

Pelvic health Specialist Physiotherapist – job description and person specification

Department: Maternity /Physiotherapy

Division: Womens, Childrens and Clinical Services

Responsible to: Band 8 A Perinatal Pelvic health

Accountable to: Head of Physiotherapy and Consultant midwife

Band: Band 6

Hours: 22.5 hours

Location*: Northwick Park Hospital, Central Middlesex Hospital, Ealing Hospital.
Community .

Type of contract : 12 months Fixed term

*To meet the needs of the Trust's services you may be required from time to time to work at different locations to your normal place of work.

Our vision and values

Our vision is quality **at our HEART**

Quality...

Delivering quality means consistently meeting requirements and exceeding expectations.

We strive to deliver quality in everything we do – from the clinical care we provide to the employment we offer to the support services and systems that underpin our care.

And in delivering high-quality clinical care, we mean services that are safe, effective, offer a good patient experience, are timely, equitable, and sustainable.

...at our HEART

By placing quality at our heart, everything we do as an organisation should further our ability to deliver quality.

This includes the people we hire, the skills our employees develop, the behaviours we celebrate, how we think and act, the investments we make, our systems and processes, and our organisational values.

Our vision also encompasses our **HEART** values, which were shaped and developed in 2017 by more than 2,500 employees as well as many patients. The values describe how we interact with each other and our patients and underpin everything we do and say to achieve our vision:

- ♥ **Honesty:** we're truthful, we're open, and we speak up
- ♥ **Equity:** we're kind and caring, we act with fairness, and we're understanding
- ♥ **Accountability:** we're professional, we strive for excellence, and we improve
- ♥ **Respect:** we're attentive and helpful, we're appreciative, and we act with empathy
- ♥ **Teamwork:** we involve others, we support our colleagues, and we set clear goals.

You can read more about our vision, values and objectives at lnwh.nhs.uk/OWF.

Our objectives

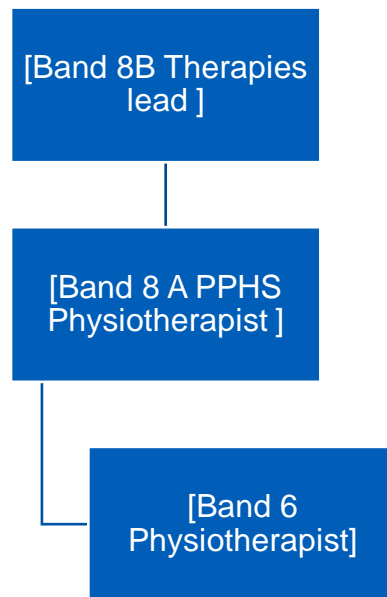
- We will provide high-quality, timely and equitable care in a sustainable way
- We will be a high-quality employer where all our people feel they belong and are empowered to provide excellent services and grow their careers
- We will base our care on high-quality, responsive, and seamless non-clinical and administrative services
- We will build high-quality, trusted ways of working with our local people and partners so that together we can improve the health of our communities

You can read more about our vision, values and objectives at lnwh.nhs.uk/OWF.

Job Summary

- To assess and treat own case load and provide a high standard of Pelvic health, musculoskeletal physiotherapy service to patients within maternity inpatient, outpatients and community
- To work as a member of the multidisciplinary team (MDT), assessing and treating patients with complex Pelvic floor dysfunction, and maintain accurate and comprehensive patient records
- To be involved in managing specialist pelvic health, musculoskeletal-patient and outreach rehabilitation services in community clinics / GP practices
- To support the line manager in the provision and management of the Perinatal pelvic health service, including responsibility for managing students and some junior staff
- To engage own continued professional development (CPD) and service development

Structure



Key responsibilities

Working relationships and communication requirements of your job

To assess patients' understanding of treatment proposals and gain valid informed consent, in order to work within a legal framework with all patients, including those who lack the capacity to consent to treatment.

To communicate effectively with patients and carers to ensure understanding of patients condition and maximise rehabilitation potential. To also provide education and explanation of therapy interventions, in order to facilitate improved outcomes and to provide empathy and support to families and carers.

To use verbal and non-verbal communication skills with patients where there will often be barriers to effective communication e.g. due to complex emotional, physical or psychological conditions, pain, fear, language and cultural barriers.

To use communication skills of persuasion, motivation and explanation to encourage patients to participate in their treatment programmes.

To communicate effectively and work collaboratively with other members of the multidisciplinary team to facilitate appropriate intervention from other professionals or agencies and timely discharge planning.

To be responsible for maintaining accurate, comprehensive and legal patient records in line with the Chartered Society of Physiotherapy (CSP) standards of practice and Trust guidelines.

To provide clear and concise reports and supportive documentation for other disciplines or services as required. This will include discharge letters and care booklets.

To be actively involved in the collection of appropriate data for the use of departmental statistical evaluation. To input data onto the computer system.

Level of Clinical responsibility

To be professional and legally accountable for all aspects of own work involving the physiotherapy management of patients in your care. To ensure a high standard of clinical care for those patients and support junior staff and students to do likewise.

To undertake comprehensive specialized assessment and re-assessment of patients with Pelvic floor conditions.

To use specialist clinical reasoning skills and assessment techniques taking account of different sources of information (eg : Patient history , Pelvic floor dysfunctions and any symptoms)

To carry out patient interventions and management including Pelvic floor physiotherapy in line with a knowledge of the appropriate departmental, Trust and specialist professional policies and procedures. To seek appropriate guidance and support from senior physiotherapists as required.

To be a point of contact for specialist advice on the management of Pelvic floor dysfunction Antenatal and post-natal (upto 12 months post-natal)patients.

To be able to identify the need to involve others in the management of complex Pelvic floor dysfunction inpatients and initiate appropriate intervention / referral to Appropriate group class (eg : Breast feeding class , antenatal class or PPHS out patient appointment)/ other appropriate personnel.

To be responsible for the day-to-day organisation and planning of own caseload to meet PPHS service and patient priorities, including readjusting plans as situations change or arise and providing support to other team members as needed.

To ensure that own practice and that of junior and support staff complies with all relevant departmental, organisational and professional policies, procedures and standards of practice.

To manage clinical risk within own patient caseload (and that of students under direct supervision).

To be responsible for the safe and competent use of any equipment used during treatment interventions and provided to facilitate appropriate group class.

To develop and contribute to co-coordinating comprehensive discharge plans for patients in conjunction with the other members of the MDT.

To work the weekend physiotherapy Group class for antenatal or post-natal .as required.

To participate in service provision in the Antenatal or post-natal education evening clinic sessions as required.

Leadership and staff management responsibility

To guide more junior staff /students under your supervision in relation to all relevant departmental, organisational, and professional policies, procedures, and standards of practice.

To be responsible (with support from the Senior I) for the management, education and appraisal of physiotherapy, Midwife students during placement.

To participate in the staff appraisal scheme contributing, as an appraiser, to the development and appraisal of junior staff.

To contribute to the assessment of competency of Physiotherapy assistants and Physiotherapy Technicians through teaching, discussion and observed assessments.

Financial responsibility

Participate in being cost effective in the delivery of high quality care e.g. time management, use of consumables.

To support the PPHS administration team in Handling any query regarding group class for PPHS service event.

Service Development and Improvement

To plan, co-ordinate and deliver specialist training to junior members of the outpatient team. To also contribute to the training and development of nursing, Midwife staff and other therapy colleagues.

To contribute to departmental and multidisciplinary team (MDT) in-service training programmes, this will be through attendance and feedback and through delivering presentations.

To support the Band 7 midwife and Band 8 A PPHS physio in gathering and analysing information to facilitate small research projects, audits and systematic literature reviews.

To provide feedback and make suggestions/recommendations, in order to assist in service development and the implementation of changes in practice.

To be aware of and comply with Health and Safety aspects of own work and implement policies required to improve safety in own area of work. This includes reporting and recording incidents/accidents to managers promptly.

To support managerial and senior clinical staff in achieving departmental and Trust objectives.

To participate in the staff appraisal scheme as an appraisee, identifying and developing own professional development plan (PDP).

Other Aspects of the Role

Responsibility for handling difficult/emotional situations.

To deal sensitively with and provide support to patients who have high levels of anxiety, frustration and aggression caused by pain or limited mobility on maternity ward.

To deal sensitively with and provide support to relatives and/or carers who may have high levels of anxiety, frustration or aggression caused by a variety of issues.

To deliver unwelcome or hard to accept information to patients and carers, for example Information about sustaining 3rd and 4th degree tear and teaching pelvic floor exercises.

To occasionally work in highly stressful and distressing situations on Maternity ward providing information leaflet about Pelvic floor exercises and perineal repair hand out regarding anal sphincter injury and perineal wound care information leaflet.

Physical Working Conditions and Environment

To work in an environment, requiring the therapist to be on their feet for the majority of the working day, assessing/treating patients and moving around the department / traveling to community-based workplaces. Short episodes of sitting occur when writing/reading notes.

To carry out Pelvic floor assessments and treatments requiring frequent episodes of intense, strenuous physical effort for short periods on a daily basis.

To concentrate intensely for periods of 30 -45mins repeatedly throughout the day whilst reading, interpreting, and analysing individual patient's notes and reports, assessing/ treating patients and documenting treatment interventions, outcomes, analyses, and plans.

To work flexibly in an environment that has frequent unpredicted interruptions such as Band 5's needing assistance. This involves changing from one task to another in response to specific requests, requiring periods of intense concentration concerning new tasks and patients.

As per weekend Group class to respond to referrals via the emergency bleep and to occasionally work in a highly unpleasant environment with frequent exposure to body fluids including and faeces.

To work flexibly across Inpatients, outpatients and community clinics and GP surgeries. Therapist may be required to work in several locations on the same day.

When working in the community clinics and GP surgeries, to work as a lone practitioner seeking telephone support from a senior physiotherapist if required.

Knowledge, Training & Experience

To use a wide range of specialist Pelvic floor assessment / Knowledge of Pelvic floor conditions treatment techniques, requiring highly developed dexterity, precision, co-ordination and palpatory senses and skills.

To devise and deliver individualised physiotherapy treatment programmes based on a specialist knowledge of theory, evidence-based practice and specialist interventions e.g. Pelvic floor exercises for urinary incontinence, Pelvic floor exercises' for faecal incontinence for 3rd and 4th degree tear home exercise programmes;

To be responsible for ordering gel, Procurement, Liaising with midwife and therapy department for more complicated equipment.

To be able to conduct specialist exercise classes e.g. back, Antenatal and post-natal classes which are part of PPHS service specific.

To be able to evaluate patient progress, reassess and modify treatment programmes as appropriate.

To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other health professionals to promote understanding of the aims of Pelvic health physiotherapy and ensure a consistent approach to patient care based on specialist knowledge of theory and evidence-based practice.

To demonstrate a reflective approach to practice, incorporating evidence-based practice and national expert guidelines/protocols to inform and develop specialist knowledge and skills.

To be responsible for maintaining own competence and continued professional development (CPD), by facilitating own personal development plan (PDP) through CPD activities. This will include, maintaining a professional portfolio, membership of professional and national specialist clinical interest groups and attending appropriate internal and external courses and conferences.

Additional responsibilities

Information governance

In accordance with the Trust's privacy notice for employees, the Trust will hold computer records and personnel files relating to you which contain personal data.

The Trust will comply with its obligations under the General Data Protection Regulation and all other data protection legislation. The data the Trust holds will include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks).

The Trust requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Trust's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation.

You must always comply with the Trust's data protection policy, and you agree that you will only access the systems, databases or networks to which you have been given authorisation.

The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal.

You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

Information security

All staff must adhere to the requirements of the Trust's information security policy, which covers the deployment and use of all the Trust's electronic information systems (i.e. all computers, peripheral equipment, software and data). In serious cases, failure to comply with the policy may result in disciplinary action and could also result in a criminal offence.

Health and Safety at Work Act (1974)

You are required to take reasonable care for your health, safety and welfare and that of other people who may be affected by your actions or omissions. These responsibilities apply at all times whilst you are at work or on duty, and apply to all Trust premises, also whilst working in the community or on any other Trust business.

Equal opportunities and equalities legislation

It is the policy of London North West University Healthcare NHS Trust that no user of service, present or future employee or job applicant receives less favourable treatment on the grounds of their sex, perceived or actual sexual orientation, marital status, race, religion or belief, age, creed, colour, nationality, national origin, ethnic origin, or disability, or on the grounds of their association with someone in one of these groups; nor is disadvantaged by any conditions or requirements which cannot be shown to be justified.

Patient and public involvement

Section 11 of the Health and Social Care Act 2001 places a duty on NHS organisations to involve and consult patients, the public and other stakeholders in the planning and ongoing development of services. It is the responsibility of each member of staff, clinical and non-clinical to appropriately involve and consult patients, the public and other stakeholders.

Risk management

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Corporate/clinical governance

It is the duty of every employee to fulfil their individual clinical governance responsibilities and their expected contribution to ensuring that the Trust complies with benchmarked standards for quality of clinical care.

Infection control and hospital-acquired infection

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's infection prevention and control policies and make every effort to maintain high standards to infection control at all times thereby reducing the burden of healthcare associated infections including MRSA. All staff have the following key responsibilities:

- staff must wash their hands or use alcohol hand rub on entry to or exit from all clinical areas and between each patient contact
- staff members have a duty to attend infection control training provided for them by the Trust
- staff members who develop an infection that may be transmissible to patients have a duty to contact occupational health.

Safeguarding children and vulnerable adults

Everyone has a personal and a professional responsibility to identify and report abuse. The abuse may be known, suspected, witnessed or be limited to raised concerns.

Early recognition is vital to ensuring the patient is safeguarded and any other people (children and vulnerable adults) who may be at risk.

The Trust's procedures must be implemented, working in partnership with the relevant authorities. The sharing of information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust, you have a responsibility to ensure that:

- a) you are familiar with and adhere to the Trusts procedures and guidelines for safeguarding children and vulnerable adults
- b) you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Staff commitment to patient care

You are expected to ensure that patients' needs, experience and safety come first and to treat patients, carers, visitors, and colleagues with dignity and respect.

Health records

Clinical staff must keep accurate and clear information which is essential for the proper care of patients. Clinical and non-clinical staff who handle or use, case notes are individually responsible for the confidentiality, tracking, filing and good order of the case note at all times as outlined in the Medical Records Policy and the Information Lifecycle Management Policy.

For further information refer to Records Management Code of Practice via gov.uk.

NHS constitution and code of conduct for managers

Staff are required to act in accordance with the legal duties and expectations relating to their responsibilities to the public, their patients and colleagues set out in section 3b of the NHS Constitution and pages 98-109 of the Handbook to the NHS Constitution. For Managerial staff, including anyone with supervisory responsibility, the core standards of conduct set out in the NHS Code of Conduct for NHS Managers (2002) or any subsequent amendments.

This list is only an indication of the main tasks required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.

The Trust reserves the right that you may be required to undertake such other duties and/or hours of work as may reasonably be required of you commensurate with your grade at your normal place of work or from another location within the Trust.

Person specification

Job title: Pelvic Health Specialist Physiotherapist

Division/department: Women's Services

Requirement	Essential	Desirable
Education/ qualifications	<ul style="list-style-type: none"> • Degree / Diploma in Physiotherapy • HPC Registration • Evidence of CPD maintained in a portfolio related to women's health or pelvic floor conditions. • Recent post graduate courses relevant to the pelvic health, women's health conditions clinical rotations 	<ul style="list-style-type: none"> • Membership of the Chartered Society of Physiotherapy. • Involvement in Special Interest Groups (Eg. POGP)
Knowledge and experience	<ul style="list-style-type: none"> • Post graduate experience working as a qualified physiotherapist with theoretical and practical experience in MSK or pelvic health physiotherapy community. • Experience of working as part of a Physiotherapy team and or multidisciplinary team. • Evidence of managing own caseload (punctuality, prioritisation, and time management) 	<ul style="list-style-type: none"> • Previous experience at Senior II level in Pelvic health or Women's health. • Supervision of student or physiotherapy assistant. • Previous experience of hydrotherapy.

<p>Skills, abilities and attributes</p>	<ul style="list-style-type: none"> • Evidence of keeping abreast with professional practice and new research. • Understand the legal responsibilities of the profession. • Able to present information, written and orally, in a clear concise and logical manner. • Ability to organise, prioritise and delegate task relevant to daily duties. • Experience in delivering comprehensive specialist assessment and reasoned progressive rehabilitation management for pelvic floor conditions • Experience in individual manual therapy and class rehabilitation • Understanding of clinical governance and its implications for services, including experience of quality issues, audit and outcome measures • Ability to keep accurate and legible patient notes. • Ability to comprehend and work within the Trust's policies of data protection, equal opportunities and health and safety and meet the differing needs of the patients. • Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities. • Ability to cope working in a stressful environment and with emotional or aggressive patients and carers. 	<ul style="list-style-type: none"> • Competent IT skills • Presentation skills
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Requirement	Essential	Desirable
	<ul style="list-style-type: none"> • Ability to work within a multidisciplinary team & evidence of understanding how teamwork affects the delivery of care. • Good communication skills both written & verbal. • Committed to personal & team development. • Motivation/ Drive & enthusiasm 	
HEART values	<p>Demonstrate commitment to Trust HEART values: honesty, equity, accountability, respect, and teamwork.</p> <p>Demonstrate commitment to place Quality at our HEART</p>	N/A

Person specifications should be kept to a maximum of 25 bullet points

Job description and person specification drafted / amended by

- Name: Ranjita Ajit Borade
- Designation: Band 8 A Perinatal pelvic health Specialist Physiotherapist
- Date: 25/11/2024

Job description and person specification agreement

Job holder's name: [Click or tap here to enter text.](#)

Date: [Click or tap to enter a date.](#)

Line manager's name: Mrs Ranjita Ajit Borade

Date: [Click or tap to enter a date.](#)