

## Job Description

**Role Title:** Physiotherapist – Acute Stroke

**Band:** 6

**Contract:** Permanent / Substantive

**Responsible to:** Clinical Service Manager

**Accountable to:** Team Leader / Clinical Specialist

**Location:** UHCW NHS Trust sites including: Coventry Hospital (CV2 2DX) and Rugby St Cross Hospital (CV22 5PX)

### Key working relationships:

Integrated working is a key element for the provision of therapy services across UHCW NHS Trust and key relationships required for this role to be successful include:

- Patients, relatives, and carers
- The Multidisciplinary Team including Medical, Nursing, Allied Health Professional and non-clinical staff
- Community based agencies

### Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



### Net Zero and Sustainability.

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

## Job Summary

This post is for a Band 6 Physiotherapist at UHCW NHS Trust on the Stroke Ward.

The post holder will manage a caseload of patients with varying diagnosis and / or complex needs, using evidence based practice and client-centred principles, to assess, plan, implement and evaluate interventions in a defined clinical setting.

The post holder will participate in the planning, development and evaluation of clinical practice and service development within the area.

The post holder will ensure development of staff and students through supervision, training, and appraisal.

The post holder will provide Respiratory Physiotherapy, including at weekends and on the on-call rota.

## Main duties

- To manage a caseload of patients with varying diagnosis and / or complex needs, using evidence-based practice with client centred principles, to assess, plan, implement and evaluate interventions
- To provide Respiratory Physiotherapy, including on the on-call rota and at weekends
- To support the learning and development of students and staff
- To participate in 7-day working patterns as required

## Key Result Areas and Performance

As a valued member of the therapies department, the post holder will be involved in a wide range of activities to support the patient journey. The post holder will adhere to the following:

## Clinical

- Be professional, legally responsible & accountable for all aspects of own work and activities, to manage clinical risk within own clinical caseload.
- Carry a clinical caseload of highly complex patients, provide advanced therapeutic assessment & evaluation and provide detailed written treatment plans with patient centered goals working within ward / department areas.
- Work as an autonomous practitioner and member of the multidisciplinary team, contributing to team discussions and influencing decisions about patient care programs, taking on the role of care coordinator and/ or vocational lead where relevant.
- Carry out treatment, using a broad variety of modalities and clinical reasoning to allow selection of the most appropriate technique evaluating, modifying, and recording all interventions and outcomes & adapting them to meet the needs of the patient.
- Use highly developed manual treatment skills requiring coordination, sensation & dexterity.
- Work in accordance with CSP & HCPC rules of professional conduct and within local care pathways, policies and standards.
- Establish and maintain effective communication networks with patients, carers, MDT, other workers and agencies across health, social care and the private sector locally and regionally.
- Contribute to the Trust and Group clinical governance arrangements and quality agenda, including the setting and monitoring of practice standards, clinical risk's, CAE & Health & Safety.
- Take the lead for information management within area of responsibility to ensure high quality up to date written and electronic (where available) records and activity data are maintained in accordance with Professional and Trust standards & produce in a timely manner

## Leadership & Education

- Be responsible for own personal development in order to establish and maintain competence and fitness to practice as a Specialist Physiotherapist in own specialist area. To maintain a professional evidence based portfolio, meeting the requirements of the HCPC.
- Network nationally across other Physiotherapy providers and educators for the development of best practice & improve service delivery for patients.
- Be responsible for the supervision and written assessment of Physiotherapy students on practice placement within the Trust. Be responsible for the supervision/training and appraisal of Physiotherapists within your area.
- Be involved / assist in the recruitment and selection of junior staff.
- Participate in the operational planning, and implementation of policy and service development within specialist clinical area, undertaking delegated projects and participating in strategic meetings as delegated by the Therapy Service Manager.
- Be aware of and assist with managing resources and equipment necessary to meet service needs in clinical area reporting any faults.
- Accept responsible delegated tasks with the overall management of the Physiotherapy service.
- As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a prerequisite for this post.

## Research

- Collate, interpret and analyse activity data and report on findings for service development & provide specialist reports on patient & service-related issues as required.
- Initiate the planning, evaluation and audit of practice, clinical pathways and protocols using where appropriate national guidelines / legislation within area of specialty disseminating findings at local / national level.

## Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for

ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.
- Work at weekend & out of hours as appropriate & necessary in unfamiliar areas with complex cases requiring rapid assessment caseload & prioritisation skills.

**The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.**

## Person Specification

**Job Title:** Specialist Physiotherapist - Stroke

### **Supporting Evidence**

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

| <b>Factors</b>        | <b>Essential</b>  | <b>Desirable</b>   |
|-----------------------|---|--|
| <b>Qualifications</b> | <p>BSc / MSc Physiotherapy and evidence of post graduate training in relevant specialist area</p> <p>HCPC registered</p> <p>Clinical education training or willingness to complete within one year</p>  | <p>Formal post grad training relevant to area</p> <p>First line management course</p> <p>Membership of Professional body</p> <p>Membership of Clinical Interest Group</p>                              |
| <b>Experience</b>     | <p>Current (or recent) and substantial working experience of specific / specified area or relevant associated area.</p> <p>To have significant respiratory Physiotherapy experience, including managing and treating patients who are acutely unwell.</p> <p>Current or recent experience of participation in respiratory on call rota, including supporting patients with tracheostomies.</p> <p>Documented evidence of continuing professional development.</p> <p>MDT Working.</p> <p>Experience of service improvement.</p> | <p>Experience of managing staff / students</p> <p>Experience of integrated working</p> <p>Experience of change management</p> <p>Broad range of clinical experience within acute inpatient setting</p> |
| <b>Knowledge</b>      | <p>Specialist knowledge of Physiotherapy assessment and treatment and how to apply this effectively within specialty.</p> <p>Specialist knowledge of Physiotherapy role within an acute setting.</p> <p>Knowledge of current best practice in Physiotherapy and its application.</p> <p>Effective planning, evaluation, and co-ordination of treatment.</p> <p>Applied knowledge of relevant legislation including CPD and risk assessment and management.</p> <p>Knowledge of clinical governance.</p>                         | <p>Offers innovative ideas for practice or service development.</p>  |

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|--|--|--|
| <b>Skills</b>                                    | <p>Effective legible written and verbal communication skills.</p> <p>Ability to work independently with individuals and groups.</p> <p>Ability to manage own workload effectively and determine priorities.</p> <p>Ability to work under pressure.</p> <p>Specialist clinical reasoning skills.</p> <p>Ability to reflect and critically appraise own performance.</p> <p>Computer literacy.</p> <p>Demonstrates initiative.</p> <p>Problem solving or solution-based approach to challenges.</p> <p>Self-motivated and be able to motivate others.</p> <p>Able to carry out concurrent activities (multi-tasking).</p> <p>Presentation and training skills.</p> <p>Supervisory/appraisal skills.</p> <p>Audit skills.</p> |  |
| <b>Personal qualities</b>                        | <p>Willingness to work flexibly.</p> <p>Must be able to support seven day working and overnight on calls.</p> <p>Commitment to client centred non-discriminatory practice.</p> <p>Physically fit and able to comply with Trust manual handling guidelines.</p>   |  |
| <b>Commitment to Trust Values and Behaviours</b> | <p>Must be able to demonstrate behaviours consistent with the Trust's values.<br/><i>(As detailed in UHCW's Values in Action document below)</i></p>   |  |

## Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

