

North Bristol NHS Trust

Job Description

Job Details

Job Title: Physiotherapist – Amputee Rehabilitation

Grade: Band 6

Department: Prosthetics

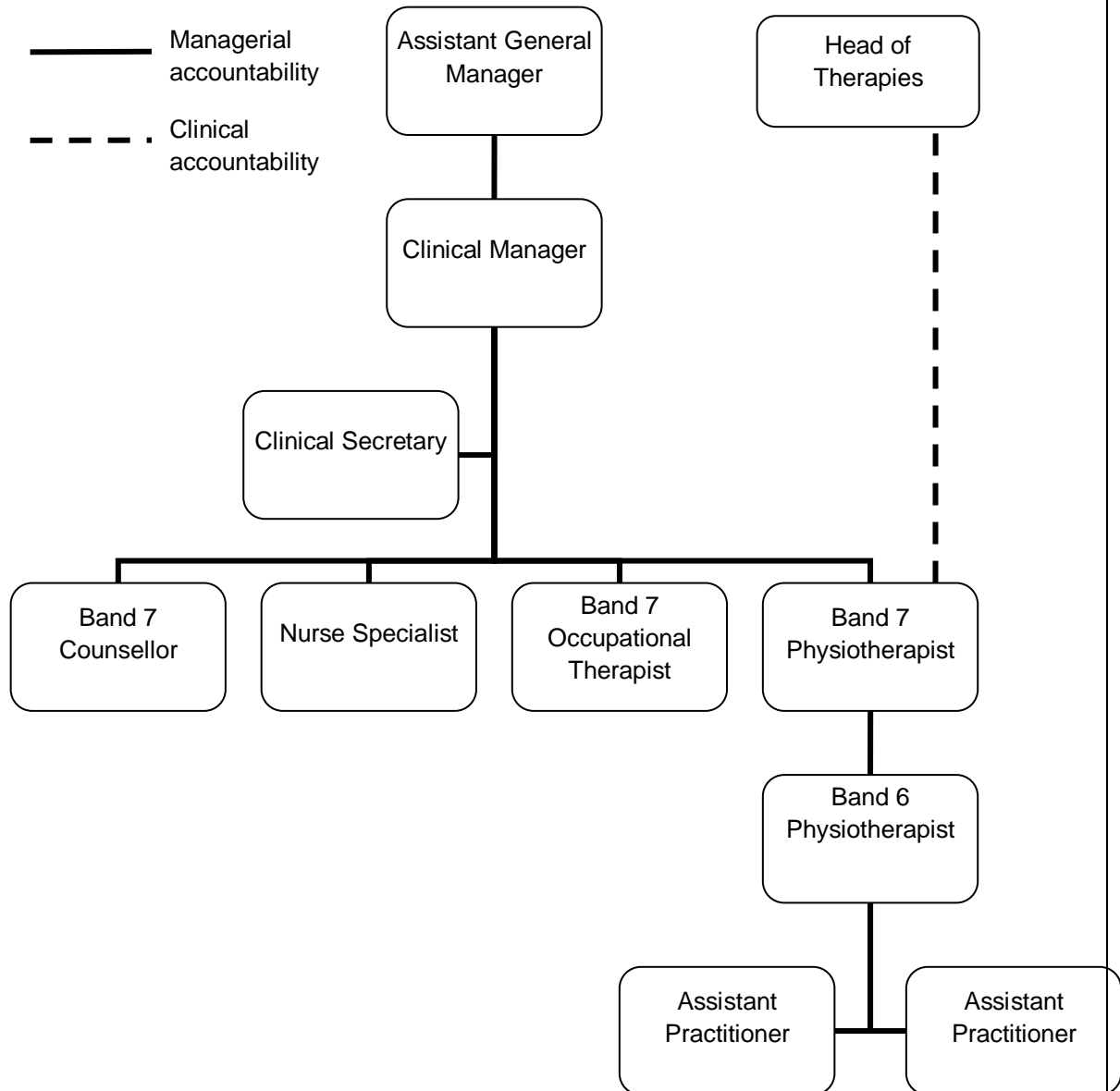
Directorate: Neuromusculoskeletal

Location/Base: Bristol Centre for Enablement

Job Summary

- To be an autonomous physiotherapy practitioner providing a high standard of therapy service to patients within the prosthetics team
- These patients will have complex needs and problems with a wide range of vascular and orthopaedic conditions and Interventions
- The post holder will work very closely with the specialist multi-disciplinary team in the prosthetics service to provide appropriate physiotherapy input
- Linking with other Physiotherapists and health professionals within North Bristol Trust and other trusts supporting patients in this regional specialty unit
- Access to advice/support from a more senior physiotherapist is available
- To provide teaching and training to Health Care Professionals, students, patients and carers

Organisation Chart/Accountability



Knowledge, Training, Experience And Skills Required

Knowledge

- Has intermediate/specialised theoretical knowledge in Anatomy and Physiology, Movement, Biomechanics and Pathologies
- Has intermediate/specialist knowledge of vascular conditions and how they impact on rehabilitation
- Has an intermediate theoretical knowledge of musculoskeletal conditions, respiratory conditions and neurology conditions and how they impact on rehabilitation

Training/Qualifications

- Diploma/degree in Physiotherapy
- Current Registration with Health Professions Council (as physiotherapist)
- Portfolio evidence of postgraduate learning experience in range of core physiotherapy fields including orthopaedics

Experience

- Variety of experience as undergraduate physiotherapist i.e. musculoskeletal, vascular, respiratory and neurological across acute, community and/or intermediate care settings, dealing with a wide range of patients with differing needs
- Completion of core postgraduate rotations i.e. musculoskeletal, vascular, respiratory and neurological
- Experience of working with a wide range of vascular and orthopaedic patients
- Experience of working as part of a multidisciplinary team
- Experience in audit, research and understanding quality issues
- Experience of organising and prioritising own workload and delegating responsibilities as appropriate
- Experience of presenting information, written and oral in a clear and logical manner
- Experience of working under indirect supervision and as an autonomous practitioner and acting appropriately on constructive comment
- Experience of carrying out moderate to intense physical efforts throughout the working day and carrying out concurrent activities
- Experience of working in a stressful environment and with emotional or aggressive patients and carers
- Experience of comprehending and working within NHS policies of data protection and health and safety
- Experience in understanding clinical governance and its implications for services
- Experience in understanding the legal responsibilities of the profession

Skills Required

- To undertake all aspects of clinical duties as an autonomous physiotherapy practitioner
- To perform physiotherapeutic examination and assessment of patients with vascular and orthopaedic presentations, physical and psychological conditions to provide a clinical diagnosis
- To develop and deliver an individualised treatment programme based on the above
- To constantly re-examine the patients response to treatment and modify programme accordingly. Examination/assessment skills to include communication, physical/manual and analytical/evaluative abilities to a high standard
- To hold responsibility for own caseload and delegated areas of the service working under indirect supervision
- Ability to identify service development, implement new ideas and evaluate outcome

Main Duties & Responsibilities Of The Post

Clinical

- To be professionally and legally responsible and accountable for all aspects of own work, including the management of patients in the case-load
- To undertake a comprehensive examination and assessment of patients including those with diverse presentations/multi pathologies; use specialised clinical reasoning skills and manual examination techniques to provide an accurate diagnosis of their condition
- Based on the examination, assessment, diagnosis and current best practice to clinically reason and formulate a physiotherapy treatment plan
- To deliver an individual physiotherapy treatment programme, this could include manual physiotherapy techniques, patient education, exercise classes, cognitive behavioural techniques
- To constantly re-examine the patients response to treatment and modify programme accordingly
- To formulate accurate prognoses, expected outcome, recommend best course of intervention and develop comprehensive discharge plans
- To continually evaluate own clinical practice based on valid research evidence and audit including national and local clinical guidelines
- To motivate and encourage patients to actively participate in physiotherapy programmes
- To identify and participate in suitable audit and research topics involving the uni and multi-professional team in order to ensure effectiveness
- To organise and prioritise own workload and delegate responsibility as appropriate
- To take responsibility for managing patients with particular conditions, some of which are complex and be responsible for providing specialised physiotherapy input for patients with these conditions
- To communicate clinical findings to the patient, assess their understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment
- To use a range of verbal and non-verbal tools to communicate effectively with patients and carers to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating e.g. patients who may be dysphasic, deaf, blind or unable to accept diagnosis
- To communicate effectively verbally and non-verbally with all members of multi-disciplinary team (MDT) e.g. Doctors, nurses, social workers, other AHPs, physiotherapy colleagues and outside agencies. This often involves membership of multiple MDTs
- To communicate effectively with colleagues providing amputee services throughout the wider Bristol area and to provide advice and guidance when required
- To manage clinical risk within own patient case load
- To work within Trust and CSP guidelines
- To monitor practice of juniors and assistants undertaking delegated tasks and advise/guide as appropriate
- To be responsible for maintaining accurate and comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards of practice
- To represent physiotherapy service and/or individual patients at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multi-disciplinary service and integrate physiotherapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning

- To represent the physiotherapy service to clinicians outside of NBT and provide a source of information to support limb loss patients who receive their ongoing rehabilitation in other rehabilitation settings
- To be responsible for the safe and competent use of all gym equipment and patient appliances and aids used by patients including manual handling equipment
- To be an active member of the physiotherapy weekend rota

Professional

- To be responsible for maintaining own competency to practice through CPD activities and maintain a portfolio which reflects professional and personal development
- To maintain and develop current knowledge of evidence based practice in vascular, orthopaedic and to develop specialised knowledge of prosthetics
- To participate in the staff appraisal scheme as an appraisee and be responsible for complying with the agreed objectives and personal development programme to meet set knowledge and competencies, plus service needs
- To participate in staff appraisal scheme as an appraiser of junior staff as appropriate. To be responsible for agreeing objectives and personal development programme with appraisee to meet set knowledge, competencies and service needs
- To be an active member of the CPD training programme by participation in, in-service training programmes, tutorials, individual training sessions, external courses and peer review as appropriate
- To undertake as directed the collection of data for use in service audit and research projects
- To undertake the measurement and evaluation of practice within team through use of evidence based practice projects, audit and outcome measures

Organisational

- To be responsible as appropriate for the supervision of junior staff and assistants
- To ensure that your own practice and that of staff under your supervision meet the required professional standards of physiotherapy practice
- To be responsible for the safe and competent use by patients of gym, aids, orthoses and prostheses through teaching, training and supervision of practice
- Deputise for senior staff in their absence, taking responsibility for the patient case-load
- To be responsible for organizing and planning own caseload to meet service and patient priorities, re-adjusting plans as situations change/arise on a day-to-day basis

Working Conditions / Effort

- To perform examination, assessment and treatment of range of conditions, all age groups and cognitive abilities with moderate to intense physical, mental and emotional effort on a daily basis
- To comply with the Trust Manual Handling Policy and national/local therapeutic handling guidelines at all times
- To deal sensitively with patients who have high levels of anxiety and aggression caused by pain, neurological impairment, brain injury and limited mobility
- To deal sensitively with patients carers
- To considerately deliver, in a sensitive and professional manner, unwelcome news to patients and carers e.g. limited outcome of rehabilitation

- When working alone, assessing and managing risk
- Frequent exposure to unpleasant working conditions on a regular (daily basis), e.g. bodily fluids including sputum, vomit, urine, faeces, fleas, lice and infectious conditions
- Occasional exposure to verbal and physical aggression

NBTCARES



NBT Cares. It's a very simple statement; one which epitomises how everybody across our organisation goes the extra mile to ensure our patients get the best possible care. NBT Cares is also an acronym, standing for caring, ambitious, respectful and supportive – our organisational values. And our NBT Cares values are underpinned by our positive behaviours framework – a framework that provides clear guidance on how colleagues can work with one another in a constructive and supportive way.

Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work.

Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on LINK the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly, all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

Safeguarding

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

Job Description Agreement

Completed by.....

Authorised by..... Date.....

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made