional HPC and CSP standards and regulations.
- To identify opportunities to improve physiotherapy services within the specialty, by using audit tools to objectively evaluate own and teams work and clinical practice, against available recognized outcome measures, local and national guidelines, in order to provide best possible standards of patient care within available resources.
- To be actively involved in the accurate and timely collection of data &/or information as required for audit / clinical governance in order to monitor and improve standards and quality as applicable.
- To be responsible for physiotherapy inclusion in the development of policy and service changes which impact on the service users of the specialty, ensuring these changes are implemented where appropriate.
- To keep up-to-date with clinical developments, analysing current research and discussing and implementing changes in clinical practice accordingly.
- To be responsible for health & safety and clinical governance issues of own and of others in the Medical team, actively participating and reporting all incidents as necessary in accordance with local trust policies.
- To work with Head of Therapies and other team leads in developing the strategic and operational management of the physiotherapy service within this specialty
- To accept delegated tasks from more senior physiotherapists and to accept responsibility when delegating appropriate tasks, to more junior physiotherapists, non-qualified physiotherapy staff, carers and other professionals, having first assessed the individuals competence.



- To be committed to the future development of the physiotherapy profession by supervising and educating under-graduate physiotherapy students whilst on a Medical placement.
- In conjunction with other Therapists to deputise for the therapy management team in periods of absence as needed.
- To represent the physiotherapy service and/or specialty at meetings, contributing to decisions made and feeding back to the line manager as appropriate
- In liaison with the other team leads, to manage the Respiratory oncall list and ensure staff competence

Education and Research

- To maintain own expert knowledge of current practice and evidence-based practice developments within the “field”, with a view to incorporating them as indicated into practice
- To use reflective learning and a variety of resources to substantiate and influence clinical practice and teaching
- To be responsible for arranging attendance of mandatory training sessions as specified by trust policy, and to take action as required within the work place, and to ensure other team members do the same.
- To be an active participant in the appraisal process. This includes prior preparation in identifying own development needs and objectives. To undertake the appraisal’s for more junior staff and non-qualified physiotherapy in the medical team assisting them to identify their continuous professional development needs and objectives.
- To take a lead for setting and evaluating competencies and objectives for the less experienced staff whilst on rotation in the specialty.
- To be an active member of the in-service training programme by regular attendance, presentations and organizing speakers as requested.
- To be committed to continuous professional development, providing evidence of this and reflective practice / learning in the form of a portfolio / diary.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



Person specification

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Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
HPC registered as physiotherapist	E
Grad. Diploma and / or degree in Physiotherapy	E
Evidence of post-graduate training / development courses relevant to the specialty	E

Experience	
Highly specialist current knowledge and skills relating to the treatment of Medical inpatients (respiratory and neurological).	E
Evidence of relevant continuing professional development.	E
An understanding of the changes within the NHS and possible effects on physiotherapy services	E
A minimum of 3 years post-graduation physiotherapy working experience, in part within a Medical	E
Broad range of clinical experience within acute, outpatient and community settings within the NHS.	E
Supervision of more junior Physiotherapy staff, assistants and students	E
Oncall competent	E
Student Educator	E
Change management experience	D

Skills and knowledge	
Clear, concise verbal communication in English	E
Ability to write concise and clear, reports and notes in English	E



Ability to work alone and as part of a team	E
Ability to work well with others and pass on skills and knowledge	E
Committed to personal and team development	E
Ability to make clear judgments under pressure	E
Prioritisation and delegation skills	E

Personal qualities	
Professional attitude	E
Ability to motivate	E
Enthusiasm	E
Forward thinking	E
Willing to accept responsibilities	E

