

## **JOB DESCRIPTION**

### **Oxford Health NHS FT**

Job Title: Senior Physiotherapist

Band: Band 6

Responsible to: Ward Modern Matron  
Ward Manager  
Professional Lead Physiotherapist for Mental Health and Learning Disability  
Head of AHPs for Mental Health and Learning Disability

Responsible for: Band 5 Physiotherapists, assistants, and students

Accountable to: Ward Modern Matron  
Ward Manager  
Professional Lead Physiotherapist for Mental Health and Learning Disability  
Head of AHPs for Mental Health and Learning Disability

Place of work: Whiteleaf Centre, Aylesbury

Hours: 22.5 (there may be the possibility for this to increase to fulltime in the future)

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Creation Date: 07/12/23

Last Updated: 07/12/23

Document Ref:

Version: 1

## **JOB PURPOSE**

The purpose of the role is to provide specialist physiotherapy assessment and intervention to patients admitted to the wards at the Whiteleaf Centre in Aylesbury. The Whiteleaf Centre has 4 wards (2 acute, 1 rehab and 1 older adults - mixed Dementia and functioning mental health). The role will include assessing and treating patients with complex long term neurological conditions, MSK conditions, and mobility difficulties and supporting physical activity on the wards along with the Physical Fitness Practitioner and Physiotherapy Technical Instructors. You will have responsibility for supervising junior staff and physiotherapy students, and for supporting the professional lead in service development and quality improvement projects. You will be working alongside a broad multi-disciplinary team facilitating holistic care.

## **DUTIES AND RESPONSIBILITIES**

### **Clinical Care**

- To deliver a safe and effective rehabilitative patient care, working in partnership with colleagues in the multidisciplinary team within the mental health inpatient wards at the Whiteleaf Centre.
- To accept clinical responsibility for a designated caseload of patients and be professionally and legally responsible and accountable for all aspects of your work ensuring high standards of clinical care.
- To independently manage clinical need and prioritisation across own caseload.
- To undertake comprehensive assessment of patients as an autonomous practitioner using clinical reasoning skills, knowledge of evidence-based practice and professional expertise.
- To develop, deliver and co-ordinate personalised intervention and management plans and discharge planning.
- To deliver holistic physiotherapy management with due regard for the patient's physical, psychological and social needs.
- To demonstrate a working knowledge of, assess for and prescribe equipment to aid mobility, and to ensure safe use of the equipment through demonstration.
- To demonstrate highly developed handling skills when assessing and working with patients with a wide variety of complex conditions.
- To be visible and accessible to patients, relatives and colleagues in order to work effectively within the team.
- To assist other members of the physiotherapy in all localities, depending upon the requirements of the service.
- To take an active role in Quality Improvement projects.
- To involve patients in goals and treatment proposals gaining valid informed consent whilst working within the legal framework with patients who lack capacity for informed consent.
- To communicate effectively with all patients, and their families/carers using an advanced range of verbal and non-verbal communication tools ensuring their understanding of the diagnosis and treatment plan which may be complex and sensitive.
- To accurately document and record all assessments within organisational and professional guidelines.

- To evaluate patient progress and alter treatment programmes as and when appropriate.
- To develop comprehensive discharge plans and work with relevant professionals to arrange ongoing care.
- To manage complex clinical risk within own patient caseload and provide support to other colleagues undertaking risk assessments.
- To ensure patient dignity is enhanced throughout service delivery.
- To support the audit of clinical, non-clinical care and patient/carers experience within the locality as requested taking appropriate action where necessary.
- To support the collation and monitoring of performance data as required implementing corrective action where appropriate.
- To work co-operatively with the Infection Control Team and others in promoting infection prevention and control best practice.
- To adhere to and work within the organisational Accountability Framework and Clinical/Corporate Governance.
- To implement legislation in relation to vulnerable adults, safeguarding and The Mental Capacity Act, as required.
- To be responsible for safety and cleaning of specific equipment in line with organisational policy prior to use or issue.

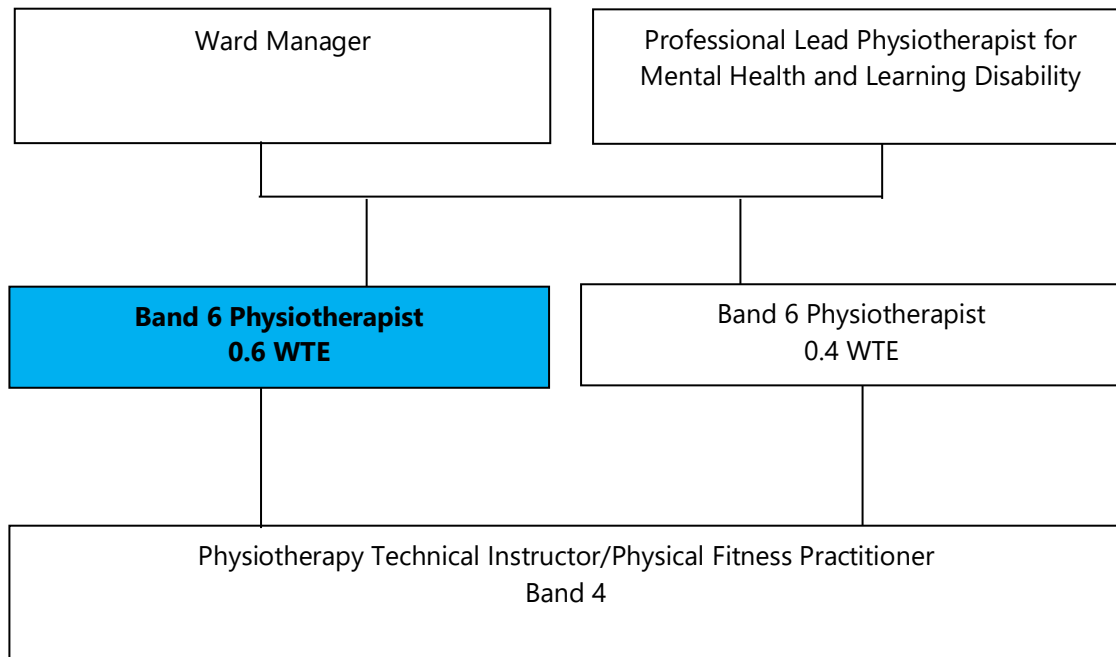
### **Management**

- To line manage and provide supervision for members of staff such as Band 5 Physiotherapists, assistants and students.
- To effectively manage resources ensuring maximum productivity and efficiencies working within departmental budget.
- To support in the recruitment of staff.
- To support the efficient and effective management of the locality and achievement of Key Performance Indicators.
- To support the development, implementation and evaluation of local protocols and guidelines.
- To support the implementation of initiatives to review and improve the service, efficiency, quality of care received and the experience of patients and their carers within generic or specialist pathways and across the wider community teams. This could include clinical governance, quality improvement, audit and research and development.
- To ensure the safety and security of patients, staff and organisational property at all times, using the systems in place.

### **Education & Professional Development**

- To act as a role model and coach to staff within the service and across multidisciplinary teams, students, patients and carers to ensure best practice is maintained.
- To be clinical educator to physiotherapy students.
- To support the development of evidence-based practice that is relevant to the team.
- To provide advice and support to other practitioners in respect to specialist pathway patients receiving generic rehabilitation in other community hospitals/community settings.
- To provide specialist teaching to other staff either one to one or in groups.

## STRUCTURE CHART



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## **CODE OF CONDUCT**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

### **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

### **Code of Conduct**

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

### **Equal Opportunities/Diversity**

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

### **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where

necessary.

### **Infection Control**

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

### **Confidentiality and Data Security**

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

## PERSON SPECIFICATION

<b>Senior Physiotherapist – Mental Health Inpatients</b>		
<b>Band: 6</b>		
<b>Criteria for Selection</b>	<b>Essential Requirements</b>	<b>Desirable Requirements</b>
Knowledge Requirements	<ul style="list-style-type: none"> <li>- Good knowledge and skills in elderly care/rehabilitation</li> <li>- Good knowledge and skills in MSK conditions and management</li> <li>- Understanding and experience of Risk Management</li> <li>- Awareness and understanding of the relationship between mental health and physical health</li> <li>- Awareness of different mental health conditions and their presentations</li> <li>- Good understanding of Clinical Governance</li> <li>- Understanding of the legal responsibilities of the profession</li> <li>- Comprehension and ability to work within organisational policies and to meet the diverse needs of patients</li> <li>- Knowledge of mobility equipment and its safe use.</li> </ul>	<ul style="list-style-type: none"> <li>- Awareness of National and local issues concerning this client group</li> <li>- Knowledge of mental health legislation and current practice.</li> </ul>
Qualifications – Academic/ Skills/Professional	<ul style="list-style-type: none"> <li>- Professional Qualification, BSc or equivalent in Physiotherapy</li> <li>- Professional Registration (HCPC)</li> <li>- Evidence of Continuing Professional Development (CPD) portfolio or training demonstrating advanced knowledge of rehabilitation</li> </ul>	<ul style="list-style-type: none"> <li>- Post graduate qualification in subject related to rehabilitation or MSK Physiotherapy</li> <li>- MSc or equivalent qualification eg. Advanced Physiotherapy</li> </ul>
Further Training or Job Related Aptitude and Skills	<ul style="list-style-type: none"> <li>- Excellent English verbal and written communication skills, and the ability to work with patients with varied mental health presentations and understanding.</li> <li>- IT skills for clinical notes, MS office etc.</li> <li>- Organisational skills, ability to prioritise and manage own time effectively</li> <li>- Team and interdisciplinary working skills including with different services/organisations</li> </ul>	

	<ul style="list-style-type: none"> <li>- Evidence of sound problem solving and clinical reasoning skills</li> <li>- Ability to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities</li> <li>- Ability to work in a stressful working environment with emotional or aggressive patients/or carers and manage stressful, upsetting or emotional situations in an empathetic manner supporting other members of the Team, clients and families</li> <li>-</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>- Postgraduate experience working in the NHS as a Physiotherapist at Band 5 level within a range of clinical areas of practice</li> <li>- Experience of managing complex patient caseloads and developing management plans based on advanced clinical reasoning</li> <li>- Experience of supervising other staff or students</li> </ul>	<ul style="list-style-type: none"> <li>- Experience working with older adults.</li> <li>- Experience working with patients with mental illness</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>- Good communicator, ability to build rapport with patients</li> <li>- Supportive team member</li> <li>- Adaptable and flexible</li> <li>- Able to use own initiative when appropriate</li> <li>- Keen to learn, enthusiastic, reflective practitioner</li> <li>- Reliable, calm under pressure</li> </ul>	
Contractual Requirements or other requirements	<ul style="list-style-type: none"> <li>- Able to comply with Manual Handling policies and guidelines</li> <li>- Commitment to safeguarding and promoting the welfare of vulnerable adults</li> <li>- Physically able to complete PEACE training.</li> </ul>	