

Job Description

Job Title:	Physiotherapist
Band:	5
Locality:	The Fylde Network
Service:	Mental Health Inpatients
Base:	The Harbour - Blackpool
AfC Ref:	3548
Hours of work:	As per contract - 30

Reporting Arrangements:

Managerially accountable to: Immediate Line Manager – The Harbour
Professionally accountable to: Associate Director of AHP's – The Fylde

Job Summary

Provide a high standard of physiotherapy input to the designated therapy team. Hours will be required to be worked over 5 days between 08.30am and 04.30pm, depending on service need.

To be willing to undertake development opportunities towards a band 6 posting

Rotation options may include cross organisational rotations

To assess and treat patients within a ward setting as an autonomous practitioner

Physiotherapeutic assessment of patients with diverse presentations, physical and psychological conditions, to provide a diagnosis and develop and deliver an individualised treatment programme.

Hold responsibility for own caseload and be responsible for a defined area of the service or a particular patient type

The post holder will ensure their own personal development and participate in the development of others

To supervise, educate and assess the performance of physiotherapy students to ensure the standard of practice and teaching meets the degree standard

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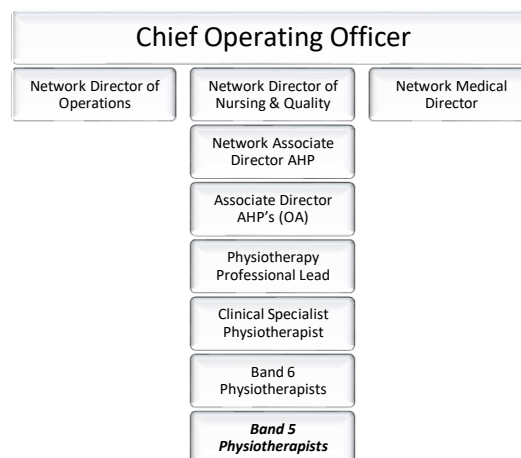
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To be part of service development and quality improvement as appropriate

Key Relationships

- Patients and carers
- Therapists and medical staff within the Acute Trust and Community
- Business Manager/Associate Clinical Director
- External agencies

Department Chart



Key Responsibilities

1. Comprehensive physiotherapy assessment and management of a clinical caseload including those patients with diverse presentations/multi-pathologies. To use clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis
2. Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual physiotherapy techniques, patient education, exercise classes, and other alternative options.
3. To establish individualised management and treatment plans, using clinical reasoning and utilising a wide range of evidence based treatment skills and options to formulate interventions and programmes of care, which may include working with staff across organisational boundaries.
4. To formulate accurate prognosis and recommend best course of intervention, delegate care as appropriate developing comprehensive discharge plans.
5. To be responsible for maintaining accurate and comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards of practice.

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6. To be responsible for the safe and competent use of all moving and handling equipment, gym equipment and patient appliances and aids by patients and ensure that junior staff/assistants attain competency prior to use.
7. To be responsible for own continuing professional development and meet HCPC Registration requirements, maintain a professional portfolio and demonstrating evidence of reflective practice.

Communication and Relationship Skills

1. To establish and maintain effective communication with patients and carers concerning diagnosis, prognosis and treatment plans
2. To establish and maintain effective and appropriate communication with the individual patient, and carers utilising verbal and non-verbal communication skills in order to motivate the individual/gain consent to intervention when barriers to effective communication are regularly encountered e.g. altered perception, dementia.
3. To promote health education and healthy lifestyles within the scope of practice/caseload setting including use of negotiation skills where appropriate.
4. To be able to use communication skills effectively in situations which may be sensitive, emotional or hostile.
5. Deploy effective communication strategies to ensure that contentious information is imparted sympathetically to all parties.
6. To communicate effectively within the multi-disciplinary team and multi-agency networks (medical, nursing, education, occupational therapy, speech and language, social services and other therapy colleagues)
7. To ensure delivery of co-ordinated services.
8. To be able to communicate with clients for whom English is a second language using translators and link workers where necessary.
9. Ensure the maintenance of contemporaneous medical records are unambiguous and legible and in keeping with both the HCPC and the Trust's standards for record keeping.

Analytical and Judgmental Skills

1. Comprehensive physiotherapy assessment and management of a clinical caseload
2. To use clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis
3. To interpret and analyse clinical and non-clinical facts to develop packages of care for patients, families and carers incorporating individual treatment plans and goals based upon clinical reasoning skills.

Planning and Organisational Skills

1. Ideas are contributed to support service development and improvement
2. Active participation in team and service developments

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3. Contribute to the monitoring of quality and practice standards within the field of practice.
4. Participate in projects that enable service users and carers to be involved in the development of services.
5. Support the development of patient related outcome measures for the service
6. Maintain and develop current knowledge of evidence based practice in the relevant clinical areas, developing knowledge of particular conditions and patient types.
7. Be an active member of the in-service training programme by attendance at, and delivery of, in-service training programmes, tutorials, individual training sessions, external courses and peer review.
8. To support the supervision and co-ordination of junior staff and assistants on a daily basis.

Patient/Client Care

1. To ensure consent is obtained from patients and recorded in their notes
2. To assume responsibility and accountability for a caseload of patients with physiotherapy needs holding the duty of care and prioritising based on clinical need
3. Assessment and differential diagnosis, clinical reasoning and analysis recorded clearly in patient notes
4. Reasoned treatment and management plans recorded in patient notes
5. Delivery of a wide range of treatment and management options to meet patient's clinical need
6. Demonstrate assessment and treatment physical skills in the application of Physiotherapy techniques
7. Participation in the emergency on call rota as applicable
8. To provide advice and patient education with instructions to patients, carers and other relevant professionals in health, social care and education to develop understanding of the objectives to produce a consistent, holistic approach to ensure optimal patient care.
9. Ensure service users and, if appropriate, families and carers are consulted in his/her care and treatment.

Responsibilities for Policy and Service Development

1. Support service and practice development initiatives as required
2. Support the development and implementation of policies, procedures and guidelines and contribute to the development of others if appropriate.
3. To work in partnership with colleagues in the delivery of the quality agenda within the service
4. To monitor outcomes and propose changes to working practice in relation to patient care/service delivery and participate in the future planning and evaluation of services.
5. To ensure awareness of contemporary and innovative practice and develop skills in line with this as appropriate for job role.
6. To actively participate in continued professional development to develop new skills, maintain and update existing skills and embrace the concept of Life Long Learning.
7. To ensure that the service is delivered in line with all relevant legislation and statutory requirements.

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Responsibilities for Finance

1. To identify and actively participate in any cost improvement measures as required.
2. To be responsible and support the appropriate use and management of clinical and non-clinical resources within field of practice e.g. consumables, travel.

Responsibility for Human Resources

1. Participate in developing and delivering training as appropriate.
2. Participate in receiving training as agreed.
3. Participate in clinical supervision as appropriate.
4. To support student placements, including formative and summative assessment of competence, supporting and guiding the student to self-evaluate. Responsible for supervision, provision of constructive feedback and for signing off achievement of proficiency at the end of the placement. To be involved in practice placement audit when required.
5. To delegate clinical work to appropriate staff commensurate with their knowledge, skills and experience.

Responsibility for Information Resources

1. Demonstrate competence in and make best use of IT systems
2. Maintain contemporaneous clinical records in line with HCPC Professional Standards/Code of Practice and the Trust Record Keeping Policy.
3. Complete timely returns on an individual level relating to activity and performance.
4. Ensure activity is recorded and reported according to departmental procedures

Research and Development

1. To support clinical audit, research and evidence based practice
2. Ensure patient management plans and treatments are evidence based.
3. Implement national/local policies/guidelines within own area of practice.

Freedom to Act

1. Accept responsibility for clinical cases within the team.
2. Work as an autonomous practitioner commensurate with the requirements of the post
3. Work within own code of Professional Practice
4. Maintain and keep updated on own high level of knowledge around Health and Social Care.

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Person Specification

Description	Essential	Desirable	Assessment
Education/ Qualifications	HCPC Registration Degree / Diploma in Physiotherapy	Member of the CSP	Application Form Interview
Knowledge	Ability to work effectively within an MDT Evidence of supervision of assistant staff / students Knowledge and appreciation of lone working risks Excellent time management skills	Knowledge of mental health legislations	Application form Interview
Experience	Treatment of a broad range of conditions. Multi-disciplinary/multi-agency collaborative working.	Experience in a mental health setting Experience of supervision or delegation to junior colleagues	Application form Interview
Personal	Excellent written and oral presentation skills		Application Form Interview

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	<p>Skills for assessing, diagnosing and treating a range of conditions</p> <p>Ability to prioritise a workload effectively</p> <p>Effective IT skills</p> <p>Problem solving and demonstrable team worker</p> <p>Able to work independently as an autonomous practitioner</p> <p>Commitment to personal development</p> <p>Ability to make sound clinical decisions,</p> <p>Ability to analyse and interpret data and apply to practice.</p>		
Other	<p>Awareness, understanding and competency to operate machinery and equipment according to local operating procedures and Medical Device regulations.</p> <p>Ability to work flexibly and travel across the Trust footprint to meet business needs</p>		<p>Application Form</p> <p>Interview</p>

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	<p>Ability to work flexibly across the Trust footprint to meet service needs.</p> <p>Must be assessed as having level of fitness to carry out duties/tasks after reasonable adjustments under DDA 1995 have been made.</p> <p>Able to work under pressure and constantly respond and adapt to frequent changes in circumstances.</p>		
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EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Assisting patients from wheelchair to couches	weekly	Variable	Variable	No
Carrying domiciliary equipment	No of times weekly	Continual	12 – 14kg	Sometimes small wheeled trolley used
Sitting in confined spaces to provide treatment in the acute or domiciliary setting	1-2 times weekly	1-2 hours	None	None

Is the job holders expected to sit /	How often?	For how long?	What activity is involved?
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stand in a restricted position?			
Yes No	Every shift Weekly Monthly Less Often	variable per patient	Whilst treating patients

MENTAL EFFORT			
Are there any duties requiring particular concentration? – Please detail.		How often?	For how long?
Concentration when undertaking a range of treatment and diagnostic investigations		Daily	Variable per patient
Are there any duties of an unpredictable nature? – Please detail.		How often?	For how long?
Taking Phone calls/ interruptions during clinical sessions		Variable	Variable
Dealing with conflict & aggression		Infrequent	Variable

EMOTIONAL EFFORT			
Does the job involve dealing with any distressing or emotional circumstances? – Please detail.		Direct / Indirect exposure	How often?
Dealing with elderly patients/ vulnerable adults/ patients with mental/ physical disabilities, patients with mental health problems.		Direct	Frequent
Dealing with conflict and aggression		Direct	Occasional

WORKING CONDITIONS		
Does the job involve exposure to unpleasant working conditions? – Please detail.		How often?
Direct contact with bodily fluids		Occasional

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Our Values & Behaviours

The values and behaviours represent what we as an organisation, and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with, and reinforces, these values:

Values	Behaviors we expect
<i>We are always learning</i>	<ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
<i>We are respectful</i>	<ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions
<i>We are kind</i>	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine
<i>We are a team</i>	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

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All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding

Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- To uphold the Trust's commitment to health and wellbeing

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