

# Hello, We are Therapies.

 @ouh\_therapies

Dietetics  
Occupational Therapy  
Physiotherapy  
Speech and Language Therapy

## Recruitment pack

We are recruiting to the post of:

## **Speciality Physiotherapist – Neurosciences Rotation**

Dear candidate,

We are seeking candidates with a passion for neurological physiotherapy to join the Band 6 Neurosciences Rotation. The rotation programme offers a broad range of experience both in acute, rehabilitation and community/outpatient settings where you will work alongside highly skilled and experienced clinicians across in the John Radcliffe Hospital and The Oxford Centre of Enablement.

You will have opportunity to refine both your clinical and leaderships skills in a variety of specialist clinical areas including; Hyper Acute Stroke Rehabilitation, Neurosciences, Inpatient Neuro-Rehabilitation, Early Supported Discharge for Stroke and Neuro Outpatients.

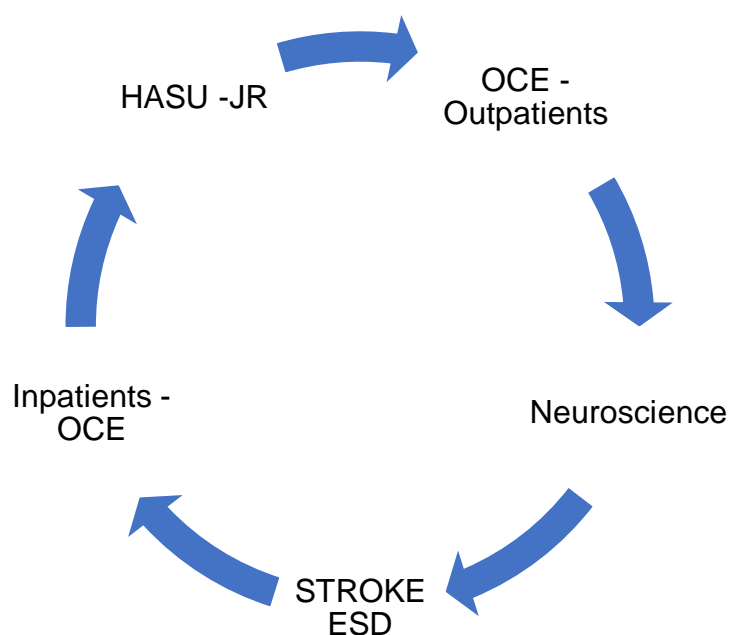
You will need to have a good knowledge of neurological physiotherapy, high levels of professionalism and strong communication skills to work effectively in this role. You will be actively encouraged to participate in continuous professional development, research and audit, service development projects, as well as provide supervision and teaching to junior staff, students, and the wider MDT.

The trust core values of delivering compassionate excellence are integral to the service. If you are interested in joining the rotation and feel you meet the criteria, please take the time to contact us to discuss the role further, using the contact details in the advert.

With best wishes,

Liz Bellido, Team Lead Physiotherapist, Acute Neurosciences

Alexa Williamson, Team Lead Physiotherapist, Acute Stroke Rehabilitation



Rotation	Location	Description
Hyper Acute Stroke Unit	<b>John Radcliffe Hospital</b>	20 bed regional HASU providing specialist multi-disciplinary acute assessment and early rehabilitation
Neurological Outpatients	<b>Oxford Centre for Enablement</b>	Uni- and multi-disciplinary specialist neuro-rehabilitation, treating people with conditions such as Stroke, Multiple Sclerosis, Functional Neurological Disorder, using one-to-one and group based interventions, including adjuncts such as splinting, Saebo, FES.
Acute Neurosciences	<b>John Radcliffe Hospital – West Wing</b>	76 bedded acute neuroscience unit, providing specialist acute MDT neurological assessment, respiratory care, early rehabilitation and discharge planning to neurosurgical and neurology inpatients.
Early Supported Discharge for Stroke	<b>Oxfordshire, base at the Oxford Centre for Enablement</b>	Provision of up to 6 week multi-disciplinary post stroke rehabilitation across Oxfordshire. Patients predominantly referred from JR, A&E, TIA clinic.
Neurological Rehabilitation (Level 1 Unit)	<b>Oxford Centre for Enablement</b>	18 Bed Level 1 Regional Neurorehabilitation Unit providing intensive MDT rehabilitation for patients with complex acquired brain injury and other neurodisabilities.

## Oxford University Hospitals NHS Foundation Trust: who are we?

Oxford University Hospitals (OUH) is a world-renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. We became a Foundation Trust on 1st October 2015, and we believe this will enable us to work more effectively in partnership with our patients and our local community to provide high quality healthcare. We employ approximately 12,500 staff (including over 4,000 nurses and 2,000 doctors and 850 AHP staff). The Trust comprises four main hospital sites: the John Radcliffe Hospital (which includes the Children's Hospital, West Wing, Eye Hospital, Heart Centre and Women's Centre), the Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford, and the Horton General Hospital in Banbury, North Oxfordshire. These hospital sites, together, are supported by a range of community services across the county.

We provide a wide range of clinical services including; stroke, ambulatory medicine, oncology and surgery. The Trust also provides specialist services (including cardiac, cancer, musculoskeletal and neurological rehabilitation, and a full range of children's services including critical and new-born care) medical education, training and research.

Most services are provided in our hospitals, but over six percent are delivered from 44 other locations across the region, and some in patients' homes.

We have an extensive range of collaborations; including the University of Oxford and Oxford Brookes University which underpin the quality of the care that is provided to patients. For more information about OUH NHS Foundation Trust: <http://www.ouh.nhs.uk/about/default.aspx>

## What do we stand for?

Trust Values and Expected Behaviours.

Over a thousand patients and colleagues assisted us in developing our Trust values that will help us achieve our ambition of delivering compassionate excellence. To help us live out those values in our work, we have defined the types of behaviours that will ensure we met the high standards we have set ourselves.

These are the values that should characterise all that we do and our behaviours with our patients and families and each other. Our values and expected behaviours are:

- Compassion:** Putting patients at the heart of what we do and recognising different needs.
- Respect:** Encouraging a spirit of support, integrity, respect and teamwork.
- Excellence:** Taking pride in the quality of care we provide for our patients and customers.
- Learning:** Learning from successes and setbacks.
- Delivery:** Delivering high standards of health care for our patients and customers
- Improvement:** Striving to improve what we do through change and innovation.

These values and behaviours are extremely important to us and we expect everyone who works with us in any capacity to share and uphold these values and behaviours.

**Learning, Respect, Delivery, Excellence, Compassion, Improvement**

## Therapies Clinical Service Unit (CSU)

Therapies employ 275 staff across the professions of Dietetics, Occupational Therapy, Physiotherapy and Speech and Language Therapy. We are hosted in the Division of Medicine, Rehabilitation and Cardiac services (MRC), but deploy our services across all divisions within the Trust. The Head of Therapies Office comprises senior management, leadership, governance, education, research and administrative functions supporting ten clinical work streams, all of which are based on clinical disciplines and expertise and are led by clinical leads.

## Structures



## **Job description**

<b>Title:</b>	Speciality Physiotherapist – Neurosciences Rotation
<b>AfC Band:</b>	6
<b>Line Management:</b>	Team Lead Physiotherapist
<b>Accountable to:</b>	Head of Therapies
<b>Contract:</b>	Permanent
<b>Hours:</b>	37.5 per week, across seven days & extended hours
<b>Sites:</b>	John Radcliffe Hospital, Oxford Centre for Enablement

### **Job summary**

To work across services within the rotation to provide high quality, safe and effective physiotherapy services to patients as part of a cohesive multi-professional team.

To work collaboratively with patients and their carers to effectively assess, goal plan and treat patients following admission to hospital and strive to maximise their independence and quality of life.

To supervise and teach recently qualified physiotherapists, support workers physiotherapy students.

To actively participate in quality improvement, clinical audit and research projects.

To take an active part in the extended hours, seven-day and weekend working as required by individual teams to maximise the access and delivery of rehabilitation.

### **Duties and responsibilities**

#### **Communication**

1. To consistently deploy effective communication and engagement skills enabling effective working relationships with all members of the multi-professional team.
2. To effectively communicate with patients and their carers/family members, including the sensitive management of complex or contentious issues.
3. To overcome barriers to effective communication, such as those caused by neurological impairment or language differences, by deploying effective mitigating strategies.
4. To engage and build relationships with external agencies and providers to enhance patient care continuity and outcomes.
5. To be able to motivate and positively influence others through effective verbal and non-verbal communication skills.
6. Be able to write complex reports accurately describing patients' clinical status and ensuring that the information provided aids effective continuing care and clinical management.

## **Clinical**

1. To enact the professional and legal responsibilities for all aspects of the post-holders own clinical practice.
2. To carry out comprehensive assessments following hospital admission, including those with complex presentations, and form treatment and rehabilitation plans in partnership with the patient and their carers/family.
3. To interpret and analyse multiple sources of clinical information to form accurate physiotherapy diagnoses in neurological care; drawing on guidance from senior physiotherapists when required.
4. To formulate and deliver comprehensive treatment, rehabilitation and discharge plans, based on clinical skills, evidence-based practice, and patient preferences.
5. To evaluate patient progress against agreed treatment goals and be able to modify plans accordingly.
6. To determine a patient's mental capacity to understand and to gain informed consent for treatment. To work within a legal framework with patients who lack the capacity to consent and are deprived of their liberty.
7. To co-ordinate intervention where there is a need to collaborate across multiple disciplines.
8. To maintain accurate written records using an electronic patient record system and maintain fidelity to professional standards.
9. To determine and mitigate for risk of patient and staff harm using the agreed risk assessment frameworks and the Trust's manual handling policy.
10. To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling
11. To demonstrate highly developed dexterity, co-ordination and palpatory skills for assessment and manual treatment of patients
12. To represent physiotherapy and/or individual patients at multi-disciplinary team meetings, to ensure delivery of co-ordinated care.
13. To be an integral part of each rotational team's weekend service provision e.g., extended hours, seven-day working.

## **Leadership and management**

1. To be responsible for the competent use and maintenance of rehabilitation equipment and support others in the effective and safe use of this equipment.
2. To assist in the supervision, teaching and appraisal of junior staff and assistants.
3. To undertake delegated tasks and roles from the team lead and be able to deputise for them on occasions.
4. To effectively plan and organise own time, patient caseload, meetings, training and be able to adjust plans as required according to staffing levels and unpredictable factors.
5. To assist in the planning of junior staff, students and assistant timetables and deputise for senior staff in organisational duties.

## **Education and training**

1. To organise and contribute to rotational teams' training programmes.

2. To contribute to the education of multidisciplinary groups, patients, families and carers as appropriate.
3. To be responsible for individual undergraduate student physiotherapists' supervision and practice-based learning.
4. To adopt a proactive approach in learning from others within, and outside of the physiotherapy profession.
5. To be responsible for continuing professional development and maintain a portfolio record to evidence this.
6. To maintain contemporary knowledge to apply and maintain best practice in older adult care and rehabilitation.

### **Research and development**

1. To actively participate in the department's quality improvement and clinical audit programme through the completion of authorised projects
2. To implement and maintain evidenced-based physiotherapy practice through continuing professional development
3. To ensure good working knowledge and application of national and local clinical standards

### **Effort**

1. To be able to undertake episodes of moderate physical effort for several short periods during a shift.
2. To be able to effectively maintain concentration at work despite frequent interruptions and, at times, an unpredictable working pattern.
3. To tolerate and manage frequent exposure to distressing or emotional circumstances and maintain a high level of professionalism.
4. To tolerate and professionally manage frequent exposure to unpleasant working conditions, such as exposure to bodily fluids and offensive odours.

## **INFECTION CONTROL**

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 of Infection Control at all times, thereby reducing the burden of Healthcare Associated Infections including MRSA.

All staff employed by the OUH Trust have the following key responsibilities.

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/ or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.

Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Occupational Health

## **RISK MANAGEMENT**

**Learning, Respect, Delivery, Excellence, Compassion, Improvement**



The management of risk is the responsibility of everyone and will be achieved within a progressive, honest and open environment.

Staff will be provided with the necessary education, training and support to enable them to meet this responsibility.

Staff should be familiar with the following:

- Major Incident Policy
- Fire Policy

and should make themselves familiar with the 'local response' plan and their role with that response.

## **RESPONSIBILITIES FOR HEALTH & SAFETY**

The post holder is responsible for ensuring that all duties and responsibilities of this post are carried out in compliance with the Health and Safety at Work Act 1974, Statutory Regulations and Trust Policies and Procedures. This will be supported by the provision of training and specialist advice where required.

## **FURTHER INFORMATION AND GUIDELINES**

This post is subject to obtaining satisfactory clearance in respect of Disclosure of Criminal Convictions. A Disclosure Application Form will be sent to all new appointees with their appointment letter and the completed form must be submitted for verification on the first day of employment.

All physiotherapists must be registered with the Health Professions Council prior to commencing work, and produce the registration document on their first day of employment. Staff must then ensure their registration is maintained according to Trust Policy.

This post is one of continual development. The job description is intended as a guide to the duties and responsibilities of the post. Responsibilities will be reviewed periodically in line with service priorities, and may change, or new duties be introduced after consultation with the post holder.

## Person specification

Domain	Criteria	Method
<b>Qualifications &amp; registration status</b>	<p><b>Essential - Candidates must have the following:</b></p> <ul style="list-style-type: none"> <li>• A degree in Physiotherapy</li> <li>• Registration with the Health &amp; Care Professions Council</li> <li>• Valid Driving Licence with access to a vehicle</li> </ul> <p><b>Desirable: Candidates may have the following:</b></p> <ul style="list-style-type: none"> <li>• A post-graduate master's level qualification relevant to the role and evidence of effective application to practice.</li> <li>• Membership of specialist interest group e.g. ACPIN</li> </ul>	<p>App</p> <p>App</p> <p>App</p> <p>App</p> <p>App</p>
<b>Experience, Knowledge &amp; skills</b>	<p><b>Candidates must:</b></p> <ul style="list-style-type: none"> <li>• Have a broad range of experience as a qualified physiotherapist including neurology and other core areas of practice, such as musculoskeletal, respiratory, and older adults.</li> </ul> <p><b>Candidates must be able to:</b></p> <ul style="list-style-type: none"> <li>• Appropriately identify, assess, and effectively manage patients presenting with a broad range of neurological diagnoses.</li> <li>• Identify, appraise, and effectively apply evidence-based neurological physiotherapy practice.</li> <li>• Communicate effectively (to be clearly understood by others) using verbal, non-verbal, and written methods.</li> <li>• Recognise and adapt communication style and methods where there are complexities, sensitivities and/or barriers to effective communication.</li> <li>• Ability to keep legible and accurate written notes in English in accordance with agreed standards.</li> <li>• To appraise multiple sources of information and use clinical reasoning and professional judgement to effectively plan the workload ensuring team priorities are met.</li> <li>• To be proactive in identifying and planning your own learning and development as part of continuing professional development.</li> <li>• To support team members in their learning and development through providing good quality teaching, effective supervision, and meaningful appraisal.</li> <li>• To understand and apply effective team working through collaboration and clear understanding of roles and</li> </ul>	<p>App / Int</p> <p>App / Int</p> <p>App / Int</p> <p>App / Int</p> <p>App</p> <p>Int</p> <p>Int</p> <p>Int</p> <p>Int</p>

	<p>responsibilities to achieve positive patient outcomes and experience.</p> <ul style="list-style-type: none"> <li>• Understands the role of neurological physiotherapy practice in harm prevention, risk management, and improving quality and experience of care.</li> <li>• Able to select and clinically apply suitable outcome measures to evaluate effectiveness of neurological physiotherapy intervention.</li> <li>• Be proficient in the use of Trust systems and applications, and Microsoft 365, including Teams as a collaborative workspace.</li> </ul>	<p>Int</p> <p>Int</p> <p>App</p>
<b>Attitude, Behaviours &amp; characteristics</b>	<p><b>Candidates must be able to:</b></p> <ul style="list-style-type: none"> <li>• Positively influence the behaviour and performance of people through effective and professional role modelling</li> <li>• Advocate for the health, wellbeing, and safety of patients, colleagues and themselves and demonstrate this through their positive actions and willingness to speak up.</li> <li>• Demonstrate anti-discriminatory and anti-racist behaviour in all aspects of work and positively influence others to do the same.</li> <li>• Demonstrate values of high professional integrity, honesty, and compassion.</li> <li>• Demonstrate the physical ability to carry out physiotherapy assessments, interventions and therapeutic handling throughout the working day and carry out concurrent activities.</li> <li>• Tolerate and adapt to working in stressful conditions and situations and effectively employ strategies to maintain resilience and professionalism.</li> <li>• Willing to be open and candid when clinical incidents and errors occur and embrace learning to improve quality and safety.</li> </ul>	<p>App / Int</p> <p>App / Int</p> <p>App / Int</p> <p>Int</p> <p>App</p> <p>Int</p> <p>App / Int</p>

### Key

App: Assessment of criteria in the application form

Int: Assessment of criteria in the interview