

Job Title	B7 Advanced Physiotherapist (Generic)		
IJES	IJES01115KD		
Agenda for change Band	7	Budgetary responsibility	No budgetary responsibility
Date Reviewed	12/06/2023	Management Responsibility	Line manager of a team

Job Summary

- a) The postholder is responsible for the clinical care of patients within the defined clinical area working under direction of their Clinical Team Lead and Divisional Therapy manager.
- b) The postholder may work within one clinical speciality, or may work across various clinical areas, in a rotational capacity.
- c) Responsible for day-to-day line management of allocated therapy staff within clinical area, delegating and overseeing caseload.

General Duties

1. Undertake an advanced clinical caseload of patients as an autonomous practitioner, including complex patients, using advanced clinical reasoning skills, theoretical knowledge, practical experience and manual assessment techniques, to provide individualised comprehensive patient assessment, diagnosis and treatment, supporting appropriate and early discharge.
2. Maintain advanced and in-depth knowledge of specialist interventions, advances, techniques, and equipment, relevant to clinical area.
3. Provide highly specialised clinical therapy advice and education, both within the Trust and externally to other team members and healthcare professionals.
4. Obtain verbal consent from patients, or their carers.
5. Plan patient discharges, involving equipment, liaising with the patient, their family and multi-disciplinary team as well as social care colleagues.
6. Use therapeutic handling of patients, which may include personal care and dealing with body fluids and adhere to infection prevention guidelines.
7. Follow and proposes changes to standards and policies for clinical practice to ensure a co-ordinated and effective trust wide therapy service. This includes infection prevention.
8. Work as part of the multi-disciplinary team to ensure effective communication and facilitate appropriate patient care.

9. Communicate sensitive information to patients/carers/staff, where there may be barriers to communication to maximise intervention and patient pathway.
10. Always ensure confidentiality and sensitivity to the audience's level of understanding and prior knowledge.
11. Be responsible for keeping accurate and timely written and electronic patient records and statistical information. This may include written reports of functional ability and specialist assessments.
12. Participate in the weekend, bank holiday, extended shifts and on-call rota, as the service requires.
13. Manage own time and work allocation to team by prioritising competing service requirements, seeking guidance from senior therapists where necessary.
14. Day to day management of relevant therapy team members including performance management, undertaking appraisals, leading competency-based training and recruitment.
15. Ensure that all equipment is in good working order and ready for immediate use and report any defective equipment or provision of supplies to senior clinician.
16. Keep up to date with clinical developments, through audit and research, and participate in innovation and change concerned with improving the standards of care for patients.
17. Report and act on adverse incidents.
18. Undertake a clearly identified role within the team and/or wider therapy service, e.g., health and safety representative.

Trust Values

All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values, every patient, every colleague, every day.

Each post holder is expected to ensure they live the values of:



PATIENTS FIRST



WORKING TOGETHER



ALWAYS IMPROVING

These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff, and partners in continuing to improve the experience people have using and delivering our services

Person Specification

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Skills and competencies
Communication
Time management
Prioritisation
Diplomacy
Working autonomously
Interpersonal skills
Taking the initiative
Collaborative approach
Teamwork
Influencing
Report writing
Presentation skills
Working under pressure

Qualifications, knowledge and experience	
Essential	Desirable
Master's degree in Physiotherapy or equivalent level of experience	Management qualification, or equivalent experience
Current HCPC registration	Attendance at post-graduation courses, or conferences, relevant to clinical area
Significant relevant clinical experience or with the ability to demonstrate significant experience in physiotherapy practice	Able to demonstrate sound understanding of healthcare priorities and political agendas
Evidence of proven leadership and supervisory skills	Experience working in an acute hospital setting
Previous experience within relevant clinical area	Leadership qualification, or experience
Previous experience on-call, where relevant to clinical area	
Experience of working in a multi-disciplinary team	
Evidence of continuing professional development	
Experience of audit, evaluation, or research	
Evidence of implementing change in a clinical environment	

Additional Information

This job description is designed to help post-holders understand what is expected of them in their role though, please note, it focuses upon the core requirements of the post. Other related duties within the employee's skills and abilities will be expected whenever reasonably instructed. The job description may be amended in consultation with the post-holder within the scope and general level of responsibility associated with the post. It is the post-holder's responsibility to ensure that they adhere to all Trust policies, procedures and guidelines relating to their employment, regardless of their position.

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast-moving organisation and therefore changes in employees' duties may be necessary from time to time.

Safeguarding

The Trust is committed to safeguarding children, young people, and adults at risk within its care. As an employee you are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person, or adult at risk. The Trust will support you in this process by providing training, support, and advice. There is a Corporate Safeguarding Team who can be contacted for guidance, support, and safeguarding supervision. For children and adults, you should be aware of your responsibilities detailed in UHS policies and procedures and local safeguarding children and adult boards procedures.

Mental Capacity Act 2005

All staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.

Job Reference – IJES