

## Job Description

<b>Job Title:</b> Senior Physiotherapist in Pelvic Health	Band: 6
<b>Division:</b> Integrated Pathways	Department: Integrated Therapies

<p><b>Responsible to:</b> Professional Leads for Integrated Therapies</p> <p>Contact with: Patients, relatives and carers Integrated Therapies teams, Consultants, specialist nurses Multi-disciplinary team Continence service Intermediate Care Social Care and Voluntary Agencies</p>
<p>Principal objectives:</p> <p>To work as a member of the Integrated Therapies team, providing services for the Pelvic Health Unit. This includes assessing and treating men, women and children with bladder, bowel and pelvic floor dysfunction and obstetric outpatients, antenatal classes and postnatal exercise groups.</p> <p>To provide an evidence based physiotherapy service that adheres to HCPC, CSP, CQC and Trust clinical and quality standards</p> <p>To ensure as far as is reasonably practical the safety of the patients in your care</p> <p>To supervise and assist in the development of junior physiotherapists, non-qualified staff and students on placement</p> <p>To undertake audit of both clinical practice and processes to increase efficiency and effectiveness</p> <p>To demonstrate commitment to Continuous Professional Development</p> <p>To work according to trust and departmental objectives.</p> <p>To work with multi-disciplinary team members to facilitate and promote service development.</p> <p>To work within a seven day rostered system with flexible working hours to meet service needs.</p>
<p><b>Key Responsibilities:</b></p> <p>To work in a senior capacity in the field of Pelvic Health, assisting in the day to day running of the department.</p> <p>To be responsible for the thorough assessment and clinical diagnosis of patients and the application of individualised treatment programmes in accordance with the appropriate protocols.</p> <p>To be responsible for own specialist case load whilst assessing and prioritising that case load, and working without direct supervision. Access to advice and support from a Clinical Specialist is available, if required. Clinical work not routinely evaluated.</p> <p>To undertake all aspects of clinical duties as an autonomous practitioner.</p> <p>To supervise, educate and assess physiotherapy students to a graduate standard.</p> <p>To undertake evidence-based audit and research to further own and departments clinical practice. Make recommendations for changes to practice by the Women's Health team.</p>

## **Key Responsibilities (continued)**

### **Clinical:**

To be professionally and legally accountable for all aspects of own work.

To be responsible for own specialised case load. To be responsible for the assessment and prioritising case load and administrative duties, whilst working without direct supervision.

To keep accurate assessment and treatment records and statistics in accordance with physiotherapy department, CSP and Trust standards.

To develop individual patient treatment programmes based on knowledge of evidence-based practice and treatment options, using clinical assessment, reasoning skills and treatment skills, e.g. manual physiotherapy techniques, patient education, exercise classes, electrotherapy and other alternative options.

To evaluate patient progress, reassess and alter treatment programmes as required.

To assess patients understanding of treatment protocols, gain valid informed consent for each physiotherapy session, and be able to work within the legal frameworks for patients who lack capacity to consent to treatment.

To use a range of verbal and non-verbal communication tools to communicate effectively with patients in order to progress treatment.

To maintain high clinical and professional standards and provide a quality service in accordance with CSP, POGP and Trust guidelines.

To maintain high standards of working relationships and communication with other health professionals to the best interests of the patient, promoting the role of physiotherapy in all areas, whilst identifying the need to refer patients on to other, relevant professionals.

To assist with support and in-service training of junior physiotherapy staff, assistants and students.

To initiate management of potentially difficult situations with patients, students and staff.

To participate in antenatal and postnatal classes.

Safe and competent use of equipment, e.g. electrotherapy, gym, patient applications and aids.

### **Professional:**

Maintain own competence to practice through CPD. Maintain a portfolio which reflects personal development. Participate in departmental and professional development. Maintain standards and ethics of the profession in accordance with the CSP and POGP guidelines.

To attend post graduation training courses to keep up to date with modern trends and research in assessment and treatment and other professional matters.

To be an active member of in-service training programme by attending and participating in, in-service training, tutorials, individual training sessions and peer review.

To be responsible for teaching students on placement, to graduate level. Provide support, guidance and training to junior physiotherapists, assistants and other members of the multidisciplinary team.

To participate in staff appraisal programme.

To actively participate in the audit of the service, changing practice if required and re-evaluating. To present data in MDT setting to demonstrate evidence-based practice.

To develop, with others, the service offered by the Women's Health Department. Contribute to discussions on service/policy development; provide comments on proposals and to propose changes.

To participate in the security regime of the obstetric wards, including door security, confidentiality and so on.

To maintain CSP and Trust standards of confidentiality.

### **Organisational:**

To be responsible for the supervision and coordination of junior staff, students and assistants on a daily basis.

To be involved in organising and participating in teaching programmes within the department as well as in the MDT setting.

Ensure that own practice and that of other staff under own supervision meet the professional standards of physiotherapy practice.

To maintain own CPD as well as supporting and encouraging staff under own supervision to do the same.

To be responsible for managing and prioritising own case load to meet service and patient priorities while supporting junior physiotherapists and assistants with their own.

To be responsible for safe and competent use of gym and electrotherapy equipment, splints, supports and mobility aids by patients, junior staff and student physiotherapists, through teaching, training and supervision of practice.

To organise and plan own case load to meet service and patient priorities. Re-adjusting plans as situations change.

To attend relevant multi professional and university professional meetings and to feed back to other departmental and/or MDT staff.

To work within the MDT including with midwives, health visitors, nursing staff, specialist nursing staff, continence advisors, general practitioners and consultants.

To attend mandatory training sessions as required, e.g. moving and handling and fire lectures. To attend other relevant training, e.g. risk assessment, child protection and so on.

To be actively involved in the development of departmental and MDT protocols.

To attend and participate in the appraisal system as an appraisee and as an appraiser.

To participate in the audit and evaluation of services provided by the Women's Health department and its

effect within the MDT as well as for the patient.

## **General**

### **All staff:**

- To be responsible for complying with Trust Infection Control policies and clinical guidelines.
- To be responsible for complying with Trust and local Safeguarding policies and procedures.
- You must at all times be aware of the importance of maintaining confidentiality of information gained by you during the course of your duties. This will, in many cases, include access to personal information relating to service users. You must treat all information in a discreet and confidential manner and keep it secure.
- To prepare and actively participate in Trusts annual Performance Development Review process and progress reviews.
- Ensure training and development needs detailed in your personal development plan are followed up and the effectiveness of the acquired training and development evaluated in term of self, patient and service.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written), recorded in a timely manner, kept up to date and appropriately filed.
- All employees must comply with the Ipswich Hospital NHS Trust Equal Opportunities and Diversity Policy and must not discriminate on the grounds of gender, gender reassignment, colour, race, ethnic or national origins, marital status, age, disability, sexual orientation or religious belief.
- The Trust is committed to taking appropriate action to pursue those who commit fraud, bribery and corruption. Any allegations of fraud, bribery and corruption will be investigated in line with the Trust's Counter Fraud policies and procedures. Anyone who reports fraud is protected under these policies and the Trust's Raising concerns/freedom to speak up Policy
- Employees have a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by The Ipswich Hospital NHS Trust. The Trust seeks to establish a safe and healthy working environment for its employees and operates a non-smoking policy.
- All employees have the right to work in an environment which is safe and to be protected from all forms of abuse, violence, harassment and undue stress. All employees are responsible for helping to ensure that individuals do not suffer harassment or bullying in any form. All employees will be personally accountable for their actions and behaviour in cases of complaint of harassment or bullying.
- All staff have a responsibility to contribute to a reduction in the Trust's carbon footprint and should pro-actively reduce and encourage others through own actions to reduce their contribution to carbon emissions. This includes switching off electrical appliances that are not in use, turning down heating, closing windows, switching off lights and reporting carbon waste etc.

**Board Level, Directorate Managers, Matrons, Ward Managers, Charge Nurses, Line managers, Team Leaders etc**

As an NHS Manager, you are expected to follow the code of conduct for NHS managers (October 2002) If you have responsibility for a budget, you are expected to operate within this and under the Trust's standing financial instructions (available on the Intranet site) at all times.

Ensure that Divisional Induction training programme and all necessary training to meet health and safety and statutory requirements is in place and is appropriately reviewed and that all training and development needs detailed in your personal development plan are followed up and the effectiveness of the acquired training and development evaluated in term of self, patient and service.

- To be responsible and accountable for ensuring that all staff under your direction comply with Trust Infection Control policies and clinical guidelines
- To conduct annual Performance Development Reviews, incorporating talent management reviews (if applicable) and progress reviews for staff in your charge and, through this process, to identify and facilitate development opportunities to improve the performance of the individual and the Trust.
- Ensure training and development needs identified in the individual's personal development plan are followed up and assist staff to identify their development needs and to promote a learning culture.
- Ensure that Departmental Induction training and all necessary training to meet health and safety and statutory requirements is in place and is appropriately reviewed.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written) recorded in a timely manner, kept up to date and appropriately filed

**Ward / Department Deputy**

- To support the Ward Manager/Team Leader in ensuring that Personal Development Reviews and Appraisals take place for all staff and that identified training needs are met.
- To be responsible for the quality of data recorded. The data should be accurate, legible (if hand written), recorded in a timely manner, kept up to date and appropriately filed.'

Prepared By:

**Note:**

**This job description is issued as a guide to your principal responsibilities. It may be varied from time to time to meet new working requirements and does not form part of your Contract of Employment**