

JOB DESCRIPTION

JOB TITLE: Highly Specialist Stroke Physiotherapist

LOCATION: Mid and South Essex NHS Foundation Trust

DIVISION: Div 9 - Care Group 4

DEPARTMENT: Therapies

GRADE: 7

RESPONSIBLE TO: Therapy Leads

ACCOUNTABLE TO: Head of Therapies

JOB SUMMARY

To work alongside the multi-disciplinary team in management and care of their patients and running of the department/section. This will include the daily management and assessment of all appropriate patients. The day-to-day organisation and delegation of duties. Participate in a rostered 7-day rota as service provision demands.

To provide professional, specialist assessment and treatment to patients, and also give advice to patients, carers and families. To take the lead role in the assessment, diagnosis and formulation of Physiotherapy treatment plans for Stroke patients and other patients requiring rehabilitation within the in-patient and outpatient setting. This post provides an opportunity to develop your clinical and professional leadership skills in a busy, but supportive environment.

The post holder may take on additional patients outside of stroke-rehab and support the Neuro therapy team, as capacity allows and other posts within the trust evolve.

The post holder will provide leadership, clinical advice and support regarding stroke rehabilitation within the Integrated Therapy Team at Basildon University Hospital.

To undertake all aspects of clinical duties as an autonomous practitioner, working without direct supervision. Supervision is largely self-driven through seeking advice from the Stroke and Neuro therapy lead and Head of Therapies.

To work closely with the band 7 Specialist ward Physiotherapist's and all other members of the multi-disciplinary team to ensure Physiotherapy rehabilitation/treatment are fully integrated into the patient's care and discharge planning.

To attend multi-disciplinary and multi-agency meetings as appropriate, ensuring appropriate integrated pathways of care and communication via liaison and referral to other agencies as required

To lead on the implementation of local clinical governance initiatives and Clinical Audit, presenting findings at the integrated meetings as appropriate.

To be available to attend, arrange and chair professional meetings, where appropriate and in absence of Therapy Lead.

To participate in the therapy weekend service rota.

Supervise and educate junior staff and undergraduate therapy students and assess their performance as required to ensure their standard of practice and knowledge meets the standards of practice.

MAIN DUTIES & RESPONSIBILITIES

1. Communication

- To be able to persuade and motivate patients through effective communication skills, using techniques like Bridges approach, motivational interviewing etc.
- To communicate assessment and treatment plans with patients and carers, being realistic about patient expectations and being able to sensitively manage distressing and emotional situations.
- To be able to provide and receive information from patients, carers and other professionals regarding a patient's condition and treatment progression. This will also include the sharing and receiving complex and sensitive information.
- To be able to communicate effectively with patients and carers in order to maximise potential and to improve understanding of the condition which will require appropriate response to the patient's level of communication to facilitate best possible communication outcome.
- Develop and maintain close working relationships with other members of the team, ensuring appropriate attendance at ward rounds, multi-disciplinary meetings and case conferences.
- To provide recommendations of clinical management and highly specialist advice to the MDT and external agencies.
- To develop and maintain working relationships with rehabilitation team, referring clinicians and other appropriate professions and agencies in the provision of rehabilitation services.
- To be essential in discharge planning, which includes liaison with staff in referring hospitals or community staff, to which patients are discharged for further rehabilitation, providing timely discharge reports.
- To ensure open lines of communication with own team and to guide junior staff in effective communication skills.
- To be responsible for local management of complaints, informal conflicts and disagreement

2. Analytical and Planning:

- To accept clinical responsibility for a designated caseload of patients and to organise this effectively and efficiently with regard to clinical priorities and use of time.
- To be responsible for the management of demand for the service and develop the service in line with directorate and hospital objectives in liaison with the Service Manager and Clinical Lead.
- To undertake agreed projects within the clinical speciality which directly relate to the strategic direction under the guidance of the Service Manager and Clinical Lead
- To be responsible for a designated area of work, as agreed with the Service Manager and Clinical Lead, in order to plan and organise efficiently and effectively with regard to patients management and use of time.
- To help organise and stand in for chair in monthly team meeting
- To decide priorities for own work area, balancing other patient related and professional demands, and ensure that these remain in accordance with those of the section as a whole.
- To be responsible for ensuring the effective selection and use of all treatment resources available both in the department and on the wards.
- To support the Clinical Lead and Service Manager on a regular basis on operational issues.
- To identify opportunities to improve and promote the Physiotherapy Therapy service.

3. Clinical Duties

- To be responsible for the effective and safe management of all patients under acute stroke rehabilitation service.
- 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 techniques and handling skills, patient and carer education, and other alternative options.
- To receive referrals and to be able to priorities them. To undertake full assessment and independently plan individual, specialized evidence based, treatment programmes for patients appropriately depending on the physiotherapy diagnosis, using clinical reasoning and variety of highly specialist skills such as tracheostomy management, use of respiratory adjuncts, tone management, posture and seating management.
- To be able to carry a significant clinical caseload.
- To be able to priorities work efficiently taking into account clinical and service priorities uses highly specialist knowledge to underpin decision.
- To be able to provide individual appropriate equipment to the patient such as walking aids, splints and supports. To loan such equipment's with due regard to safety and in line with legal, national and local guidelines.
- To be able to choose and apply appropriate outcome measures to evaluate the effectiveness of the physiotherapy intervention and to ensure that the physiotherapy treatment programmes are progressing appropriately.
- To be able to advice, guide and teach therapy assistants, junior staff and band-6 staff regarding assessments and management of patients with wide range of neurological conditions.
- To be able to provide expert advice and opinion to wider MDT.
- To advance new working practices and keep abreast with new techniques in relation to the management of patients within this speciality particularly in line with national guidance e.g. NICE guidelines etc.
- To lead and actively get involved in production of clinical guidelines and local policies and ensure they are evidence based, implemented and audited.

4. Policy and Service Development

- Implement policy and service development changes to the team's working practices and initiate and implement changes to working practices where this will result in improved performance.
- To ensure adherence to the compliance of policies and procedures.
- To undertake the measurement and evaluation of your work and current practices through the use of Evidence Based Practice projects, audit and outcome measures, either individually or with consultant or manager. Make recommendations for change.

5. Financial and Physical Resources

- To ensure equipment/adaptations are safe and have been issued in line with departmental policy.
- To be responsible for equipment used in carrying out Physiotherapy duties and to adhere to departmental policy, including competence to use equipment and to ensure the safe use of equipment by others through, teaching, training and supervision of practice.

6. Staff Management

- Plan the effective daily management of a caseload of patients, including responding to urgent referrals and occasionally unpredictable work patterns.
- To keep comprehensive records of activity in accordance with local and national requirements.
- Represent the Therapy service and/or individual patients at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multi-disciplinary approach to acute neuro or stroke care and rehabilitation, integrating therapy intervention into the rehabilitation programme. This will include discussion of patient progress and involvement in discharge and transfer of care planning.
- Be responsible for organising and leading patient/ family meetings to plan discharge
- Be responsible for the supervision and co-ordination of junior staff and students on a daily basis, supporting their clinical practice and record keeping.
- To provide emotional support for team in situations of patient bereavement, physical or verbal aggression or other stresses of work.
- To be involved in the recruitment process, particularly interviews and skills assessments.
- To maintain equipment inventory, ensure equipment is ordered appropriately.

- To be responsible for regular inspection and ensure reporting of defective equipment used in this area.
- To be aware of the cost/benefit implications in the selection of appropriate equipment to be provided for patient long-term use as an individual and by the team.
- To have a good knowledge and understanding of and abide to the Trust policies and procedures.
- To contribute to the formulation of departmental policies and procedures.
- To identify and implement changes to working practices related to research findings or service initiatives.
- To undertake clinical audit, report findings and after discussion with clinical lead to implement changes and re-audit.
- To have sound knowledge of clinical governance and have an active role in clinical effectiveness and audit within the department, taking lead role as required.
- Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet set knowledge standards and competencies.
- Participate in the staff appraisal scheme in appraising Junior and senior Physiotherapist and support workers
- Be an active member of the Neuro and Stroke Services in-service training programmes participating in and leading sessions and feeding back information from appropriate external courses.
- To demonstrate a willingness to learn and identify own learning needs and be responsible for initiating access to appropriate training to address these in line with continuing professional development.

7. Information Resources

- To work with health and social care professionals and other related statutory, private and voluntary organisations, providing written reports, recommendations and referrals when appropriate to ensure that intervention is co-ordinated.
- To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation. To maintain accurate, comprehensive and up-to-date documentation, in line with legal and departmental requirements and communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters.
- To be actively involved in the collection of appropriate data and statistics for the use of the department.
- To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.

8. Effort, Skills and Working

Physical Skills	Required to have physical ability to carry out Physiotherapy assessment and interventions, including facilitative handling, exercises and mobility assessments.
Physical Effort	The post-holder may be expected to work in cramped conditions, kneel, sit on heels, move inert limbs, make repetitive movements, support patients while walking, transfer patients, push wheelchairs and use hoists on a daily basis depending upon the rotation. Carry out stair assessments.
Mental Effort	The post-holder will be expected to concentrate whilst issuing equipment, treating patients and also during record keeping. You will be expected to carry a bleep.
Emotional Effort	The post-holder may be required to treat terminally ill patients or patients with chronic degenerative illness. They may also occasionally come into contact with patient/carers who may have unrealistic expectations of their rehab or treatment. Occasionally may be required to deal with verbally abusive, aggressive or confused patients.
Working Conditions	The post-holder may frequently be exposed to unpleasant working conditions on a regular (daily basis), e.g. unpleasant smells/odours, bodily fluid including sputum/vomit and infectious materials.

This job profile is not a definitive or exhaustive list of responsibilities but identifies the key responsibilities and tasks of the post holder.

The post holder will be expected to perform any other duties or responsibilities as assigned by management, within scope of the role.

KEY WORKING RELATIONSHIPS

Key Relationships:

Divisional General Managers
Clinical Lead
Lead Nurse
Ward Managers
Service Manager
Other Acute Therapy Leads.

GENERAL STATEMENTS

COMPETENCY BASED APPRAISAL

The post holder will be appraised on an annual basis and the process will include a review of the past year's performance, setting of aims and objectives for the coming year and identification of educational needs.

TRAINING

All staff will undertake such training as is necessary to perform the duties allocated.

EQUALITY, DIVERSITY AND INCLUSION

Mid and South Essex NHS Foundation Trust (MSEFT) is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, diversity, inclusion, and human rights.

NO SMOKING POLICY

Mid and South Essex NHS Foundation Trust (MSE) operates a non-smoking policy. The restrictions will apply to patients, staff and visitors alike. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy. If you would like help to give up smoking you should contact your GP or call the NHS Stop Smoking Help Line on 08001690169 to find details of your local stop smoking service.

DATA PROTECTION ACT 2018

All employees are required:

- To ensure compliance with all Trust's policies, and those procedures relevant to the area of work.
- To maintain high levels of confidentiality and information security at all times, complying with the relevant legislation such as the Data Protection Act and the Computer Misuse Act.
- To ensure that the data is of good quality, accurate and relevant for purpose, where any processing of information takes place (paper records or electronically).

CODE OF CONDUCT – For Managers

As an NHS Manager, you are expected to follow the Code of Conduct or NHS Managers (October 2002), observing the following principles:

- Making the care and safety of patients your first concern and act to protect them from risk.
- Respecting the public, patients, relatives, carers, NHS staff and partners in other agencies.
- Being honest and acting with integrity.
- Accept responsibility for your own work and the proper performance of the people you manage.
- Showing your commitment to working as a team member by working with your colleagues in the NHS and wider community.
- Taking responsibility for your own learning and development.

INFORMATION GOVERNANCE

- All staff must be familiar with and comply with the contents of the Information Governance Handbook, a personal copy will be provided at Induction to all staff.
- All staff are required to maintain confidentiality of patient and Trust's information as set out in the Trust's Confidentiality Policy.
- All staff are required to read and comply with all policies that are issued relating to the electronic security of Trust's information.
- All staff who create, access, transfer, modify sensitive Trust's records have a responsibility to be both accurate and timely and ensure that all the information that they record either on paper or electronically is complete.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the Data Protection Act.

All matters relating to patients' diagnosis and treatment, staff or the Financial or contractual position of the Trust are strictly confidential and under no circumstances is such information to be divulged or passed to any unauthorised person(s) under penalty of summary dismissal.

All staff should take particular care relating to the electronic storage and transfer of confidential information. This should only be done in accordance with the Trust's Information Security Policy.

HEALTH AND SAFETY

All 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 provide a safe environment for employees and visitors.

QUALITY IMPROVEMENT

The Trust embraces quality as the overarching principle for the organisation and aims to nurture a learning culture that gives all our colleagues and service users an opportunity to develop, innovate and improve. Quality Improvement is a core competence for Trust staff, and the post-holder will attend quality improvement training and support improvement initiatives in their area of work, as well as empowering and enabling others in their efforts to improve service and care quality.

INFECTION PREVENTION AND CONTROL

All employees are required to:

- Make themselves aware of their responsibilities for Infection Prevention and Control.
- Co-operate with the employer in ensuring that all infection prevention and control policies and procedures are complied with.
- Maintaining a high standard of infection control practice.

SAFEGUARDING CHILDREN

All employees of the Trust, regardless of the work they do, have a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services, it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the child protection procedures and the Trust's supplementary child protection guidance which is accessed electronically on the Trust's Intranet sites. To ensure you are equipped to carry out your duties effectively, you must also attend child protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's child protection training guidance.

SAFEGUARDING ADULTS

All employees of the Trust, regardless of the work they do, have a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services, it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.

LOCATION

You will be based at an agreed location within Care Group (1, 2, 3 or 4)* which is hosted by Basildon, Southend, or Broomfield)*. You will generally be expected to undertake your normal duties at the principal place of work, however, in the course of your duties you may also be required to work at any of the sites within the Mid and South Essex NHS Foundation Trust areas as well as other NHS sites as part of the delivery of the service.

NOTE

These guidelines are provided to assist in the performance of the contract but are not a condition of the contract.

This job description is a reflection of the present requirements of the post and the content may be subject to review and amendment in light of changes and developments.

All Staff will also be expected to abide by the relevant code of professional practice relating to their discipline.

Review date - Yearly

Signed
Employee

Dated

Signed
Manager

Dated

PERSON SPECIFICATION

JOB TITLE: Highly Specialist Stroke Physiotherapist

LOCATION: Mid and South Essex NHS Foundation Trust

DIVISION: Div 9 - Care Group 4

DEPARTMENT: Therapies

GRADE: 7

RESPONSIBLE TO: Therapy Leads

ACCOUNTABLE TO: Head of Therapies

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW TESTED*
Qualifications	Degree in Occupational Therapy	Evidence of a range of specialised and validated courses	A
	HCPC registration		
	Evidence of relevant continuing Professional Development	Management course	
	Fieldwork Educators Course	Master's degree or evidence of working at an equivalent level	
Knowledge and Experience		Member of neuro specialist interest group	
	Minimum of 5 years post-graduate experience	Experience of working with adults with functional neurological difficulties	A & I
	NHS experience		
	Experience working on stroke and Neu wards/units and		

	rehabilitation		
	<p>Experience of adults with complex pathology</p> <p>Experience of clinical supervision of junior staff, students and completing appraisals</p> <p>Understand clinical governance and ability to work with the Trust's policies and procedures to provide excellent patient care</p>	<p>Experience leading a team</p> <p>Experience completing audit and being involved in research</p>	
Skills and abilities	<p>Specialist clinical knowledge and assessment skills in rehabilitation and neurology management</p> <p>Ability to assess for and prescribe wheelchairs and cushions.</p> <p>Knowledge of splinting, casting and prescribing of orthotics for management of neurology.</p>	<p>Ability to advise on equipment and adaptations, with an understanding of Social Service O.T.'s role and intermediate care setting</p>	A & I
	Ability to work as part of a team.		
	Able to present information; written and orally in a clear and logical manner.		A & I
	Ability to keep accurate and legible notes and write ADL reports.		A & I
	Experience of teaching/presentations.		A & I
	Good IT skills in excel,		A & I

	word and power point.		
	Excellent communication skills and ability to build effective relationships and actively contribute to MDT network.		A & I
	Ability to communicate with all levels of staff and a diverse patient group.		A & I
	Ability to disseminate information in verbal and written form.		A & I
	Able to use own initiative.		A & I
	Flexible approach to work and able to work weekends as a part of 7 day working. Ability to lead and facilitate the work of others.		A & I
Personal Qualities	Ability to remain calm and confident in a busy environment. Caring and considerate attitude. Motivated. Creative. Flexible. Empathetic.		A & I
Physical Requirements	Good level of physical strength. Ability to deliver manual therapy, therapeutic handling of patients and complete assessments, which includes fitting, adapting or installing equipment. Ability to travel effectively and efficiently in the Basildon		Occupational Health Clearance

	& Thurrock area.		
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***Assessment will take place with reference to the following information:-**

A=Application form

I=Interview

C=Certificate

