

1. JOB IDENTIFICATION

Job Title: Rotational Band 5 Physiotherapist

Department(s): Rotational across Doncaster & Rotherham, In Patient and Community Services

2. JOB PURPOSE

The Physiotherapist will act as a named professional in the assessment, planning implementation and evaluation of rehabilitation care for patients, in community, care homes and inpatients. This will be achieved by following evidence based, individualised plans of care.

3. ORGANISATIONAL POSITIONS

Care Group Director

Trust Physiotherapy Professional Lead

Modern Matron/Clinical Manager Team Leader/Ward Manager

Senior physiotherapist

ROTATIONAL BAND 5 PHYSIOTHERAPIST

Rehab Assistant

4. SCOPE AND RANGE

Rotational post across Doncaster Community Care Services including Neuro Outreach, Stoke Outreach, falls service, Home First Services, Enhanced Care Home Services, Older Peoples Mental Health Services, Learning Disability Services.

Rotations will be for 6 months in each service.

5. MAIN DUTIES/RESPONSIBILITIES

Clinical

- To be able to carry out high quality detailed assessments and treatment
- To provide a high standard of clinical work as part of the Physiotherapy Service to patients with a variety of conditions. This will include assessments, group work, individual treatment planning, evaluation and discharge planning.
- To plan and implement individual and/or group interventions in collaboration with the patient, using graded activity to achieve therapeutic goals.
- To analyse, evaluate and modify treatment in order to measure progress and assure effectiveness of the intervention.
- To be responsible for the delivery of person centred care and rehabilitation e.g. facilitating activities of daily living in a therapeutic manner, multi-disciplinary team (MDT) goal setting, admission and discharge planning.
- To work closely with other members of the multi-disciplinary team to ensure patients receive a co-ordinated package of rehabilitation that is delivered in an efficient and timely manner.
- Work as a contributing member of the multi-professional team and be involved in the decision making

process throughout the patients care pathway.

- To use effective professional interpersonal skills when discussing Physiotherapy intervention with patients and carers with different levels of comprehension.
- To refer individuals on to other professionals and agencies as appropriate to their need (e.g. Social Services).
- To act as an advocate for patients and provide support and advice to their family and carers as appropriate.
- To participate in the weekend working rota if required.
- To work without direct supervision and take responsibility for time management
- To manage own caseload and prioritise workload based on clear clinical reasoning.
- To deliver clinical work within a variety of settings e.g. ward based, patient's home, community settings and abide by rules and regulations pertinent to those settings.
- Promote and uphold privacy, dignity and respect, rights and well-being of patients, and their carers at all times.
- To promote and facilitate a holistic quality of life for the patient, which appreciates the wider context outside of the care setting, and promotes an environment where this can be facilitated.

Management and Leadership

- To be responsible for the clinical supervision of Rehabilitation Assistants/Physiotherapy Assistants and assist in their development e.g. teaching sessions, when appropriate.
- To provide guidance and instruction to students and staff regarding Physiotherapy e.g. training/teaching sessions.
- When identified by senior staff achieve accreditation to provide student placements, and support Physiotherapy students for Fieldwork Education placements liaising Higher education tutors as appropriate.
- To participate and represent Physiotherapy in multi-disciplinary forums, meetings and working parties to develop services.
- To assist with implementation and adherence to Trust policies.

Clinical Governance

- Uphold the philosophy of the service area, Business Division and Trust in line with Professional Strategy.
- To comply with the Chartered Society of Physiotherapy's Code of Professional Values and Behaviour, CSP Quality Assurance Standards, HCPC standards and National, Trust and Local Policies and Procedures.
- To assist with initiatives to evaluate the quality of Physiotherapy services.
- To ensure all equipment and materials used are cared for and stored safely and responsibly.
- To be aware of duties in relation to the Health and Safety at Work Act and be aware of the location of Health and Safety Literature for reference.
- To read and adhere to departmental/Service area risk assessments, protocols and procedures.
- To undertake risk assessments with individual patient groups/activities as appropriate to need. To be involved in the development and delivery of appropriate information for patients, carers and the public e.g. information leaflets, guidance sheets.

- Contribute to the development and implementation of local Clinical Governance systems and processes e.g. attend ward/team meetings, audit, service evaluations, action plans.
- Participate with standard setting initiatives, protocols and quality assurance programmes including audit.
- Deliver high standards of care in accordance with local and national initiatives e.g. Essential standards, National Service Framework, NICE.
- Report and manage all accidents and incidents as per policy.
- Promote an environment conducive to ensuring individual patient well being adhering to Health & Safety and Infection Control policies, including environmental risk assessments both formal and informal to ensure safe ward management.

Education and Development

- To take responsibility for own Continued Professional Development and portfolio development in line with HCPC requirements.
- To participate in Clinical Supervision and annual Performance Development Reviews.
- To seek out opportunities to develop personal and professional skills and participate in demonstrations/courses/CPD sessions/statutory training.
- To participate in the Trust Preceptorship programme, where appropriate, with guidance from locally agreed Preceptor.

Administration

- To keep statistics in line with the trust's information requirements.
- To contribute to departmental meetings and routines.
- To document all intervention in patient records in accordance with professional guidelines and Trust policy.

6. SYSTEMS AND EQUIPMENT

- Use of computers to produce reports and therapeutic resources.
- Assessment and provision of a range of assistive equipment and technologies.
- Use of a range of therapeutic equipment and remedial resources within the rehabilitation programme.
- Completion of documentation relating to the patients care, e.g. care records, reports.
- Be conversant with use of computer to access patient information and communicate with other professionals within own organisation and external agencies/Trusts e.g. PAS System (Patient Administration System to access patient clinical information), TPP, electronic patient record, email.

7. DECISIONS AND JUDGEMENTS

- Informal supervision when required and formal supervision on a 6 to 8 weekly basis from an identified Physiotherapist
- Will continually use up-to-date knowledge and skills to assess patient's condition and respond appropriately, ensuring rationale for decision making is transparent and robust.
- Organises own time and that of other staff and learners under indirect supervision and monitored by the line Manager and Senior/Lead Physiotherapists

8. COMMUNICATIONS AND RELATIONSHIPS

- Will communicate with multi-professional team via handover, MDT meetings, case reviews and written clinical records to ensure continuity of care/dissemination of clinical information.
- Utilise clinical expertise of others.
- Act as resource person to motivate the multi-disciplinary team in specified clinical area of interest e.g. Falls.
- Participate in clinical supervision as locally agreed to ensure reflective practice.
- Maintain up to date practice by participation of continuing development programmes using a variety of routes e.g. in-house training, sponsorship by Trust.
- Contribute to multi-professional records during their span of duty in line with HCPC Guideline.
- Communicate sensitive condition related information to patients and relatives in a sensitive and caring manner, maintaining confidentiality in line with Information Governance.
- Actively Participate in annual personal development review process to identify areas for future development, training needs and review of previous performance of self and others.
- Exchange factual information with patients using reassurance, tact and empathy to ensure delivery of patient centred care.
- Provide peer support to colleagues via team/ad hoc meetings on an on-going basis.
- Provide and receive routine/complex/sensitive information, exchange factual information with the patients/carer using reassurance, tact and empathy; overcomes barriers to understanding when English is not the first language or that patient has a physical or mental disability e.g. personal tragedy/loss of spouse.
- Ensure behaviours and attitudes promote a proactive and positive environment which embraces quality and challenges any issues with standards. Ensure behaviour of self & others is reflective of RDASH leadership standards and personal responsibility framework.

9. PHYSICAL DEMANDS OF THE JOB

- Therapeutic handling of patients during rehabilitation required frequently on a daily basis (dependent on base). The Trust has a no lifting policy.
- Manual handling of individuals on a daily basis.
- Precise manipulation of muscles and joints as part of rehabilitation programme dependent on base.
- Access to transport and the ability to travel within the required geographical area
- Rotational Working in some service areas.
- Unpredictability of workload – dependent on patient numbers/dependency levels and skill mix.
- Exposure to a range of bodily fluids e.g. blood, urine on a daily basis.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Management of untoward events e.g. missing patient, medical emergency, violence and aggression.
- Decision making in absence of senior colleague.
- Dealing with end of life issues, imparting bad news.
- Attending cardiac arrest or fire as occurs.
- Exposure to infectious/transmissible diseases e.g. MRSA, HIV, TB, Hepatitis.
- Management of degenerative, progressing and disabling conditions/dealing with terminally ill patients and relatives of deceased patient.
- Working with individuals and families who have experienced a sudden loss or change in physical, cognitive and emotional abilities.
- Working with a range of social situations and using a problem solving approach to facilitate safe transfer from hospital or increase independence in the home environment.

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

- Diploma/Degree in Physiotherapy.
- Registration with the Health Care Professions Council.
- Proven evidence of Continuing Professional Development e.g. personal learning, reflective practice, study days, courses, Statutory & mandatory training as identified by the Trust e.g. moving & handling, fire lecture, information governance, life support update and diversity training.
- Experience of working with Older People.
- Experience of Rehabilitation
- Delivering groups/exercise sessions.
- Multi-Disciplinary Working as a member of an integrated team.
- Basic IT skills.
- Evidence of positive engagement in change management.
- Knowledge of current best practice in mental health and Rehabilitation physiotherapy.
- Ability to work single handily without direct supervision.
- Understanding of team dynamics and an awareness of how to be an effective team member.
- Basic knowledge of health legislation and current practice, including:
- Effective written and oral communication skills, including the processing of complex and sensitive information.
- Basic work processing and internet skills.
- Basic knowledge of the principles of Clinical Governance
- Good personal organisational skills, including effective planning and organisation of self and client care.
- Ability to reflect and critically appraise own performance
- Health and Safety, and Security awareness.

12. PERSON SPECIFICATION

- Registration HCPC.
- Commitment to client centred non-discriminatory practice.
- Commitment to lifelong learning.
- Willingness to work flexibly.
- Independently Mobile.
- Committed to Safeguarding.

13. HEALTH & SAFETY

The post holder is required to take reasonable care for his/her own health and safety and that of other persons who may be affected by his/her acts or omissions. The post holder is also required to cooperate with supervisory and managerial staff to ensure that all relevant Statutory Regulations, Policies, Codes of Practice and departmental safety procedures are adhered to and to attend relevant training programmes.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies. *Please note the Job Holders, Line Managers and Head of Department/Directorate's signature should be on a separate page to the rest of the job description.*

Job Holder's Signature:

Date:

Line Manager's Signature:

Date:

Head of Department/Directorate's Signature:

Date:

PERSON SPECIFICATION

JOB TITLE: Physiotherapist BAND 5 (Rotational)

DOMAIN	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
TRAINING	Diploma/Degree in Physiotherapy		Application Form Certificates
EXPERIENCE	<p>Experience of working with Older People/Learning Disability</p> <p>Experience of Rehabilitation</p> <p>Delivering groups/exercise sessions.</p> <p>Multi-disciplinary working as a member of an integrated team.</p>	<p>Documented evidence of continuing professional development.</p> <p>Experience and knowledge of falls and falls prevention</p> <p>Evidence of positive engagement in change management</p>	Application Form /Portfolio Interview
KNOWLEDGE AND SKILLS	<p>Knowledge of current best practice in all areas of Rehabilitation physiotherapy.</p> <p>Ability to work autonomously, without direct supervision.</p> <p>Understanding of team dynamics and an awareness of how to be an effective team member.</p> <p>Basic knowledge of health legislation and current practice, including:</p> <ul style="list-style-type: none"> • Risk Management and assessment • Mental Capacity Act • Physiotherapy Specific documentation <p>Effective written and oral communication skills, including the processing of complex and sensitive information.</p>	Training and presentation skills	Application Form /Portfolio Interview

	<p>Basic work processing and internet skills.</p> <p>Basic knowledge of the principles of Clinical Governance.</p> <p>Good personal organisational skills, including effective planning and organisation of self and client care.</p> <p>Ability to reflect and critically appraise own performance</p> <p>Health and Safety, and Security awareness.</p>		
OTHER	<p>Registration HCPC</p> <p>Commitment to client centred non-discriminatory practice.</p> <p>Commitment to lifelong learning.</p> <p>Willingness to work flexibly</p> <p>Committed to Safeguarding</p> <p>Ability to commute between bases and visits</p>	<p>Membership of professional Body</p> <p>Membership of professional network</p>	<p>Application Form /Portfolio</p> <p>Interview</p> <p>Certificates</p> <p>DBC check</p>

