

1. JOB DETAILS	
Job title:	Senior Rotational Physiotherapist
Managerially accountable to:	Team Leader
Professionally accountable to:	Physiotherapy Professional Lead
Agenda for Change Band:	6
Hours:	37.5
Location:	Harrogate District Hospital

2. JOB SUMMARY

- To carry a variable clinical caseload of patients within the **Acute Response and Rehabilitation in the Community and Hospital Service (ARCH)** providing complex physiotherapy assessments addressing physiotherapy performance, skills deficits, self-maintenance and cognitive function.
- To provide assessments and interventions which support an ‘admission avoidance’ or ‘home first’ approach enabling patients to receive care in their usual place of residence wherever possible
- To provide rehabilitation and advice to patients either at home or in hospital/rehabilitation bed to enable them to achieve their optimum level of independence and quality of life
- To work with patients, carers, relatives and colleagues to identify, plan, develop and implement Physiotherapy patient goals as part of an overall care plan.
- To plan and implement individual interventions, in collaboration with the patient, using graded activity to achieve therapeutic goals.
- To work independently under the guidance of the senior staff within the team and actively participate in the professional development of self and others.
- To take a responsible place in the multi-disciplinary team promoting the role of Physiotherapy and taking an active part in team projects.
- To participate in the provision of out of hours services at weekends and Bank Holidays as required.
- To be a key clinical educator and assist with physiotherapy students

3. ROLE OF DEPARTMENT

Harrogate Hospital is a District General Hospital providing urgent and acute care services across the Harrogate and Rural District.

Harrogate and Rural Alliance (HARA) brings together the NHS commissioners and service providers, together with North Yorkshire County Council to meet the needs of the local population

The ARCH service is within the HARA and it incorporates several functions which aim to support patients through their pathway whether it is in the hospital or the community.

All the therapists will have an identified team base but will be required to rotate across the service supporting:

- Emergency department
- Acute ward based assessment and therapy
- Supported discharge (home first approach)
- Frailty wards
- Community bed based rehabilitation
- Community based therapy
- Admission avoidance
- Discharge hub

4. ORGANISATIONAL CHART

General Manager

Service Manager/Professional Lead/AHP Lead

Clinical Team Lead

Senior Rotational Physiotherapist (Band 6)

Physiotherapist (Band 5)

Multidisciplinary Assistant (Band 3)

5. KEY WORKING RELATIONSHIPS

- Responsible to Clinical Team Lead or duty lead for day to day matters
- Liaises with members of the MDT as required, GPs & Consultants, & other agencies to provide co-ordinated, seamless services for patients.
- Works closely with NYC and community based services to support early discharge

6. DUTIES AND RESPONSIBILITIES OF THE POST

PATIENT FOCUSED COMPETENCIES

Patient Focused Care

The drive to deliver caring services focused on recognising, understanding and meeting the individual needs of patients.

- Treats patients in a caring and professional manner.

- Takes account of privacy and dignity, religious and cultural beliefs.
- Can identify a patients'/carers' needs and expectations.
- Values health promotion and education enabling individual choice.
- Negotiates with patients/carers in goal setting and proposed management plan and takes their views into account.
- Keeps patients/carers informed of progress.
- Maintains patient confidentiality and seeks guidance as appropriate.
- Assesses patients' capacity to give consent to treatment.
- Routinely seeks consent to treatment.
- Works within legal framework with patients who lack capacity to consent to treatment.
- To demonstrate an understanding of health and social care national guidelines and legislation and their impact on service provision

Quality

The drive to continuously identify & implement improvements in the service delivered to patients & carers.

- Responds to patients reporting problems/difficulties with the services and passes on such reports to line manager
- Identifies and Implements changes to working practices.
- Aware of complaints procedure.
- Is committed to the service and puts in effort above the minimum expected to improve total patient care.
- Understands the importance and benefits of quality and actively seeks to improve it.
- Understands their responsibilities & complies with Clinical Governance systems.
- Complies with quality systems and standards e.g. participates in audit.

TEAM FOCUSED/MANAGEMENT COMPETENCIES

Developing Teams and Individuals

The effective application of knowledge, skills & techniques for developing own and others performance.

- Uses opportunities to develop self.
- Assists with development of assistants, junior staff and students
- Seeks feedback from line manager.
- Uses reflective practice to improve performance.
- Actively participates in performance review at an agreed frequency with a formal

documented appraisal completed.

- Understands 'team' concept.
- Keeps a Professional Development diary

Use of Appropriate Manpower

The process of getting the right people to do the right job.

- Able to delegate work to assistants and advise carers and other professionals appropriately.
- Able to supervise and evaluate work delegated to assistants and junior staff.
- Able to recognise when they need assistance of others.
- Able to accept and undertake delegated tasks from senior staff.

Managing Resources

The ability to plan & use physical resources e.g. money, information, equipment, supplies, effectively & efficiently.

- Uses equipment appropriately.
- Aware of the need to be cost effective.
- Aware of Health & Safety responsibilities.
- Able to access and use information appropriately.
- Instructs others in correct use of equipment.
- Recognises their responsibilities for ensuring stock levels are maintained through departmental process.

Delivering the Service

The process of planning, delivering, monitoring & improving the delivery of physiotherapy care to its users.

- Works as an autonomous practitioner carrying a defined clinical caseload, being professionally and legally responsible and accountable for all aspects of own work.
- Liaises with colleagues from other disciplines and gains feedback on service.
- Implements changes in consultation with Line Manager.
- Keeps line manager informed about activity and demand.
- Aware of local and national standards.
- Contributes ideas from other organisations.
- Understands constraints on service delivery.

- Records activity in line with local systems.

INDIVIDUAL COMPETENCIES

Time Management

The ability to use the available time effectively in order to achieve the objective.

- Demonstrates a willingness to participate in flexible working patterns to meet the needs of the service.
- Prioritises own workload to meet the needs of the service and prioritises patients based on clinical need and to escalate appropriately to colleagues for assistance with workload
- Aware of the need to plan use of own and assistant's time.
- Allows time to complete administrative tasks.
- Knows limitations and when to seek help.
- Able to delegate appropriately.
- Acts on advice from line manager.
- Understands the needs to and can develop skills to prioritise caseload.
- Deals effectively with interruptions/competing demands for attention.

Manage Self and Improve Own Performance

The ability to maximise own work performance.

- Records and reflects on own performance and discusses with line manager.
- Accepts and acts on constructive feedback.
- Remains courteous even when under pressure.
- Able to deal with a variety of things happening at once.
- Able to deal with unexpected changes calmly and efficiently.
- Has confidence in own ability.
- Is able to say 'no' appropriately on some occasions.
- Aware of personal limitations.
- Able to make some decisions to resolve problems.
- Can act independently but recognises need for guidance to resolve problems.
- Able to see other points of view.
- Has ability to recognise when self or others are under stress and act appropriately.
- Able to sustain high levels of concentration frequently.

Proactively involved in achieving and maintaining EnCOP competency framework

Communication

The ability to relate to others & express oneself.

- Understands and uses varying styles of communication appropriately.
- Recognises the need for alternative methods of communication to overcome levels of understanding, culture and preferred ways of communicating.
- Demonstrates the ability to listen.
- Aware of the need to use simple language.
- Able to overcome some barriers to communication.
- Communicates with patients, carers, colleagues and multidisciplinary team about assessment and treatment progress/outcomes in verbal or written format.
- Aware of the need to develop empathy.
- Provides and receives highly complex and sensitive information.
- Deals sensitively with an individual's concerns and responds appropriately.
- Presents a positive image for both self and profession.
- Able to motivate patients and carers.
- Acts as an ambassador for profession and team.

CLINICAL COMPETENCIES

Patient Assessment

The process of interviewing and examining a patient which incorporates subjective and objective elements in order to achieve a diagnosis, identify problems to be treated and/or goals of treatment.

- Applies professional knowledge.
- Uses appropriate tests and techniques in straightforward cases.
- Asks medical screening questions to identify/exclude serious or contributing pathology.
- Provide Physiotherapy assessments and interventions to a wide range of complex patients including respiratory care within the acute setting.
- Works as an autonomous practitioner managing a defined clinical caseload of inpatients and community patients
- Knows limitations.
- Seeks assistance with complex assessments.
- Uses guidelines/protocols such as Moving and Handling risk assessments, bed rail risk

assessments

Clinical Reasoning

The ability to analyse clinical findings by applying appropriate theory and principles and synthesising them with the assessment findings in order to reach a diagnosis and justify the treatment approach.

- Applies basic theories and principals and can relate them to assessment findings in straightforward cases.
- Able to reach a diagnosis in straightforward cases.
- Requires assistance with complex patients.
- Knows limitations.

Identifying Problems and Goal Setting

The ability to define a patient's problems after 1 and 2 above, set prioritized, mutually agreed, timely goals and agree a management and/or treatment plan.

- Can identify main patient problems in straightforward cases.
- Can agree goals relating to the problems.
- Can discuss treatment options in straightforward cases.
- Seeks assistance with more complex patients.
- Can devise an individualized physiotherapy management &/or treatment plan.

Application of Treatment Modalities

The safe and effective application of Physiotherapeutic skills to achieve specific outcomes.

- Selects and applies a range of Physiotherapy skills safely and effectively.
- Can explain indications and contraindications for treatments used.
- Recognises the need and can modify some applications.

Progress Management Plan and Achieve Discharge

The ability to progress the management plan towards achieving the agreed goals and ultimately discharge the patient from Physiotherapy.

- Is able to progress treatment and achieve discharge.
- Identifies when to seek guidance with more complex cases.
- Contributes to the discharge planning process within the Multi-disciplinary team and across agencies promoting home first and discharge to assess.

- Liaises with other services about discharge arrangements.

Patient Clinical Records

The recording of all clinical contact in a manner consistent with recognised professional standards.

- Keeps accurate clinical records in accordance with local standards, national and legal requirements. Teaching/Advising The ability to teach or advise patients, carers, colleagues, students and other disciplines, aspects of Physiotherapy.
- Teaches/advises patients and carers about their care.
- Teaches colleagues and other health professionals in certain situations.
- Promotes physiotherapy to others on an individual basis. Clinical standards The process of developing, implementing, monitoring and evaluating standards of clinical care in order to reduce clinical risk and ensure safe and effective practice.
- Aware of and practices within local and national standards, guidelines and protocols.
- Voices concerns to raise awareness of issues around clinical risk.
- Undertakes straightforward clinical risk assessment.
- Reflects on practice.
- Has an awareness of outcome measures and their application

7. WORK SETTING AND REVIEW

The post holder is required to work as part of an integrated team, providing assessment and interventions, including complex assessments, using specialised assessments and advanced techniques to identify problems to be treated &/or goals of treatment.

They will use specialist clinical reasoning to analyse and prioritise complex problems. They are able to assist and give guidance to others with assessment, clinical reasoning and complex treatment planning.

There will be a need to liaise closely with other elements of the team to ensure care is seamless and communication is robust and effective in order to ensure safe care delivery.

Review will be provided by the senior specialist roles and/or the team leader role

8. JOB DESCRIPTION AGREEMENT

Post holder's signature Date

Line Manager's signature Date

PERSON SPECIFICATION

POST TITLE: Senior Physiotherapist

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • HCPC Registered Physiotherapist • BSc (Hons) Physiotherapy or equivalent • Completed a range of post-grad training on relevant subjects 	<ul style="list-style-type: none"> • Completed or working towards professional practice educators qualification • Accreditation as a professional practice educator • Working towards Masters Level qualification
Experience	<ul style="list-style-type: none"> • Minimum 18 months post graduate experience • Experience of acute wards and or community work • Experienced in carrying out discharge planning and complex assessment visits at home • Experienced in assessment and provision of assistive equipment and adaptations • Experience of education, development and supervision of staff and students • Evidence of an effective team worker • Evidence of an effective decision maker • Experienced in dealing with difficult situations 	<ul style="list-style-type: none"> • Evidence of service development • Experience of resource management • NHS experience
Knowledge	<ul style="list-style-type: none"> • General knowledge of a range medical and neurological conditions, their rehabilitation and treatment • Knowledge if frailty syndromes • Knowledge of the roles of other professionals in health and social care. • Knowledge of community based voluntary and statutory services • Ability to organise staff and manage time effectively • Able to manage a complex and varied caseload • Able to prioritise work and work well in a background of change • Knowledge of risk management 	<ul style="list-style-type: none"> • Knowledge of relevant, local and NHS development
Skills and Aptitudes	<ul style="list-style-type: none"> • Excellent communication/ interpersonal skills • Skilled in a wide range of physiotherapy assessments in a variety of settings • Basic wheelchair and seating assessment skills • Intermediate negotiating and influencing skills 	<ul style="list-style-type: none"> • Skilled in audit and research • Leadership skills • Counselling skills

	<ul style="list-style-type: none"> • Moving and handling skills • Problem solving skills and ability to negotiate and implement solutions • Skilled in partnership and cross boundary and multi-agency, working • Basic computer literacy and IT skills 	
Personal Circumstances	<ul style="list-style-type: none"> • Demonstrates positive, professional behaviour. • Adaptable, flexible and focussed • Self-motivated, pro-active • Demonstrates patient focused care • Commitment to life-long learning 	
Other requirements	<ul style="list-style-type: none"> • Full UK driving license and access to a car for business use • Satisfactory Occupational Health clearance • Satisfactory DBS Disclosure clearance 	

PERSON SPECIFICATION AGREEMENT

Post holder

Date

Line Manager

Date