



## JOB DESCRIPTION

### 1. General information

JOB TITLE: Specialist Physiotherapist – Rapid Response Team

GRADE: Band 6

DIRECTORATE: Adult Community Health Services

HOURS OF WORK: 37.5 per week including late shifts, extended hours and Weekends to cover a 7-day rota.

RESPONSIBLE TO: Rapid Response Manager

ACCOUNTABLE TO: Director Adult Community Health Services

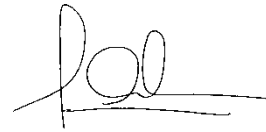
RESPONSIBLE FOR: Clinical assessments whether as an individual assessment or part of an MDT assessment.  
Supervision and appraisal of Physiotherapy junior staff and students.  
Clinical support to Integrated team staff.  
Specialist clinical assessment in Emergency Departments and Community to prevent unnecessary presentation and admission to hospital.  
Personal CPPD.

BASE: Brook House, Queen Elizabeth Hospital/ Darent Valley Hospital

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing, and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

*"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."*



Ify Okocha  
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

## **2. Overview of the Post**

The Physiotherapist will work as a part of the multi-disciplinary Rapid Response team including health and social services colleagues to meet the needs of patients referred to the team, ensuring the highest possible standards of practice. The post holder will be expected to deputise in the absence of the Deputy Managers for the clinical management of the care of patients referred to the team.

The Rapid Response Team aims to prevent inappropriate admissions to acute hospital wards, unnecessary Emergency Department attendances from the community and facilitate early discharges from hospital by acting as the gateway to Community Services within the Borough of Bexley. The post holder will conduct specialist Physiotherapy assessments for patients in Emergency Departments, Acute Medical Units and in the community. The team provides an integrated multi-professional assessment of health and social care needs. The post holder will assess and lead on recommending admission to intermediate care facilities for rehabilitation or refer to integrated health and social care community services for appropriate intervention, community follow up and case management. The post holder will also provide equipment necessary to maintain clients at home when urgently required following assessment.

## **3. Key Task and Responsibilities**

Demonstrate specialist theoretical knowledge of complex acute and long-term pathologies and impairments in the assessment of patients.

Work closely with other health professionals and social services and provide specialist Physiotherapy advice in meeting the needs of the clients.

Conduct a thorough holistic assessment of clients, obtaining consent in accordance with professional guidelines and local team procedures.

Recommend appropriate Physiotherapy interventions to promote independence and safety, utilising effective clinical reasoning skills and evidence-based practice.

Complete individual plans of care for patients who require input from integrated community services bed-based or home-based rehabilitation input.

Maintain effective multidisciplinary communication with other members of the team and the wider clinical network to ensure that client's needs are met.

Provide specialist Physiotherapy advice and support to client, carers and relatives based on clinical evidence and reasoning.

To use highly specialist knowledge to inform sound clinical judgements/decision making for case management.

Ensure safe, appropriate, and effective provision, installation and demonstration of equipment.

Participate in and when appropriate lead MDT meetings and complex family conferences.

Ensure management of clinical risk with complex patients, using advanced clinical reasoning skills.

To be able to identify when and how to terminate involvement or refer onwards to appropriate teams/services and complete input in a timely, seamless manner.

Seek guidance from more experienced colleagues when required.

### **Management responsibilities**

Deputise in the absence of the Rapid Response Deputy Managers, for the clinical management and therapy plans of care of patients referred to the team.

To report all clinical and non-clinical incidents or near misses promptly and when required, to co-operate with any investigation undertaken.

To ensure efficient and effective use of resources within own practice maintaining high level of clinical efficiency and effectiveness in work area to utilise resources to the full and report defects in equipment in a timely manner.

To be responsible for maintaining own competency to practice through CPD activities and maintain a portfolio which reflects personal development in accordance with Health Professions Council's recommendations.

To undertake formal and informal supervision of junior staff and actively participate in own clinical supervision.

To understand the implication of and work in conjunction with Social Care policy within the team e.g., Approved Social Work, Safeguarding Adults process.

To promote the local and national priorities of health care delivery e.g. Long Term Conditions and National Services Frameworks.

To independently analyse and manage complex changing clinical situations in conjunction with supporting the Physiotherapy staff and other junior members of the team.

Assist in the development and monitoring the quality of the Rapid Response Team service and contribute to the development of quality measures, including the full audit process.

To work in full partnership with manager, senior staff, other disciplines and organisations to actively assist and influence the shape of service delivery.

### **Leadership**

To demonstrate and utilise a variety of leadership and influencing skills and be able to work with health and social care colleagues within integrated team and services.

To provide leadership and line management to Junior Physiotherapy staff.

To be able to delegate effectively and appropriately, ensuring that staff are competent to undertake and perform delegated duties and tasks.

To act as a mentor/preceptor to new staff, junior staff, students both health and social care and other non-qualified team members and support them to achieve their learning objectives. To participate in the Personal Development Review (PDR) process and in so doing identify training needs for self and delegated members of the team and encourage access to professional development opportunities.

### **Clinical**

To manage complex clinical situations and effectively in acute hospital and community setting making sound judgements from own observations to enable safe, timely transfer of care to community services.

To prevent unnecessary hospital admissions by responding to LAS, GP's, community colleagues and actively identify patients in conjunction with medical teams from Emergency Department, Adult medical unit, Clinical decision unit, Short Stay Unit, that would benefit from Rapid Response Team intervention and out of hospital services.

To provide specialist physiotherapy assessment and treatment of patients within the speciality who may have acute, complex and or chronic presentations. To determine clinical diagnosis and physiotherapy treatment indicated and seek advice from senior staff as indicated.

To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. To ensure a high standard of clinical care for patients under your management, and support Band 5 staff to do likewise.

Ensure management of clinical risk with complex patients, using advanced clinical reasoning skills.

To be a role model to team members to ensure that they are motivated and all their practices are clinically effective and that physiotherapy and team plans of care are carried out to the agreed standard.

To undertake specialist comprehensive Physiotherapy assessment and documentation of physical, psychological, social, and spiritual needs of patient care plan accordingly. To be a competent practitioner able to assess at first point of contact.

Through specialist holistic assessment to implement Physiotherapy intervention and in conjunction with social care, locality colleagues and private providers ensure patients and carers on-going needs are met by community services.

To work within the clinical effectiveness framework using the best available evidence, research, and audit to plan, implement and evaluate care standards of Physiotherapy intervention.

To participate and lead in the development and evaluation of teaching programmes for junior staff and students on community programmes.

To be able to recognise own limitations and seek help/guidance when appropriate.

### **Research**

To keep up to date, implement and monitor current research-based practice.

Assist and when appropriate lead in the development and monitoring the quality of the Rapid Response Team service and to the development of quality measures, including Physiotherapy Outcome Measures and relevant audit process.

Promote current Physiotherapy research and evidenced based care within the team.

### **Communication**

To have the ability to interpret and communicate, complex, contentious and sensitive information to patients, carers and members of the multi-disciplinary team, where there are barriers to communication i.e., use of interpreters, receptive/cognitive pathologies or excess noise.

Be able to adapt complicated and sensitive information into a simplified form to clients who may be seriously ill or have complex or long-term conditions.

Clearly convey complex information to small and large groups during training and education sessions

To utilise highly developed communication and teaching skills to educate the diverse and multicultural population in a range of disease specific physiotherapeutic techniques, principals, and guidelines.

Promote an awareness of the Physiotherapy role within the team, negotiating priorities where appropriate.

Promote and encourage the ethos of rehabilitation/enabling /carers/relatives through demonstration, example, and support.

Demonstrate ability to appropriately work with barriers to communication and communicate with a sympathetic and empathetic approach to patients and carers.

Be able to adapt complicated and sensitive information into a simplified form to clients who may be seriously ill or have complex or long-term conditions.

Participate in the operational planning, implementation, evaluation and audit of practice, clinical care pathways and protocols within own clinical area.

Participate in the development of the Physiotherapy role within own clinical area.

***The following statements are mandatory for all job descriptions:***

### **Terms and Conditions**

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

### **Confidentiality**

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

### **Risk Management**

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

### **Infection Control**

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

### **Equality, Diversity and Human Rights**

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

### **Health & Safety**

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

### **Professional and NHS Codes of Conduct**

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

**Safeguarding**

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

**Financial Management and Control of Resources**

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

**Customer Care**

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

**Personal/Professional Development Planning/Mandatory Training**

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

**Sustainability**

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

**No Smoking**

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

### 3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

**Note:**

**Please attach an organisational chart alongside, a person specification, and Job Description.**



## PERSON SPECIFICATION

JOB TITLE: Specialist Physiotherapist

DEPARTMENT: Rapid Response Team

GRADE: Band 6

Education/Qualifications	How measured
<p>Degree in Physiotherapy.</p> <p>Specialist training to Postgraduate Diploma level.</p> <p>UK HPC Registration</p> <p>CPPD portfolio containing evidence of active involvement of CPPD activities; and up-to-date statutory, mandatory, and essential to role training. Documented evidence of CPD, in accordance with HPC recommendations.</p>	<p>Application + Interview + Certificates of Accreditation + Registration certificate + Professional portfolio</p>
Experience	
<p>Post registration experience of 2 years a Band 5 Physiotherapist including working within either community health or acute setting with complex cases as an autonomous practitioner.</p> <p>Experience within elderly care/intermediate care/community care.</p> <p>Applying and interpreting standardised Physiotherapy assessments.</p> <p>Experience of working with a wide range of complex conditions and providing specialist interventions using advance clinical reasoning skills and theoretical knowledge.</p> <p>Experience of supervising junior staff and students.</p>	<p>Application + Professional Portfolio + Interview</p>

Skills/Abilities/Knowledge	
<p>Excellent written, verbal, and non-verbal communication skills.</p> <p>Ability to overcome barriers to communication with patients and cares and demonstrate ability to impart complex, sensitive, and contentious information.</p> <p>Ability to reflect and critically appraise own performance.</p> <p>Ability to work autonomously, set own priorities and manage time effectively.</p> <p>Risk assessment and management skills with complex patients.</p> <p>Specialist clinical and theoretical knowledge and application of Physiotherapy assessments and interventions in relation to complex physical conditions and diagnosis.</p> <p>Understanding and application of Physiotherapy outcome measures used.</p> <p>Detailed knowledge of relevant legislation and current practice.</p> <p>Knowledge of current Physiotherapy literature, frames of reference and models of intervention</p>	<p>Reference + Interview + Professional Portfolio</p>
<p><b>Effort and Environment</b></p> <p><b>Physical Effort</b></p> <p>Work within a clinical environment. As appropriate move and handle patients safely, using appropriate equipment in clinical settings.</p> <p><b>Mental Effort</b></p> <p>Regularly expected to deal with complex, challenging situations including patients, relatives, and other staff. Regularly expected to deal with frequent interruptions to working day and overcome barriers to communication. Provide and receive complex information relating to diagnosis and patient care. Periods</p>	<p>Reference + Interview + Professional Portfolio</p>

of concentration required when undertaking patient assessment and treatment.

**Emotional Effort**

Regularly be expected to deal with unexpected and stressful situations and receive and discuss sensitive and contentious information both patient and staff related.

**Working Conditions**

Regularly expected to work shift patterns. Will be exposed to bodily fluids.

**Other Requirements**

Car driver with valid UK licence.

*NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.*

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name