

# Candidate Brief

## Specialised Respiratory Physiotherapist Band 6

April 2024

## **Welcome to Epsom and St Helier University Hospitals NHS Trust**

Thank you for showing an interest in working with us at Epsom and St Helier – a family of more than 7,000 colleagues.

We are truly an integrated health and care Trust. In simple terms, that means that as well as the services we provide at our acute care hospitals (Epsom in Surrey and St Helier nearby in south west London) we work with local GPs, mental health services, community providers and local authorities, with the joint aim of preventing local people from becoming unwell, and when they do, that they receive the right care, in the right place, with the right support.

So, as well as great hospital care, together we offer an increasing range of services. These include adult community health, sexual health and children's therapies. Many of these community services are run by the partnerships we host, Surrey Downs Health and Care and Sutton Health and Care.

Continuing the partnership theme, we also host and run some exceptional hospital-based services including the South West London Elective Orthopaedic Service – rated 'Outstanding' by the Care Quality Commission (CQC) – and we also have the largest nephrology (care around kidney disease) service in the UK, that isn't co-located with a transplant service.

We also work as part of the St George's, Epsom and St Helier Hospital and Health Group, with a shared leadership and increasing collaboration to develop stronger clinical and corporate services between two major providers serving Surrey and South West London.

These partnerships are at the forefront of joining together health and care for local people, and part of the national NHS ambition to provide the best care locally.

In autumn 2019, as an entire Trust, we moved up to become rated 'Good' by the CQC and we seek to continually improve. As part of that, we have secured £500m as part of the government's Hospital Infrastructure Plan to enable us to build a brand new Specialist Emergency Care Hospital in Sutton and finish the refurbishment of the existing buildings on the Epsom and St Helier hospital sites.

We are committed to making all of our work places great places to work, with the right support and culture to help you excel. We spoke with more than 3,000 colleagues about what makes a good day at work and as a result introduced a new core value – 'Respect'. And as a result 'Respect' is at the heart of everything we do. This means we want everyone who works with us to be able to do the best that they possibly can with opportunities available for everyone to grow and develop. It also means that there is no place for bullying, racism, discrimination or other poor behaviours.

We continue to develop as a Trust and with our partners. There is lots to do and we welcome you to help us on that journey, starting with the following job description, which we hope inspires you to be part of our success.



## Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



## All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Our ambition is to provide an outstanding level of care to our patients and communities.

**Above all we value respect.** This means everyone at the Trust – whether a member of staff, a patient or their loved ones – can expect to be treated with respect, whatever their role or background. This ensures kind, positive, professional teamwork, delivering great care to every patient, every day.

By choosing to work here, you also choose to value and role model respect. This means having respect for the Trust and your roles and responsibilities, as well as colleagues, patients and anyone who interacts with the Trust.



We offer an extensive range of services, including cancer, pathology, surgery, and gynaecology to 500,000 people in south west London and north east Surrey. We operate two busy general hospitals, Epsom Hospital and St Helier Hospital, and run services from other locations, including Sutton Hospital.

St Helier Hospital is home to the South West Thames Renal and Transplantation Unit and Queen Mary's Hospital for Children, while Epsom Hospital is home to the South West London Elective Orthopaedic Centre (SWLEOC). Both Epsom and St Helier hospitals have Accident and Emergency departments (A&E) and Maternity services (Obstetrics).

We also play an active role in the local healthcare economy, and are the lead provider in two innovative health and care partnerships.

In Surrey Downs (that's the Epsom, East Elmbridge and Dorking areas), we have partnered with CSH Surrey, the three GP federations in the Surrey Downs area, and Surrey County Council (who are an associate member), to provide adult community health services. This innovative partnership is called Surrey Downs Health and Care.

In Sutton, we have joined forces with the London Borough of Sutton, Sutton GP Services and South West London and St George's Mental Health Trust to provide adult and children's community health services and sexual health services to local people. Together, we are called Sutton Health and Care – you can visit our website [www.suttonhealthandcare.nhs.uk](http://www.suttonhealthandcare.nhs.uk).

## Job Description - Band 6 Respiratory Physiotherapist

**Grade:** Band 6

**Directorate:** Clinical Services

**Site:** St. Helier Hospital

**Hours:** 37.5 hours per week across 7 days, including weekends to be worked on a rota basis as required

**Department:** Acute Therapies

**Reports To:** Acute Therapies Service Manager

**Accountable To:** Head of Therapies

**Responsible For:** Band 5s, Assistants, students within team

### **Role within Epsom and St. Helier University Hospitals NHS Trust (ESTH)**

The purpose of this role is to provide a quality respiratory and rehabilitation service to patients on the medical and surgical wards, ITU and HDU and to assist in the development of the team and pathways within the Trust.

The postholder is required to participate in rostered weekend and evening on-call work. This role is based at St Helier Hospital, but will involve cross site working.

### **MAIN OBJECTIVES**

- To provide and promote a high standard physiotherapy service to adult inpatients at St. Helier Hospital
- To provide advanced assessment and treatment of acutely ill patients and patients with rehabilitation needs, including multi-pathology, those who have highly complex and / or chronic presentations, to determine clinical diagnosis and treatment indicated and to maintain associated records, as an autonomous practitioner.
- To abide by the CSP rules of professional conduct and local professional and quality standards
- To assess and treat own workload of patients, who may have complex presentation, and maintains associated records, as an autonomous practitioner
- To supervise and teach recently qualified physiotherapists/physiotherapy assistants/students, involved in teaching MDT staff
- To undertake evidence-based projects, including recommendations for change in practice and may participate in departmental research and audit
- To assist the Band 7 Physiotherapist by monitoring caseloads, recording statistics and prioritising referrals as required.

## **KEY TASKS AND RESPONSIBILITIES**

### **Patient Care**

- To be professionally and legally responsible for all aspects of the post-holders own work
- To carry out assessments of patients as an autonomous practitioner, including those with complex presentations, and using clinical reasoning skills and knowledge of evidence based practice, determines appropriate care plan utilising wide range of treatment skills and options
- To interpret and analyse clinical and non-clinical facts to form accurate diagnoses in a wide range of conditions including those with a complex presentation, with occasional guidance from specialist physiotherapists
- To formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans
- To continually reassess patients in order to progress treatments effectively
- To co-ordinate intervention which may include other disciplines; to advise and educate patient/carers/relatives/other health professions
- Responsible for maintenance of accurate written records using POMR system and use of computerised data collection and records and comprehensive progress/discharge reports to medical referrers as required
- To manage clinical risk within own caseload at all times
- To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling
- To demonstrate highly developed dexterity, co-ordination and palpatory sensory skills for assessment and manual treatment of patients
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner as they arise

### **Service Development**

- To propose and implement policy changes that impact on all service users, and advise team leader of any service development changes made to ensure quality standards and effectiveness of patient care.
- To ensure that junior staff/students/assistants implement policy and service developmental changes.

### **Management**

### **Physical resources**

- To be responsible for competent use and maintenance reporting of all equipment and to ensure that junior staff/students and assistants attain competency prior to use



## **Human resources**

- To be responsible for supervision and coordination of junior staff/students and assistants on a daily basis
- To be responsible for supervision, teaching and appraisal of junior staff, students and assistants; also other health professionals / workers as appropriate
- To be responsible for undergraduate student physiotherapists as allocated by the team leader and to regularly liaise with the academic institutions
- To keep abreast in understanding and knowledge of all new developments which are applicable to specific physiotherapy treatments and to attend and actively participate in the department's in-service training programme and other outside courses/lectures as appropriate
- To be responsible for the operational management of the designated team in the absence of the team leader or as required

## **Information resources**

- To maintain an accurate and evaluative record keeping system (POMR) for own clinical caseload
- To supervise junior and student physiotherapists record keeping system according to the departmental standards

## **Planning and Organisation**

- To flexibly plan and organise own time, patient caseload, meetings, training and adjusting plans as required according to staffing levels and work prioritisation
- To carry an identified bleep as required and be able to respond to unpredictable work patterns and frequent interruptions
- To assist in the planning of juniors, students and assistants timetables and deputise for the team leader in organisational duties

## **Communication**

- To be able to motivate and persuade others through effective communication skills, with the benefit of verbal and non-verbal skills, using written and electronic information where needed
- To be able to gain co-operation for treatment where there may be significant barriers to understanding such as cognitive impairment, dysphasic and dysarthric patients, hearing impairment, non-English speaking patients, denial, grief and memory loss, excess noise or lack of privacy



- To maintain close links, communication and liaison between all staff and people involved in patient care, student education, research or policy development as appropriate

### **Education**

- To contribute to the education of multidisciplinary groups, patients, families and carers as appropriate
- To be pro-active with regard to learning from other physiotherapy staff within the department, and other MDT staff in the Trust
- To be responsible for and actively record own personal professional development and maintain a CPD portfolio which reflects the same
- To assist in organising and actively participate in the in-service and post-registration education programme within the specialist clinical area and attend other outside courses/lectures as appropriate
- To keep abreast in understanding and knowledge of all new developments which are applicable to specific physiotherapy treatments
- To attend any mandatory training and induction courses as designated by management
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### **Research and Audit**

- To participate in the department's ongoing audit and appropriate work related research/evaluation projects
- To keep abreast of evidence based practice in the clinical area by use of relevant reading, attendance at in-service training, external courses and database searches
- To ensure good working knowledge of national and local standards and monitor quality as appropriate

### **Effort**

- To carry out assessments and treatments, with moderate to intense physical effort on a daily basis
- To comply with the Trusts Manual Handling Policy and local therapeutic handling guidelines
- To work in an environment where the work patterns may be disrupted by frequent demands from patients, clinical staff, students and administrative support staff
- To sensitively deal with distressing or emotional circumstances regarding patient care such as realistic expectations of rehabilitation outcome
- To support junior when indicated in the management of challenging patients
- To deal with patients suffering from pain states that may lead to anxiety and aggressive behaviour
- To deal with patients with varying levels of cognitive impairment that may lead to challenging behaviour, and to learning difficulties.

*This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids including sputum, unpleasant smells and occasional exposure to verbal and physical aggression.*

### **General**

- To carry out such duties as may be required by the line manager or professional manager that are consistent with the responsibilities of the grade.
- To communicate with colleagues, patient and visitor in a polite and courteous manner at all times.
- To attend any mandatory training and induction courses as designated by management.
- To report all clinical and non-clinical accidents or near misses, promptly, and when required, to co-operate with any investigation undertaken.
- To participate in the Trust's Risk Management framework.
- To work in other areas of the Trust as required.

**PERSON SPECIFICATION**

**BAND 6 RESPIRATORY PHYSIOTHERAPIST**

	<b><u>Essential</u></b>	<b><u>Desirable</u></b>
<p><b><u>Values and Behaviours</u></b></p> <p>Put the patient first by being happy, helpful, caring, respectful and patient</p> <p>Always taking opportunities to improve, encouraging excellence</p> <p>Work as one team – communicate, collaborate and share</p> <p>Respect each other by being polite, pleasant and listening</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	

	<u>Essential</u>	<u>Desirable</u>
<b><u>Qualifications and Knowledge</u></b>		
Diploma / Degree in Physiotherapy	✓	
HPC registered	✓	
CSP membership		✓
Membership of relevant Special Interest Group		✓
Ability to demonstrate on-going CPD and the use of evidence based practice.	✓	
Knowledge and experience of a wide range of approaches to the management of respiratory patients, including those with altered airways, with and without the use of mechanical ventilation	✓	
<b><u>Experience</u></b>		
Broad range of rehabilitation experience including respiratory, and elder and neuro rehabilitation, orthopaedic.	✓	
Experience of working within the NHS (or similar)	✓	
Experience managing others within a team	✓	

	<u>Essential</u>	<u>Desirable</u>
Experience of staff and student supervision and clinical education	✓	
Experience of multi-disciplinary team working	✓	
Experience of respiratory on-call / emergency work	✓	
Sound knowledge of relevant evidence based strategies, NICE and NSF guidelines including falls management	✓	
<b><u>Skills and Abilities</u></b>		
Ability to assess, set realistic goals and evaluate	✓	
Effective written and spoken communication skills	✓	
Ability to supervise Juniors / Assistants / Students	✓	
Ability to delegate tasks	✓	

	<u>Essential</u>	<u>Desirable</u>
Competent IT skills	✓	
<b><u>Personal Qualities</u></b>		
Demonstrates appropriate use of initiative	✓	
Highly motivated	✓	
Flexible and able to cope with change	✓	
Sensitive to the needs of others	✓	
<b><u>Others</u></b>		
Physically fit and able to comply with Trust Manual Handling Guidelines	✓	
Professional presentation and demeanour	✓	
Willingness and ability to work 7 day patterns and extended hours as required and contribute to on-call rotas	✓	