

Job Description

Job Title:	Senior Physiotherapist
Job Band:	6
Department:	Intermediate Care
Responsible to:	Team Lead/Service Lead

Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of excellent health care, improved health for all.



Job Summary

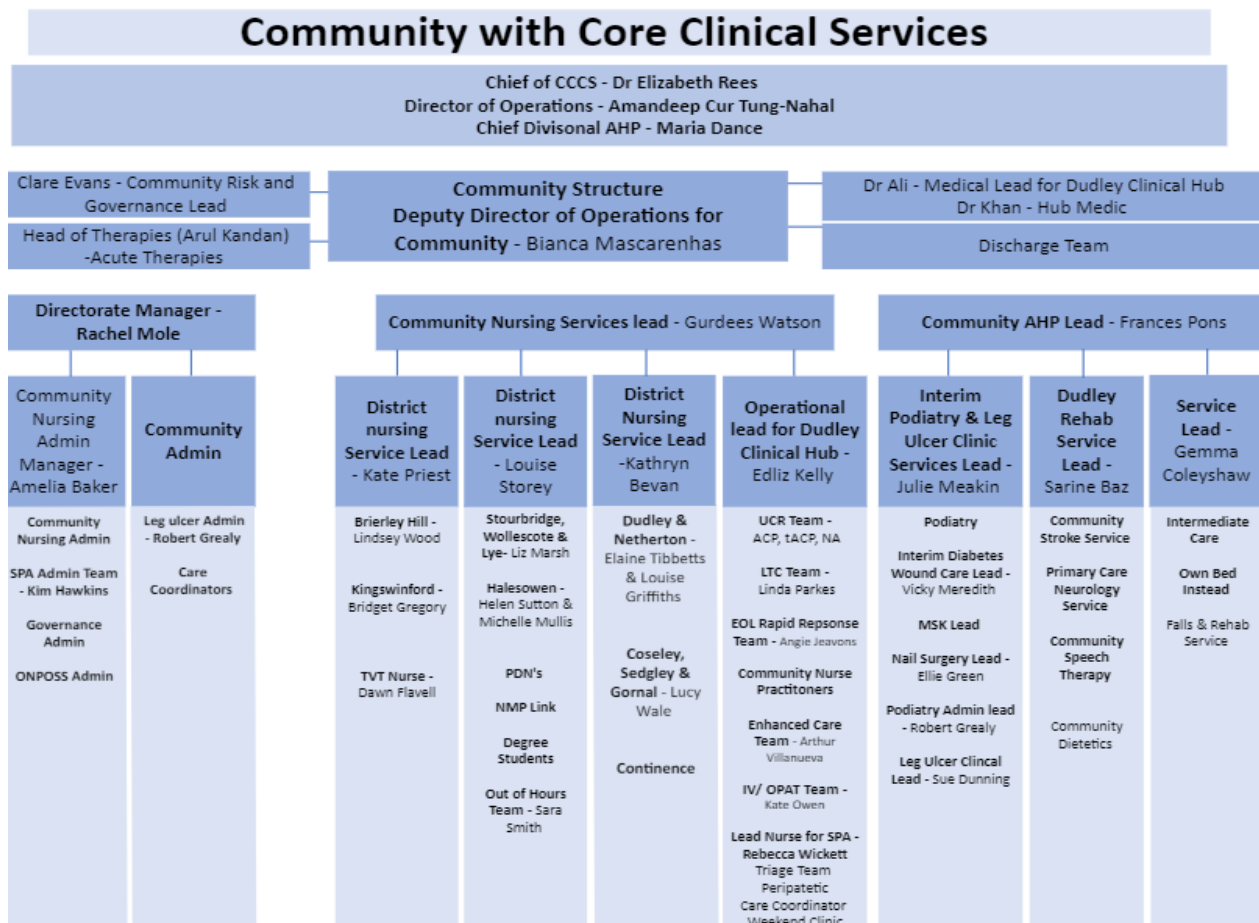
To work as part of the intermediate care pathway, providing effective and efficient physiotherapy to patients with a variety of physical conditions as part of an MDT. Duties will include, assessment, therapy (both group and/or individual as appropriate), developing tailored therapy programmes through to discharge, as well as appropriate delegation of work to assistants. Working



autonomously across various ICT units, using evidence based/client centred principals to assess, plan, treat and evaluate interventions.

Team Structure

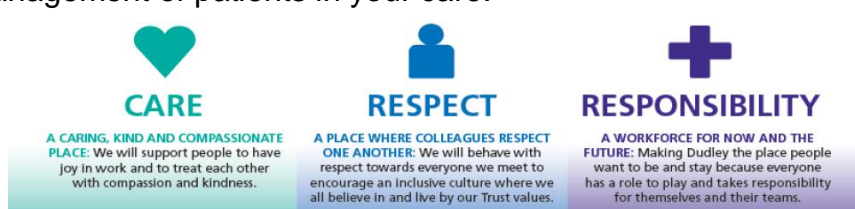
Service Lead
 Band 7 Clinical Lead Physio
 Band 6 Senior Physios
 Band 6 OT
 Band 5 OT
 Band 4 Therapy Assistant Practitioners
 Band 3 Therapy Assistants



Principal Duties & Responsibilities

Clinical Responsibilities

- To be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care.



- To ensure a high standard of clinical care for the patients under your management, and support more junior staff to do likewise.
- To support ICT assessors and acute therapy staff with appropriateness of referrals into ICT
- To undertake the comprehensive assessment of patients, including those with a complex presentation, to formulate individualised specialized treatment plans, using clinical reasoning and utilising a wide range of treatment skills.
- To use outcome measures to monitor and evaluate patient progress and modify treatment as appropriate to ensure effectiveness of the intervention.
- To identify individual patient centered rehabilitation goals and tailor treatment towards them.
- To provide rehabilitation for individuals and groups in their place of residence, and other community settings.
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy, and to ensure a consistent approach to patient care.
- To be aware of equipment to facilitate independence liaising with the community equipment service and Occupational Therapists as necessary.
- To have manual handling skills, teaching/demonstrating safe mobility and transfer skills to patients and carers.
- To possess comprehensive risk assessment skills, demonstrating the ability to act appropriately to ensure safety of others and self when working as a lone practitioner.
- To work autonomously, without the direct support of physiotherapy colleagues. Supervision is from the clinical specialist as well as through attendance at team meetings.

Communication

- To establish effective and robust communication networks with clients, carers, and other health workers and agencies.
- To work as a member of the multidisciplinary team, contributing to decisions with regard to client care programmes.
- To promote awareness of the role of physio within the team, negotiating priorities where appropriate.
- To ensure that up to date written and electronic records and activity data are maintained in accordance with Professional and Trust standards.

Research and service development

- To demonstrate the ability to critically evaluate current research, apply them to practice and disseminate findings at a local level.
- To broaden research and development skills through participation in local audit and research projects.
- To participate in audit as necessary and as directed by clinical specialist or team leader.
- To ensure all clinical practice is evidenced based supported by recently published literature and guidelines.
- To participate in the delivery of service developments.
- To maintain and develop knowledge of evidence based practice.



Education and Training

- To undertake the supervision and appraisal of therapy assistants as delegated by a senior member of staff.
- To regularly be responsible for the supervision and assessment of physio students on clinical placement within the Trust.
- To review and reflect on your own practice and performance through effective use of professional and operational supervision.
- To maintain a professional portfolio for CPD recording learning outcomes through participation in internal and external development opportunities.
- To be an active member of the in-service training programme by the attendance and delivery of presentations and training sessions at staff meetings, tutorials, training sessions in-house and by attending external courses and practicing reflective practice.
- To participate in the staff appraisal scheme and Personal Development Plan (PDP) as an appraisee.

General

- To demonstrate understanding of national guidelines and legislation relation to health and social care and their impact on service provision.
- To adhere to policies and procedures in the Trust which establish standards of good practice and follow the CSP Code of professional Conduct and HCPC standards.
- To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs.
- To demonstrate the ability to reflect on ethical issues and to provide guidance to therapy assistants as necessary.
- To be responsible for maintaining stock, advising on resources to carry out the job.
- To exercise good personal time management, punctuality and consistent reliable attendance.

This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.

The post holder is expected to comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

There may also be a requirement to undertake other similar duties as part of this post in order to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time in light of developments and may be amended in consultation with the post holder.

Organisational Values



The post holder will:

Care: You will listen, be respectful and treat others with compassion and kindness.

Respect: You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

Responsibility: You will take responsibility for yourself and your team.

There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough. This post is currently based at Stourbridge Health and Social Care Centre and provides clinics at Corbett Hospital.

Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.



Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; “Dudley Improvement Practice.” As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.

Prepared by:	Gemma Coleyshaw
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