

Agenda for Change	Version 10
Author: Achin Sobti	Date: March 2024



## Job Description

<b>Job Group (Delete as applicable):</b>	Allied Health Professional
<b>Job Title:</b>	Senior Physiotherapist (Emergency care)
<b>Existing Grade:</b>	<b>6</b>
<b>Care Group:</b>	Clinical Support Services
<b>Service Line:</b>	Therapies Summary
<b>Department:</b>	Physiotherapy
<b>Location:</b>	Derriford
<b>Appraiser:</b>	Team Lead Physiotherapist (Emergency Care)
<b>Accountable to:</b>	Achin Sobti – Head of Physiotherapy
<b>Position Number:</b>	
<b>Date:</b>	March 2024

### Job Purpose:

To provide a high standard physiotherapy service to the emergency care, medical assessment, clinical decisions and short stay units. This involves working across the trust in a range of settings providing a seven day service to the Emergency care and acute medical services.

To assist the Team Leaders in planning, coordinating, delivering and evaluating the Physiotherapy Service provided to patients within the team, on a day-to-day basis.

To assess and treat own caseload of patients, who may have complex presentations, and maintain own records as an autonomous practitioner.

At times community / home visits may be required to be undertaken

To deputise for the Team Leaders when necessary.

### Key Dimensions:

To perform advanced physiotherapeutic assessment of patients with diverse presentations and complex physical and psychological conditions, within the emergency department, medical assessment units and inpatient settings. To provide a clinical diagnosis and develop and deliver an individualised treatment programme and discharge plan.

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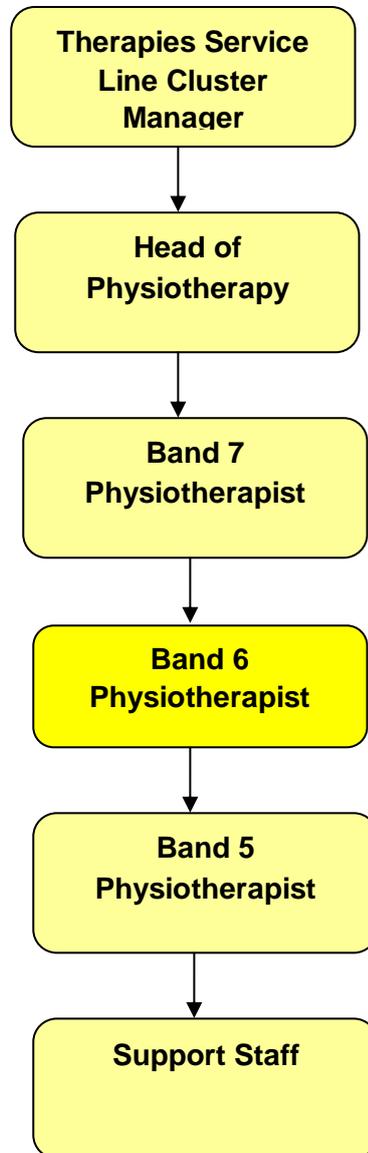
To hold responsibility for own case load and be responsible for a defined area of the service or a particular patient type, working autonomously. Senior support and supervision takes the form of regular formal training and clinical reasoning sessions, peer review, case conferences. Access to advice and support from specialist physiotherapists is available if required, clinical work is not routinely evaluated.

To undertake all aspects of clinical duties as an autonomous practitioner.

Supervise, educate and assess the performance of physiotherapy students and more junior staff; this would be to a graduate standard and involve working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification.

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## Organisational Chart



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## **PRIMARY DUTIES & AREAS OF RESPONSIBILITY**

### **Clinical**

1. To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
2. To be responsible for maintaining accurate and comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards and local/Trust policy. To communicate appropriately with other disciplines (this might include meetings, report and letter writing)
3. To undertake a comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate clinical diagnosis of their condition.
4. Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. specialist neurological or respiratory techniques, manual physiotherapy techniques, patient education, and other alternative options.
5. To take delegated responsibility from the Band 7 physiotherapist for managing patients with particular conditions and be responsible for providing specialist physiotherapy assessment and treatment plans for patients with these conditions.
6. Formulate accurate prognoses and recommend best course of intervention, developing comprehensive management plans.
7. Assess patient understanding of treatment proposals, gain valid informed consent, which must be documented and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment. To comply with local confidentiality policies, child protection and vulnerable adult procedures.
8. Use an extensive range of verbal and non-verbal communication tools to communicate effectively with patients/carers; to motivate, gain co-operation, to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, blind or who may be unable to accept diagnosis, or realistic expectations of Physiotherapy intervention.

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9. Evaluate patient progress, reassess and alter treatment programmes if required.
10. To manage clinical risk within own patient caseload and to report incidents and near misses
11. Work within trust clinical guidelines and CSP guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
12. Rarely, when working in the community and domiciliary settings, work as a lone practitioner with telephone support from a senior physiotherapist if required.
13. To be an active member of the respiratory evening on-call rota and seven day services with ED. Individual to ensure competencies are maintained.
14. When working on the emergency duty rota, undertake the assessment and treatment of acutely ill patients with respiratory/orthopaedic/ neuro problems, who may have a complex presentation and maintain associated records as an autonomous practitioner.
15. When working on the emergency duty on-call rota, provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding patient's respiratory/ major trauma orthopaedic/ neurology and chest functions/condition and its management.
16. To train, clinically supervise and performance management more junior staff, technical instructors, assistants and students, with assistance from more senior members of the physiotherapy team. This will include the use of formal appraisal documentation.
17. Represent physiotherapy service and /or individual patients at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate physiotherapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.
18. To be responsible for the safe and competent use of all electrotherapy equipment, gym equipment and patient appliances and aids by patients and ensure that junior staff/assistants attain competency prior to use.

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### **Professional**

1. To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
2. Be an active member of the in-service training programme by attendance at, and participation in, in-service training programmes, tutorials, individual training sessions, external courses and peer review.
3. Ensure that your own practice and that of any staff under your supervision meet the required professional standards of physiotherapy practice.

### **Organisational**

1. Participate in the staff appraisal scheme as an appraisee and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.
2. To undertake as directed the collection of data for use in service audit and research projects.
3. Be responsible for the safe and competent use of gym, electrotherapy and hydrotherapy equipment by patients, through teaching, training and supervision of practice.
4. To be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.
5. Any other duties that might be considered appropriate by the physiotherapy line manager

### **Physical Effort:**

- Moderate to intense physical effort on a daily basis. Tasks include:
  1. Static postures (kneeling/standing)
  2. Moving inert adult limbs, unconscious, semi-conscious patients
  3. Supporting patients whilst walking
  4. Assisting patients during transfers
  5. Pushing wheelchairs
  6. Using hoists and other heavy gym equipment on a daily basis
  7. Regular moving/adjustment of patients ward environment to maximise their independence and safety

### **Mental effort:**

- Dealing with complex patients for long periods on a daily basis
- Daily requirement for prolonged periods of concentration e.g. assessment and treatment of complex and sometimes unpredictable patients.
- Ensuring good communications with patients who have impaired understanding or communication difficulties.
- Frequently using complex problem solving skills, making and dealing with difficult clinical decisions.
- Daily requirement for multi-tasking e.g. writing notes, communicating with team, telephone calls, carries bleep, with regular interruptions
- With the team set goals and plans for the patient. Summarise treatment and future

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goals when writing discharge reports.

- On a daily basis prioritise the team's workload and coordinate working pattern.
- Prepare and deliver training packages to a range of staff.
- Appraise and set personal development plans with the team.
- With MDT – visionary planning and delivering service development.

**Emotional effort:**

- Dealing with patients and families undergoing major changes in their health and social position, e.g. anxious and/or angry carers, family, family breakdown, isolated and depressed patients and carers on a daily basis.
- Frequently helping patients and carers come to terms with their impairments, disability and handicap.
- Immediate response to complaints/demands from distressed or anxious patients, carers and other professionals
- Occasionally dealing with confrontation and differing professional and ethical opinions regarding case management.
- Supervise physiotherapy team; support them through their development. Support teams with complex emotional situations on the unit.

**Working conditions:**

- Frequent exposure to unpleasant working conditions e.g. bodily fluids, vomit and soiled linen.
- On rare occasions contact with fleas, lice and scabies.
- Occasional exposure to verbal and physical aggression, unpredictable behaviour.
- Occasional risk of exposure to contagious conditions e.g. diarrhoea and vomiting.

**COMMUNICATIONS & WORKING RELATIONSHIPS**

- Work effectively within the therapy team on a daily basis, with support from the qualified physiotherapists, assistant practitioners and technical instructors.
- Ability to communicate with all personnel in a variety of clinical and multidisciplinary settings.
- Communicate in an effective, professional and appropriate manner to patients and their families.
- To convey non-complex, standard clinical and non-clinical information to patients, carers and families.

To foster a teamwork ethic in accordance with trust values to promote quality patient care.

**All Job Holders are required to:**

- Work to the Trust values - Put patients first, Take ownership, Respect others, Be positive, Listen, learn and improve.
- Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities etc.

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- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the *UK Data Protection Act 2018/UK General Data Protection Regulation (UK GDPR)* or *"Data Protection legislation"*.
- Comply with the Corporate Governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.
- Ensure they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk.
- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.
- Staff must comply with Safeguarding Policies and Procedures in order to promote safeguarding and prevent abuse to vulnerable people using Trust services.
- Maintain the prevention and control of infection and fully comply with all current Trust Infection Control policies and procedures.
- Take responsibility for any records that they create or use in the course of their duties, in line with the Public Records Act and be aware that any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

**All Managers are responsible for...**

- Assessing risks and implementing the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.
- Managing attendance in accordance with the Trusts Attendance Management Policy.

**All Heads of Departments are responsible for...**

- Ensuring all necessary risk assessments are carried out within their division, Service Line or department in liaison with relevant sources of specialist support and expertise within the Trust. They must also ensure that the risk management process is completed appropriately.

**Note**

This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current Plymouth Hospitals NHS Trust policies, procedures & guidelines.

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### PERSON SPECIFICATION TEMPLATE

ATTRIBUTES	ESSENTIAL	DESIRABLE
<b>KNOWLEDGE &amp; EXPERIENCE</b>	<p>Broad demonstrable post graduate clinical experience in Acute Medicine, Acute Respiratory, Trauma and Orthopaedics / and Frailty, Neuro / completion of neuro framework.</p> <p>Demonstrable experience of teaching</p> <p>Proven evidence of contribution to clinical education / supervision of less experienced staff, students or assistants</p> <p>Demonstrable experience of working as part of a multidisciplinary team</p> <p>Proven evidence of relevant CPD</p> <p>Proven awareness of current NHS and Health issues related to Emergency Care</p>	<p>Previous demonstrable experience of working in Emergency care.</p> <p>Clinical educator course</p> <p>Demonstrable experience within acute NHS environment</p>
<b>QUALIFICATIONS</b>	<p>Degree (BSc Hons Physiotherapy) or equivalent.</p> <p>HCPC registration.</p> <p>Attendance at additional relevant professional courses</p>	<p>MSc relevant to the area</p> <p>Leadership qualification</p>
<b>APTITUDE &amp; ABILITIES</b>	<p>Professional manner</p> <p>Demonstrates effective and adaptable communication skills including written and verbal</p> <p>Proven evidence of using initiative.</p> <p>Legible and concise handwriting.</p> <p>Clear and concise speech.</p> <p>Ability to prioritise workload.</p> <p>Ability to recognise own limitations and act on them.</p> <p>Problem solver.</p> <p>Proven evidence of personal leadership</p> <p>Demonstrates an ability to respond effectively to complex, emotional or challenging situations</p>	<p>Demonstrable experience of deputising for senior</p> <p>Proven evidence of Service Improvement</p>

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<b>DISPOSITION / ATTITUDE / MOTIVATION</b>	Professional appearance Empathetic, calm and reassuring manner Leadership qualities Team player Proven evidence of working practice in line with current UHP values. Able to motivate staff and patients to achieve best outcome.	Flexible Self-motivated
<b>OTHER FACTORS</b>	Candidate must be available to work as part of the seven day service inclusive of late shifts and regular weekend, bank holidays and participate with the on-call rota. Computer literate	Demonstrates an interest in medical and surgical specialties Member of relevant specialist interest group or professional network