

# Job Description

Job Title:	Senior Physiotherapist- Critical Care
Band:	Band 6
Base:	Rotational position (Glenfield and Leicester Royal Infirmary)
Reports to:	Clinical Specialist Physiotherapist and Clinical Therapy Team Leaders
Accountable to:	Therapy Speciality Lead via the Therapy Clinical Team Leader

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

Job Summary	<ul style="list-style-type: none"> <li>To be part of the Physiotherapy team serving critical Care specialities.</li> <li>Rotations between Glenfield Hospital and Leicester Royal Infirmary.</li> <li>To carry a clinical caseload: working to national and local guidelines and Service priorities with those who may have complex needs including physical, psychological and communication difficulties</li> <li>To support the clinical therapy team leader and clinical specialist and operational functions of the team and supervise and team members.</li> <li>To promote independence and facilitate optimum function, working with patients, families and carers and the multi-disciplinary team to achieve agreed outcomes for patients.</li> <li>To increase and consolidate existing clinical knowledge and skills in respiratory assessment and treatment as a physiotherapist.</li> </ul> <p><b>COMMUNICATIONS</b></p> <ul style="list-style-type: none"> <li>To maintain high, professional standards of verbal and written communication for self and staff for whom responsible.</li> <li>To promote and maintain good working relationships and communication with members of the multi-disciplinary team.</li> <li>To liaise with members of the multi-disciplinary team and other Physiotherapists regarding the provision of treatment of patients.</li> <li>To liaise with Social Services and other agencies as appropriate according to patient needs.</li> <li>To attend ward rounds, case conferences and multi-disciplinary team meetings as required.</li> <li>To provide written reports of assessments / treatment carried out as necessary.</li> </ul>
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	<ul style="list-style-type: none"> <li>To maintain accurate and timely written and electronic patient records</li> </ul>
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## KEY WORKING RELATIONSHIPS

### Internal:

- Physiotherapy Team members
- Therapy Team members
- Therapy Management Team
- Multi-disciplinary Team

### External:

- Community Services
- Health and social care
- Primary and secondary care
- Equipment Service Provider
- Voluntary sector
- Education and work institutions
- Patients and Carers

## KEY RESULT AREAS

- Be responsible for managing a complex clinical caseload from assessment to discharge/transfer of care, in order to facilitate a timely and safe discharge from hospital
- To provide appropriate education to patients and carers in order to encourage patient participation in the management of their condition either on an individual or group basis
- To liaise with, and involve patient's carers with patient's treatment as appropriate
- Evaluate and process referrals from the designated wards/departments in order to ensure the patient receives appropriate and timely intervention
- Set outcome related goals with the patient which are consistent with the standards of the department, in order to meet the needs of the patient
- To use specialist techniques for the handling of patients with physical deficits often within confined spaces
- Plan, deliver and progress treatment interventions using clinical reasoning and decision making skills in order to work towards and achieve identified patient goals
- In the absence of the Band 7, to have delegated responsibility for the management of the Physiotherapy referral and appointment systems and clinical caseload and ensure patients receive high standards of intervention at all times in accordance with the Chartered Society of Physiotherapy Code of Professional Conduct.
- Apply knowledge of Physiotherapy, in order to deliver appropriate treatment interventions and facilitate appropriate clinical decisions
- To liaise with Social Services, NHS Community Physiotherapists and other community agencies with regard to treatment, equipment provision and/or support for patients on discharge.

- To maintain patients records including collection of TIARA data according to department/service procedures and any other statistical information as requested by individual units.
- To provide written reports of assessments/treatment carried out for clinics and/or inclusion in medical notes as appropriate.

## SERVICE DELIVERY & DEVELOPMENT

- Under the supervision of the Senior Therapist contribute to the development of service standards, including clinical audit.
- To contribute to Service developments within the Team
- To promote the role and values of the Physiotherapy Service both generally and within UHL, to patients, carers, other healthcare professionals, prospective Physiotherapy employees and visitors to the service area eg. Attendance at careers events, observer days, open days.
- In collaboration with Senior staff, to assume a key role in projects and initiatives internal and external where appropriate, in conjunction with colleagues eg. Team Development Training, CSP specialist section group.
- To be aware of medical and therapeutic developments impacting on Physiotherapy and healthcare delivery.
- To liaise with colleagues/ and work across site if appropriate in order to ensure the provision of a seamless equitable service
- To maintain a sound theoretical knowledge base.
- To contribute towards the promotion and development of new techniques, ideas and regimes within the service area, that are evidence based.

## RESEARCH & DEVELOPMENT

- To encourage a culture of research and development and be responsible for leading the research programme within the speciality in conjunction with the Therapy Speciality Lead, Therapy Clinical Team Leader
- To initiate and develop audit initiatives for the benefit of the Therapy Service, specialty and patients
- To lead audit within the speciality and to ensure standards are maintained using the audit process
- Use research and audit results to set standards direct therapists to adapt their professional practice and deliver therapy which is efficient effective and responsive
- As opportunities arise, submit articles for publication within the specialism in recognised journals and publications
- To organise courses relevant to the speciality and events within UHL; which will be accessible locally and nationally
- To actively develop service standards including implementation of National Service Framework / NICE guidelines
- To promote evidence based practice and clinical effectiveness utilising local and national standards of practice and guidelines

## SERVICE DEVELOPMENT, GOVERNANCE AND EVALUATION

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- Assist in the integration of services within a specialty and within Occupational Therapy and Physiotherapy
- Facilitate a culture of quality, continuous innovation, improvement and productivity within the specialty
- Comply and be aware of all aspects of the Clinical Governance agenda e.g. Risk, audit, EBP, patient involvement
- Facilitate patient involvement within practice development and audit
- To work collaboratively with others to develop a coordinated cross site and “cross profession approach” to the management of patients within the Therapy Service
- To provide specialist clinical advice to inform the Service planning process
- To instigate, monitor and evaluate systems to ensure that the quality and efficiency of the service is maintained; identifying opportunities for development and implementing them where appropriate in conjunction with the Therapy Speciality Lead, Therapy Clinical Team Leader and Extended Scope Practitioners where applicable
- To have a sound and current theoretical knowledge base and keep up to date with all current developments associated with the specialty and profession and be responsible for promoting the application of evidence based practice at every opportunity
- Develop, identify, implement and evaluate clinical outcomes, both therapy and patient reported, that measure efficiency and effectiveness
- Collect user feedback and develop appropriate action plans in order to drive responsive changes in care
- To assume a key role in projects and initiatives internal and external where appropriate, in conjunction with colleagues e.g. professional body specialist section groups, Designated OT for Social Services, Tissue Viability Links, Dementia Lead for the profession, Lead for Infection control etc
- To be aware of medical, political and therapeutic developments impacting on Therapy and healthcare delivery, reviewing the implications within the specialist area and change or develop practice accordingly in consultation with the Therapy Clinical Team Leader
- Contribute to the development, implementation and monitoring of professional standards within the team and to lead on clinical audit
- To promote the role and value of the Therapy Service both generally and within UHL, to patients, carers, other healthcare professionals, prospective Therapy employees and visitors to the service area e.g. Attendance at careers events, observer days, open days
- To assist in reviewing and updating policies and procedures
- To collaborate with the Therapy Management Team in identifying opportunities for service development
- Compare own practice with peers in other Trusts and participate in national, professional networks to develop best practice

## GENERAL

- To share responsibility for team areas and departmental tidiness
- To assist in the maintenance of stock levels and care of equipment
- To adhere to University of Leicester NHS Trust policies and procedures including specific Therapy policies and procedures
- To observe confidentiality of patients and employing authority's business at all times
- To carry out all professional duties in accordance with the CSP Code of Professional Conduct.
- To adhere to specific legislation affecting particular area of responsibility

- To assist in the ordering, maintenance and distribution of stock, stock records and care of equipment under guidance from senior colleagues e.g. splinting and wheelchair equipment.
- Any other duties mutually agreed relevant between the post holder and Therapy Lead of the speciality.
- To participate in respiratory on-call and weekend duties.
- All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work –practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.
- All employees are subject to the requirements of the current Data Protection legislation and must maintain strict confidentiality in respect of patient's and staff's records.
- All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.
- This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.
- In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.
- Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

## Person Specification

Post: Static Critical Care Physiotherapist  
Band: 6

<u>Criteria</u>	<u>Essential</u>	<u>Desirable</u>	<u>Stage Measured at</u> A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	Diploma/BSc Physiotherapy  HCPC Registration	Clinical Educators course	Application  Application Application
Experience	Must have recent significant clinical experience at a band 5  Demonstrates appropriate use of PT interventions relevant to clinical setting, including use of core skills  Postgraduate experience in relevant clinical area	Demonstrates evidence of	Application/Interview  Interview  Application

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	<p>Experience of delegation to support workers supervising staff</p> <p>Respiratory on call and weekend experience</p> <p>Demonstrates good presentation skills</p> <p>Demonstrates knowledge of relevant guidelines, legislation and wider issues relating to role</p>	<p>computer skills</p> <p>Experience of supervising staff</p>	<p>Application/Interview</p> <p>Application/Interview</p> <p>Interview</p>
Communication and relationship skills	<p>Demonstrates effective written, verbal and non-verbal communication</p> <p>Demonstrates knowledge of effective team working</p> <p>Demonstrates a professional attitude</p>	<p>Demonstrates leadership skills</p>	<p>Application/Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
Analytical and Judgement skills	<p>Demonstrates evidence of flexibility/initiative and risk management</p>	<p>Demonstrates knowledge of the clinical audit process</p>	<p>Interview</p>

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Date Finalised:

	Demonstrates awareness of own abilities and needs		Interview
	Awareness of own development needs		Interview
<b>Skills</b>	Demonstrates effective coping skills for dealing with pressurised and unexpected situations including preparation for interview		Interview
	Demonstrates effective prioritisation and organisational skills		Interview
	Demonstrates a flexible approach to meet service needs		Interview
<b>Physical skills</b>	Ability to undertake manual and non-manual handling safely		Application/ Interview
<b>Equality, Diversity and Inclusion</b>	Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.		Application Interview



<p>Other requirements specific to the role</p>	<p>Expresses enthusiasm for post and desire to work in clinical areas</p> <p>Evidence of continuing personal and professional development</p> <p>To meet Trusts requirements for attendance at work</p>	<p>Demonstrates awareness of issues impacting on PT</p>	<p>Application/Interview</p> <p>Application/Interview/Portfolio</p> <p>Interview</p> <p>Post interview.</p>
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