

JOB TITLE: Senior Physiotherapist - Critical Care

BAND: Band 6

Job Summary

The post holder will be based at the Grange University Hospital, with possible short term outreach to other acute ABUHB sites as the service requires.

The member of staff will have specialist skills within the field of cardio-respiratory with a bias towards acute and critical care. They will be based on critical care but support the respiratory and surgical wards as required. The post holder will be part of the ABUHB Cardio-respiratory team.

The general duties will include caseload management, teaching (band 5's, students and HCSW), audit, and service improvement projects.

The post holder will support the emergency respiratory on-call rota.

Responsible to

Reporting:

Operational Manager for Newport and Torfaen Rehabilitation

Accountable:

Head of Physiotherapy Service

Professionally:

Head of Physiotherapy Service

Responsibilities and Duties

Clinical

To undertake all aspects of clinical duties as an autonomous practitioner.

To be professionally and legally accountable for a designated patient caseload and to decide priorities for own work area, balancing other patient related and professional demands.

To manage clinical risk within own patient caseload.

To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient.

To undertake the comprehensive assessment and accurate diagnosis of patients, including those with a complex presentation, using investigative, palpatory, analytical and clinical reasoning skills. Implementing specialist physiotherapy treatments/programmes

To undertake physical treatment techniques utilising highly developed manual skills.

To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a specialised programme of care.

To provide spontaneous and planned advice, teaching and instruction to relatives, carers, other disciplines and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme.

To participate in and where indicated, initiate multidisciplinary/multi-agency team meetings and case conferences to ensure the co-ordination of patient care. This may include the review of patient progress and discharge planning.

To ensure accurate, comprehensive, and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria.

To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcomes.

To undertake the measurement and evaluation of own work through audit, outcome measurement, the application of evidence-based practice and research where appropriate.

To work to Health Board and Chartered Society of Physiotherapy clinical guidelines and have a good working knowledge of relevant national standards to which quality of practice should be monitored.

To identify and initiate audit projects to review current clinical practice.

To assist the associate Team Lead/Physiotherapy Manager(s) with the prioritisation and management of a designated departmental patient caseload.

To participate in the on-call, weekend, bank holiday and extended working rotas where clinically appropriate.

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.

Communication

To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis.

To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention.

To engage the patient, and relatives/carers where appropriate, in the planning and agreement of a treatment programme to maximise rehabilitation potential.

To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme.

To communicate, with empathy, patient information which may be of a complex and sensitive nature.

To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management.

To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service.

To acknowledge and support patients/clients/carers rights by promoting individual choice respecting their beliefs, privacy and dignity at all times.

To strive at all times to provide an environment where the diversity of patients/clients/carers and colleagues is respected.

To provide a high-quality service acting at all times in a professional manner

Managerial

In conjunction with the associated Team Lead/Physiotherapy Manager(s), and clinical specialist(s) where appropriate, undertake supervision and performance management of all staff who report to the post holder.

To deputise for senior staff where appropriate.

To participate in the Health Board individual performance review process as both appraiser and appraisee.

To assist in recruitment and selection procedures for the Physiotherapy Service.

To contribute to the clinical induction of physiotherapy staff.

To participate in and if requested lead departmental meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery.

To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care.

To undertake specific tasks as designated by senior staff and the local Physiotherapy Manager(s).

To contribute to developments within the Physiotherapy Service and the wider multidisciplinary/multi-agency team and, if requested, lead related project groups.

To propose service changes for own work area, and lead projects groups where required.

If requested, to represent the Physiotherapy Directorate at Health Board service development meetings to ensure specialist physiotherapy advice and guidance is included in new service proposals.

To adhere to the policies and procedures of the Health Board and Physiotherapy Directorate.

To maintain state registration with the Health Professions Council (HCPC) and to provide evidence of that registration annually upon request.

Education and Training

To participate in the Health Board's individual personal review process and to take responsibility for the adherence to an agreed personal development plan

To be responsible for maintaining own competency to practice through continuing professional development activities including reflective practice, review of relevant literature, participation in local in-service training programmes and peer review, maintenance of a personal portfolio, and the attendance of relevant training courses as identified within a personal development plan.

To be an active member and contribute to the organisation and delivery of the in-service training programme.

To take responsibility for the tuition of other physiotherapists, physiotherapy technicians and assistants as identified through the personal review process.

To undertake the tuition, supervision and performance assessment of undergraduate physiotherapy students. This will include working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification.

If requested, provide teaching and instruction to other disciplines to ensure a consistent approach to patient care.

To participate in mandatory/statutory training as outlined in the Therapies Health and Safety Policy.

Flexibility Statement

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It will be periodically reviewed in the light of developing work requirements and, in consultation with the post holder may well be changed from time to time to meet changes in the Health Board's requirements.

The post holder may be required to provide cover for other clinical areas during periods of staff shortages, leave or sickness.

PERSON SPECIFICATION

Qualifications and Knowledge

Essential

- Diploma/degree in Physiotherapy
- State Registered Physiotherapist (HCPC)
- Specialist training/experience in specialist field to post-graduate diploma level or equivalent demonstrable knowledge and experience

Desirable

- MCSP
- Completion of Clinical Educators Course or equivalent

Experience

Essential

- Broad range of clinical experience through a comprehensive junior rotation
- Have undertaken a rotation into the speciality
- Experience of participating in and delivering in-service training programmes

Desirable

- Evidence of having worked unsupervised
- Evidence of having participated in on-call and weekend duties where appropriate
- Previous band 6 position

Skills and Attributes

Essential

- The ability to discuss the clinical reasoning process in the management of routine cases
- The ability to identify and act upon adverse clinical signs
- Good communication skills both verbal and written when interacting with members of the team, other professionals, clients and their families
- The ability to work effectively in a team environment
- Evidence of initiative
- Good time management
- Demonstrate the ability to discuss the ethos of clinical governance and it's relevance in physiotherapy practice
- The ability to demonstrate an understanding of the NHS and the challenges facing the physiotherapy service
- The ability to supervise staff who will be directly accountable to the post holder
- Commitment to participating in clinical and organisational audit
- The ability to demonstrate critical appraisal skills
- Evidence of Continuing Professional Development

Desirable

- Awareness of relevant national and local clinical guidelines
- Commitment to research
- Commitment to teaching at an undergraduate and postgraduate level
- IT Literate
- Welsh Language skills are 1-5 understanding, speaking, reading and writing in Welsh

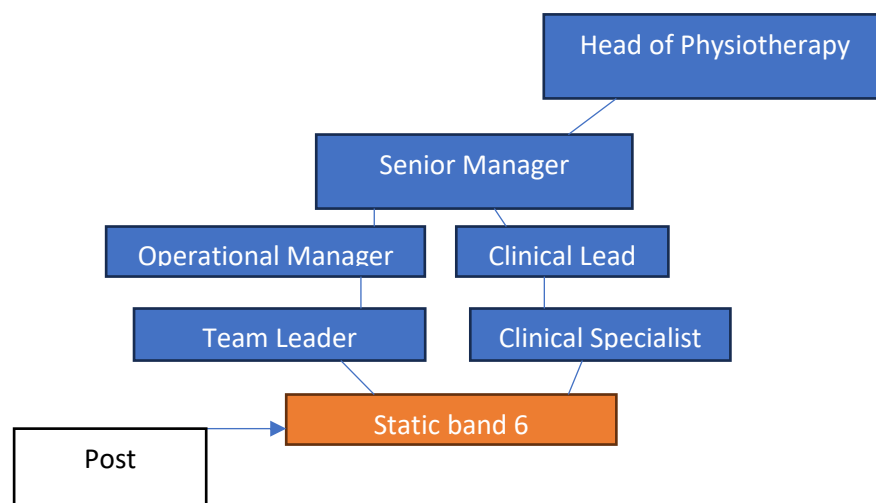
Other

Essential

- Satisfactory Enhanced DBS clearance including Adults and Childrens Barred List check
- The physical ability to perform and cope with all aspects of manual handling as demanded by the job role
- The ability to adapt to changes in work routine
- The ability to move between sites within the Trust or patients' residences as demanded by the job role
- Available for on-call and weekend duties

Job Description Technical Document

ORGANISATIONAL CHART



Please complete information on Physical Effort, Mental Effort, Emotional Effort and Working Conditions in order to assist the Job Matching process. The examples provided should relate to this post and what is written in the Job Description.
3 examples should be adequate.

Physical Effort

Please identify any circumstances that may affect the degree of effort required -

'Working in uncomfortable/unpleasant physical conditions; sitting in restricted positions; repetitive movements; lifting heavy weights; manipulating objects; kneeling, crouching, twisting; heavy duty cleaning; working at heights; using controlled restraint; driving as part of daily job'

Walking /driving to work is not included

Many roles will require a combination of sitting, standing, and walking with little or no requirement for physical effort

Where the role requires some physical effort, please provide examples and state if this is -

Rare – combination of sitting, standing, walking or **Occasional** – at least 3 times per month but fewer than half the shifts worked or **Frequent** – occurs on half the shifts worked or more

Several Periods – repeated recurrences of physical effort during the shift or **Ongoing** – continuously or almost continuously

Short Periods – up to and including 20 min or **Long Periods** – over 20 mins

| Examples of Typical effort(s) | How Often | How Long |
|--|-----------|---------------|
| To manoeuvre patients within critical care (and wards) in order to assess and evaluate strength, function, mobility. | Frequent | Short periods |
| To move and use equipment needed for assessment and treatment of patients | Frequent | Short Periods |
| | | |

Mental Effort

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day -

'Carrying out formal student assessments; carrying out clinical/social care interventions; checking documents; taking detailed minutes at meetings; operating machinery/equipment; carrying out screening tests/microscope work; carrying out complex calculations; carrying out non-clinical fault finding; responding to emergency bleep; driving a vehicle; examining or assessing patients/clients'

Type

General Awareness – carry out day to day activities but no need to concentrate on complex or intricate matters

Concentration – jobholder needs to stay alert for periods of one to two hours

Prolonged – requirement to concentrate for more than half the shift

Intense – In-depth mental attention with proactive engagement

Unpredictable – jobholder needs to change from one activity to another at a third-party request. Jobholder has no prior knowledge

How often

Occasional – fewer than half the shifts worked

Frequent – occurs on half the shift worked

| Examples of Typical effort(s) | Type | How Often |
|---|---------------|-----------|
| Concentrate for long periods of time while interacting with individual or groups clients for purposes of therapy or assessment. | concentration | Frequent |
| | | |
| | | |

Emotional Effort

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with -

'Processing (e.g., typing/transmitting) news of highly distressing events; giving unwelcome news to patients/clients/carers/staff; caring for the terminally ill; dealing with difficult situations/circumstances; designated to provide emotional support to front line staff; communicating life changing events; dealing with people with challenging behaviour; arriving at the scene of an accident'

Fear of Violence is measured under Working Conditions

Type

Direct – jobholder is directly exposed to a situation/patient/client with emotional demands

Indirect – jobholder is indirectly affected by for example word processing reports of child abuse

How Often

Rare – less than once a month on average

Occasional – once a month or more on average

Frequent – once a week or more on average

| Examples of Typical effort(s) | Type | How Often |
|---|--------|-----------|
| To identify and employ suitable verbal and non- verbal communication skills with patients and carers who may have difficulty in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept a diagnosis | Direct | Frequent |
| To educate patients/relatives/carers regarding the nature of their condition and the aims of physiotherapy intervention. | Direct | Frequent |
| To communicate with empathy, patient information which may be of a complex and sensitive nature | Direct | Frequent |

Working Conditions

Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month

'Use of VDU more or less continuously; unpleasant substances/non-household waste; infectious material/foul linen; body fluids, faeces, vomit; dust/dirt; fleas/lice; humidity; contaminated equipment or work areas; driving/being driven in normal or emergency situations'

Driving to and from work is not included

Rare – less than three times a month on average

Occasional – three times a month on average

Frequent – several times a week with several occurrences on each shift

| Examples of Typical effort(s) | How Often |
|---|------------|
| Exposed to occasional highly unpleasant conditions when undertaking patient assessment i.e. Body odour, fleas, lice and body fluids | Occasional |
| | |
| | |
| | |