



Senior Physiotherapist - Rotational

Band 6

Job Description and Person Specification



Job Description

Job Title	Senior Physiotherapist - Rotational
Job reference number	177-EMER-6214696
Department	Integrated Therapies
Agenda for Change Banding	Band 6
Accountable to	Integrated Therapies Clinical Lead, Divisional Operational Manager and ultimately the Chief Operating Officer
Reports to	Band 7 Team Leader for the Rotational Area
Responsible for	Rotational Band 5 physiotherapists, therapy assistant practitioners and undergraduate physiotherapy students

Values and Behaviours

All roles within the Trust require staff to demonstrate our core values in all they do. All members of staff should consider these behaviours an essential part of their job role.

BUILDING A HEALTHIER FUTURE TOGETHER

OUR PRIORITIES & AMBITIONS

CARING FOR OUR PATIENTS

1. Deliver the best and safest care for our patients
2. Continuously improve patient experience
3. Reduce health inequalities, ensuring equitable access for all
4. Empower patient choice and personal responsibility for health

COLLABORATING WITH OUR PARTNERS

1. Collaborate to achieve seamless patient pathways both at place and system level
2. Embrace our role as an anchor institution, working together for the best outcomes
3. Be an effective partner to achieve both our ambitions and our partner's ambitions

SUPPORTING OUR PEOPLE

1. Promote an inclusive, fair and safe workplace
2. Develop compassionate and effective leadership
3. Attract, engage, develop and deploy our staff to deliver the best care for our patients
4. Promote well-being opportunities to keep our staff healthy and well

ENHANCING OUR PERFORMANCE

1. Make the best use of our physical and financial resources
2. Lead the way towards achieving Net Zero Carbon
3. Future-proof our service for the people we serve
4. Improve services through digital transformation, research and new models of care

OUR VALUES

COLLABORATION
ACCOUNTABILITY
RESPECT
EMPOWERMENT
SUPPORT

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We hope you will be too.
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Summary of Post

- To be responsible for a defined area of working, e.g. a section of a specialty, or a particular type of patient, working without direct supervision. Clinical/professional supervision takes the form of direct observation of practice or formal training/clinical reasoning sessions (at least monthly). Advice and support is always available
- To assess and treat own caseload of patients, who may have complex presentations, and maintain own records as an autonomous practitioner, prioritising own workload alongside the demands of the team
- This rotational post requires the post-holder to rotate through each specialist area every eight months
- Contribute to education, training and service development projects within the field of work
- To assist evaluation of the Physiotherapy Service provided within the specialism and other wards
- To work a rostered seven-day service/shift pattern
- To work within the James Paget University Hospital or in a community setting as required

Key Duties and Responsibilities

Clinical

1. To be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care.
2. To accept clinical responsibility for a designated caseload of patients, and to organise this efficiently and effectively with regard to clinical priorities and use of time. To ensure a high standard of clinical care for the patients under your management, and support more junior staff to do likewise.
3. To undertake the assessment of patients using investigative and analytical skills.
4. To formulate an individual management and/or treatment programme using clinical reasoning skills and a range of treatment skills, some of which will be specialist in nature.
5. To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
6. To train, supervise and performance-manage junior staff, assistant practitioners, therapy assistants and students, with assistance from more senior members of the Physiotherapy Team. This will include the use of formal appraisal documentation.
7. To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of condition. Communication skills of persuasion, motivation, explanation and gaining valid consent will be used with a wide variety of patients. Barriers to effective communication will regularly be evident, e.g. loss of hearing, altered perception, expressive and receptive dysphasia, pain and fear. Patients may lack the capacity to consent to treatment.



8. To assess capacity, gain valid consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
9. To be an active member of the respiratory on-call rota (weekday evenings, weekends and Bank Holidays). On these occasions being the only respiratory physiotherapist on duty, although it might be possible to access advice by telephone.

Professional

1. To maintain own Clinical Professional Development by keeping abreast of any new trends and developments and incorporate them as necessary into your work.
2. To be an active member of the in-service training programme by the attendance and presentation at staff meetings, tutorials, training sessions, external courses and reflective practice.
3. To communicate effectively and work collaboratively with medical, nursing and therapy colleagues to ensure delivery of a co-ordinated multidisciplinary service. This will include case conferences, ward rounds and discharge planning. To provide teaching/training to other members of the multidisciplinary team.
4. To identify objectives for personal development together with the Band 7 Team Leader.
5. To participate in the staff appraisal scheme and Personal Development Programme (PDP) as an appraisee and assist the Team Leader/Integrated Therapies Clinical Lead in appraisals for other staff when required.
6. 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 more senior physiotherapists.
7. To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation.

Organisational

1. To be responsible for a designated area of work, as agreed with the Band 7 Team Leader. To plan and organise this efficiently and effectively with regard to patient management and use of time.
2. To assist in the production of reports on own area of work and to make recommendations for change as requested.
3. To decide priorities for own work, balancing other patient related and professional demands, and ensure these remain in accordance with those of the section as a whole.
4. To implement policy and suggest policy changes for each rotational specialty, which affect the whole Physiotherapy Service.
5. To be responsible for ensuring the effective selection and use of all treatment resources available both in the department and on the wards.
6. 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.



7. 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.
8. To be actively involved in the collection of appropriate data and statistics for the use of the department.
9. To be aware of the Health and Safety aspects of your work and implement any policies which may be required to improve the safety of your work area, including the prompt recording and reporting of accidents to senior staff, and ensuring that equipment used is safe.
10. To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.
11. To undertake any other duties that might be considered appropriate by the Band 7 Team Leader or the Integrated Therapies Clinical Lead.

Health and Safety Responsibilities

1. To ensure the Trust's Health and Safety policies are understood and observed and procedures are followed.
2. To ensure the appropriate use of equipment and facilities and the working environment is maintained in good order.
3. To take the necessary precautions to safeguard the welfare and safety of yourself, patients, visitors and staff, in accordance with the Health and Safety at Work Act.
4. To undertake appropriate health and safety training to support safe working practice including, where appropriate, its management.
5. To demonstrate a practical understanding of risk assessment in relation to their areas of responsibility and to ensure safe systems of work are in place.
6. To ensure all incidents occurring within the department are reported in accordance with Trust procedures, investigated and corrective action taken as necessary and/or reported to senior management and specialist advisers.

Moving and Handling Responsibilities

1. To ensure all moving and handling tasks within their area of responsibility are assessed, there is a manual handling plan indicating safe systems of work, and documentation is regularly maintained and updated.
2. To observe and monitor the application of moving and handling skills, ensuring safe practice.
3. To attend appropriate training in accordance with the moving and handling assessed risks within the work area.

Confidentiality

All staff are required to respect confidentiality of all matters they learn as a result of their employment with the NHS, including matters relating to other members of staff, patients and members of the public.



Equality and Diversity

All employees are required to follow and implement the Trust's Equal Opportunities Policy and to undergo any training and development activities to ensure they can carry out their duties and responsibilities in terms of promoting, developing, implementing and reviewing the policy arrangements in the course of their work.

Safeguarding Children and Vulnerable Adults

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and vulnerable adult training depending on their role in the Trust.

Infection Control

It is the responsibility of all staff to ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust. In particular:

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up-to-date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable)
- Report non-compliance or concerns regarding infection control issues/best practice to their line manager

Trust Values

To work in-line with the Trust values and promote these within teams, departments and divisions in the Trust.

James Paget University Hospitals NHS Foundation Trust operates a No Smoking Policy

This job description should be regarded as a guideline to the duties to be undertaken and not intended to be definitive or restrictive in any way. The content of this job description will be regularly reviewed and may be revised in the light of changing circumstances following consultation with the post-holder.

April 2024



Personal Specification

Criteria	Essential / Desirable
Education and Qualifications	
Diploma/Degree/MSc in Physiotherapy	E
<u>Current</u> Health Care Professions Council registration	E
CPD record should include evidence of up-to-date manual handling, in-service training and reflections of learning	E
Practice Educator course	D
Knowledge and Experience	
Experience at Band 5 level within a range of areas; patients with multi-pathology, including dementia, falls, palliative care and bariatric patients	E
Significant clinical experience within the NHS to include acute hospital setting and discharge planning	E
Experience of working with a range of professionals within multidisciplinary teams	E
Evidence of acting in a supervisory manner, providing specialist guidance, training and support to other staff or students	E
Evidence of reflective learning, demonstrates self-directed learning	E
Awareness of relevant professional practice, new research and guidelines	E
Understanding of legal issues, safeguarding and mental capacity	E
Working knowledge of clinical governance and implications for own work	E
Experience at Band 6 level	D
Worked in a range of settings, e.g. hospital, psychiatry, community, Social Services	D
Involvement in service improvement/project work	D
Attendance at study days relevant to acute hospital care	D
Skills, Abilities and Competencies	
Communication skills including empathy, assertiveness and negotiation skills	E
Ability to build good rapport with a wide variety of people	E
Ability to prioritise and organise workload and support others with this	E
Ability to act as an autonomous practitioner with minimum supervision	E
Ability to work proactively under pressure and work flexibly	E
Recognise own limitations and know when to ask for help	E
Forward thinking, able to problem solve with positive approach	E
Ability to travel within the Great Yarmouth and Waveney area. Must hold a full current driving licence or be able to make own travelling arrangements to fulfil the duties of the post, including visits to patients' homes with and without patients	E



Criteria	Essential / Desirable
Skills, Abilities and Competencies	
Basic IT skills	E
Evidence of initiative and ability to promote change	D
Presentation skills - verbal and written	D
Other	
Physically fit and able to comply with Trust Manual Handling Guidelines	E
Professional demeanour and appearance	E
Evidence of interest/motivation for a Band 6 role	E
Evidence of interest/motivation to work within this geographical area for James Paget University Hospital	D



Manager:

Post Holder:

Date:

