

Rotational Neurology Rehabilitation Physiotherapist Band 6

JOB DESCRIPTION

1. GENERAL INFORMATION

Job Title:	Rotational Band 6 Neuro Rehabilitation Physiotherapist. Fixed term contract (6-12 months)
Grade:	Band 6
Salary:	£42,471 - £50,364 per annum inc inner London HCAS pro rata
Hours:	37.5 per week/ Full-time
Terms & Conditions NHS Terms of Service:	In accordance with the Agenda For Change and Conditions of service
Professionally Accountable To:	Clinical Team Lead in Specialist Area and Operational Lead in each rotation.
Responsible for:	Junior therapy staff, Rehabilitation Assistants and students within the team

2. JOB SUMMARY

The Band 6 neurorehabilitation physiotherapy rotation offers three nine month rotations within the Camden Neurology and Stroke Service (CNSS) and the Inpatients Neurology Service with the following key responsibilities:

- To provide an evidence-based assessment, treatment and advisory service to clients with neurological conditions such as stroke, traumatic brain injury, Parkinson's disease, MS, spinal cord pathologies, MND.
- To work flexibly with all other members of the team to provide an integrated rehabilitation service to clients in accordance with the philosophy and operational policies of the team
- To see clients in inpatient or community settings such as their own homes, outpatient clinics or leisure facilities
- To manage a varied caseload comprising clients with a range of neurological diagnosis causing neurological impairments that often include musculoskeletal, orthopaedic, cognitive and communication impairments as well.

- To prevent hospital admission and facilitate discharge from, for example, local HASUs discharging early supported discharge patients following stroke
- To participate in departmental continuous professional development, education and training, audit and research projects.
- To manage a complex caseload using evidence-based clinical reasoning, critical thinking, reflection and analysis
- To use a client centred, goal-orientated rehabilitation approach.
- To participate in departmental clinical supervision that is responsive and personalised e.g. can take the form of formal training, clinical reasoning, peer review, case reviews and reflective practise.

Summary of Rotations

There are 2 rotations within the Camden Neurology and Stroke Service and 1 rotation in the St Pancras Neurorehabilitation Unit. These multidisciplinary teams include physiotherapists, occupational therapists, speech and language therapists, psychologists and rehabilitation assistants and are based at St Pancras Hospital.

The remit of the teams is to provide assessment and intervention for adults with neurological conditions. Clients will be Camden and Islington (Inpatients only) residents over 18 years' old receiving input in inpatient rehabilitation or community settings such as clinics, clients' homes and community facilities. The teams promote independence and community integration, and enable self-management where appropriate. Work with clients can vary from short episodes of assessment/ treatment to longer-term support or rehabilitation, but always follows a goal orientated approach. The teams are committed to clinical governance programmes and team members are encouraged to use an evidence-based practice model and to participate in research and audit programmes.

Rotations include physiotherapy provision in the Inpatient rehabilitation and Early Supported Discharge (ESD; stroke), and Neuroactive pathways in the community team. The largest patient groups seen are clients with a neurological Long-term condition (LTC) such as stroke, traumatic brain injury, Parkinson's disease, MS, spinal cord pathologies, MND.

Due to the changing nature of the health economy it can be anticipated that any of these rotation placements may convert to 7 day working to meet the needs of delivering the 5 year forward view.

Camden Neuro and Stroke Service (CNSS) – Community

Clients in the LTC pathway receive specialist assessment and rehabilitation for neurological conditions such as stroke, traumatic brain injury, Parkinson's disease, MS, spinal cord pathologies, MND. You will manage a LTC caseload during both rotations.

You will be part of a large multidisciplinary team providing a service in three different pathways focussing on different aspects of neurorehabilitation and disability management. Each rotation will have a focus (ESD or Neuroactive) but will always include a LTC caseload as well.

There are two rotations within the CNSS, a multidisciplinary team, based at St Pancras Hospital. The team has static and rotational posts and provides rehabilitation and intervention for adults with neurological conditions in community or outpatient settings.

1. Early Supported Discharge for Stroke:

Clients in the ESD pathway are seen 24 hours following discharge from local hyper acute stroke units. Due to the acute nature of this service and fast response times required ESD therapists will be supported by the whole team when a large number of referrals come in.

2. Neuroactive:

Neuroactive is a community exercise programme for people with neurological conditions unable to access mainstream leisure/exercise facilities yet. Groups are run two times per week and aim to: i) enable independent exercise (with support of carers/family as indicated) followed by transition to local gyms/ exercise groups; ii) reduce secondary complications associated with inactivity; iii) enable self-management of an individual's condition in the longer term.

St Pancras Neurorehabilitation unit

The 17-bedded inpatient rehabilitation unit at St Pancras Hospital provides a multidisciplinary assessment, rehabilitation and discharge planning service for adults residing in the Camden and Islington boroughs. The team of ten AHPs provide specialist input for clients with neurological diagnoses requiring complex rehabilitation, disability management and discharge planning.

3. Clinical

1. To be professionally and legally accountable for all work undertaken. To work within the standards and guidelines of the team, the Trust, and professional organisations within the rotation scheme.
2. To undertake a range of routine and specialist assessments as an autonomous practitioner (on an individual or group basis) which is evidence based and uses standardised assessments and outcome measures where appropriate.
3. To have a comprehensive knowledge of anatomy, neuro-anatomy, and links with impairments and how they can impact on function. To educate others when required. E.g. post stroke impairments and impact on function

4. To use clinical reasoning skills to interpret and analyse clinical and non-clinical facts to form an accurate diagnosis and with patient involvement determine an appropriate care plan based on knowledge of current professional opinion, clients prognosis, priorities and other physical, social, emotional and mental health issues.
5. To formulate and negotiate patient centred goals/ clinical objectives with clients, carers relatives, and other health professionals and ensure that these are reviewed and modified as appropriate.
6. To deliver evidence based treatment programmes within a team approach in a variety of settings ensuring that manual handling, therapeutic handling, patient education, exercise prescription and self-management resources comply with current national and local guidelines and are communicated appropriately.
7. To devise and manage a treatment plan tailor-made to the patient's presenting condition through, for example:
 - Functional rehabilitation
 - Exercise prescription
 - Equipment provision
 - Orthotic provision
 - Functional Electrical Stimulation trials
 - Community-based activities e.g. graded outdoor mobility programme
 - Pain relieving modalities
 - Education
 - Health Promotion
 - Addressing relevant psychosocial issues
 - Other treatment options.
8. To work collaboratively within a multidisciplinary team and routinely support an extensive range of sign-posting activities across multiple statutory and voluntary organisation e.g. referrals for further investigations, referrals within the team and referrals to other community services.
9. To manage a caseload of clients with complex needs with supervision and guidance as necessary from senior staff. To successfully monitor, evaluate and review physiotherapy treatment/interventions within a multi-disciplinary framework and to modify as necessary, taking a key worker role as indicated.
10. To ensure that the client understands the clinical reasoning process and the management plan and is supported to engage in self-management activities where possible.
11. Act as an advocate on behalf of clients and carers by adopting a client centred approach to support meaningful participation in life roles within Camden.

12. To advise and teach the relevant carers/health workers to participate in on-going physiotherapy/rehabilitation care programmes for clients, as appropriate
13. To modify the client's physiotherapy treatment/management plan as appropriate following ongoing re-assessment, risk assessment and evaluation of progress.
14. To support with discharge planning activities and risk assessments e.g. making recommendations for follow up therapy, determining equipment needs, supporting or completing community visits which vary in relation to local socio-economic and multi-cultural needs and supporting the completion of integrated discharge summaries.
15. To use knowledge of other multi-disciplinary roles and external agencies to ensure appropriate referrals are made as part of the seamless transfer of care into the community.
16. To represent the physiotherapy service at multi-disciplinary team meetings. This will involve providing information on clinical progress, risk assessments and engaging in team discussions to determine appropriate transfer of care options.
17. To actively participate in health promotion & health education initiatives and programmes in the locality.
18. To manage clinical risk within own and team caseload and delegate effectively to rehabilitation assistants with appropriate support from senior staff.
19. To be confident in the safe use and application of all equipment used in patient care and rehabilitation including the use of specialist equipment.

4. Management

1. To support departmental and trust strategies regarding Clinical Governance issues and be involved in the team's clinical governance plan.
2. To ensure that accurate and evaluative records of patient care, are maintained in accordance with the service policy e.g. accurate, contemporaneous and complying with local and national documentation standards
3. To prescribe, delegate, organise and monitor the work of assistants, undergraduate students to meet priorities on a daily basis.
4. To flexibly plan and organise own/ team time, prioritise caseload, administrative duties and meetings (including ward, departmental, service development managerial and supervision), and respond to unpredictable

workloads, working conditions and frequent interruptions with senior support as appropriate.

5. To participate in the Trust's appraisal and supervision schemes and contribute to the appraisal of rehabilitation assistants, physiotherapy assistants and newly qualified physiotherapists with support from senior staff.
6. To support and participate in the individual performance review system and ensure there is a commitment to lifelong learning e.g. able to evidence working to specified competencies and maintain a portfolio.
7. To support in the management of stock controls and the safe use of all equipment.
8. To ensure that all equipment defects, accidents and complaints are reported to the Team Leads immediately and that appropriate action is taken by those concerned.
9. To participate in the induction/ orientation of new staff members, visitors to the department.
10. To participate in the collection of statistics and audit programmes as required by the Service and evaluate own work and current practices through projects against national and local standards.
11. To attend, actively participate in and as required initiate and lead multi-disciplinary meetings, goal setting meetings and case conferences.
12. To participate in clinical and research projects, service development and the implementation of new policies and practices within the department.
13. To participate in the publicising, promotion and representation of the service.
14. To input and retrieve computerised information and to participate in the collation of accurate statistics and reports required for monitoring and evaluating the service.
15. To comply with the Organisations policies and procedures, and the Health and Safety at Work Act (1974).

5. Education

1. To utilise opportunities to develop skills and knowledge, apply critical appraisal and keep up to date with current practice in the rotational field and attend accredited courses where appropriate.
2. To participate in In-Service Training programmes, formal and informal training and support with any shared skills training across disciplines, teams, patient and carer groups as required.

3. To assist with the induction and development of students and support workers and act as a professional practice educator for physiotherapy students.
4. To actively participate in health promotion and health education initiatives within the service.
5. To participate in education programmes for client groups
6. To actively participate in the organisation and teaching of courses for newly qualified physiotherapy staff. e.g. Junior Care Courses.
7. To comply with all mandatory training: e.g. fire, domestic violence awareness, CPR, manual handling, child protection and adult protection.

6. Communication

1. To gain valid informed consent and have the capacity to work within a legal framework with clients who lack the capacity to consent to treatment
2. To use a variety of highly skilled verbal and non-verbal communication tools to ensure that the client and their carer understands the relevant individual education and advice. This includes clients:
 - of a non-English speaking background
 - requiring an interpreter
 - with a hearing impairment
 - with altered emotional states
 - with a cognitive/learning/behavioural disability
 - not understanding or accepting a clinical decision based on sound reasoning with communication deficits
3. To be able to motivate and persuade clients, carers and staff through effective evidence based communication skills, (with the benefit of verbal and non-verbal skills), for example, clients with communication difficulties, sensory impairments, cognitive difficulties, mental illness and those psychologically struggling to adjust to a life situation/ diagnosis.
4. To demonstrate the ability to communicate complex and sensitive information to clients, carers, staff and routinely use skilled interpreters to support with these activities where appropriate.
5. To produce written, electronic and verbal reports for the Multidisciplinary team, other health and social care providers as appropriate and provide copies to the patient/ carer.
6. To assist in managing conflict with support from senior colleagues, reporting any incidents to the Line Manager.

7. To liaise closely with colleagues/ supervisor on matters related to client care, service organisation and delivery e.g. attendance and participation in team meetings.
8. To maintain close links through communication and liaison between the multidisciplinary team members (health and social care, acute and community services and other services e.g. voluntary sector to ensure effective treatment , participation in family meetings/ case conferences and discharge planning activities.
9. To provide copies of all correspondence following agreement reached via discussion with the client. Ensure that information is conveyed to the patient in an accessible and meaningful manner using jargon free terminology.
10. To comply with the Trust and operational policy on all documentation.
11. To input all activity and statistically relevant clinical data required for information collection for managerial and patient care.

7. Research

1. To keep up to date with physiotherapy clinical practice and evidence own professional development and maintain a CPD portfolio which reflects the same.
2. To undertake an evidence-based project within each rotation and present findings to the multidisciplinary team for discussion and possible implementation of change.
3. To maintain and develop current knowledge of evidence based practice in each rotation through in-service training, watched assessments and treatments and one-to one teaching sessions. To develop knowledge of particular conditions and patient types.
4. To be actively involved in professional clinical groups in order to keep abreast of new developments applicable to rehabilitation and physiotherapy assessment and treatment.
5. Participate in a staff appraisal scheme as an appraisee and be responsible for own personal development plan and meeting competencies.
6. To participate in clinical governance activities such as local, national, service and profession specific audits to evaluate practice and implement evidence based changes, and participation in research activities.
7. To keep up-to-date in the developments in rehabilitation research and clinical practice.

8. Effort

1. To carry out client management with strong physical effort involving:
 - Repetitive movements
 - Static postures
 - Fitting and moving of equipment e.g. hoists, wheelchairs
 - Working in restricted spaces
 - In areas with artificial lighting, variable temperature and ventilation
2. Applying techniques which require dexterity, co-ordination and skilled precision
3. Community visits to clients may be made on foot, public transport, motorcycle, bicycle or car.
4. To cope with the mental effort of:
 - Thorough assessment. advanced clinical reasoning and provision of appropriate management
 - Conducting assessment and treatment at a variety of settings throughout the day
 - Simultaneous management of different aspects of the job description
 - Supervising assistant staff within the team
 - Developing best practice
 - Researching best practice
 - Maintain mental concentration whilst coping with frequent interruptions.
 - Carrying out clinical and environmental risk assessments in community settings and adapting work practice to minimise risk
5. To cope with the emotional effort of:
 - Supervising staff, discussing diagnosis and prognosis with clients and their carers, dealing sensitively with clients/families/carers that may have high levels of anxiety, presence of cognitive impairment and/or limited mobility.
 - Supporting other team members who are working with clients who may have high levels of anxiety and aggression due to pain, presence of cognitive impairment and/or limited mobility
 - Dealing sensitively with clients and their carers who may be distressed, such as when discussing realistic goals and discharge plans which may lead to exposure to anxiety and aggressive behaviour.
 - Discussing and addressing the role of psychosocial stresses within the scope of practice
 - Dealing with clients and their carers with a variety of both physical and mental health conditions.
- 6 To manage the environmental risks and demands of:

- Work autonomously in isolated community situations which vary in relation to local socio-economic and multi-cultural issues with telephone support available if required from senior therapists, and Team Manager/Leader
- Working within restricted spaces
- Working in areas where there may be poorly controlled pets.

7 To be exposed to unpleasant working conditions on a daily basis e.g. bodily fluids including sputum, vomit, urine, faeces and some infections, hydrotherapy chemicals and occasional exposure to verbal or physical aggression and unpredictable environments including clients' homes.

8. **CONFIDENTIALITY**

All information concerning patients/clients and staff must be treated as strictly confidential at all times.

9. **PROMOTING EQUALITY & VALUING DIVERSITY**

It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end the Trust has a Valuing Diversity in the Workplace Policy and it is for each employee to contribute to its success. As a member of staff of Camden Provider Services you have a personal responsibility to ensure and to support equality and value diversity. This means that you ensure that you do not discriminate, harass or bully or contribute to discrimination, harassment or bullying of a colleague, visitors or service users or condone discrimination, harassment or bullying by others. In addition, if you are a team leader, manager or director, you have a personal responsibility to promote and develop a culture that promotes equality and values diversity.

10. **HEALTH & SAFETY**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, clients and visitors.

11. **NO SMOKING POLICY**

There is a smoke free policy in operation in the Trust. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

Designated smoking areas or smoking rooms are not permitted. Support is provided for staff members who wish to stop smoking.

12. DATA PROTECTION

If you have contact with computerised data systems you are required to obtain process and/or use information held on a computer or word processor in a fair and lawful way. To hold data only for the specific registered purpose, and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed.

13. ACCESS TO HEALTH RECORDS

All staff who contribute to clients' health records are expected to be familiar with, and adhere to, the Trust's Standards of Records Keeping Policy. Staff should be aware that clients' records throughout the Trust will be subject to regular audit.

All staff who have access to clients' records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Trust's Confidentiality of Health Records Policy.

All staff have an obligation to ensure that health records are maintained efficiently and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that, on accepting their job description, they agree to maintain both client / client and staff confidentiality.

In addition, all health professionals are advised to compile records on the assumption that they are accessible to clients in line with the Access to Health Records Act 1998.

14. WASTE DISPOSAL

All staff must ensure that waste produced within the Trust is disposed of in such ways that control risk to health, or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

15. IMPROVING WORKING LIVES (IWL)

IWL is NHS-wide initiatives aimed at ensuring staff have good work/life balance, training, and support from their employer. The Trust is committed to maintaining a high standard of practice within IWL and, as such, staff have access to a wide range of flexible working options, childcare support, and many training and development opportunities.

16. PROFESSIONAL REGISTRATION

- I) If you are employed in an area of work which requires membership of a professional body in order to practice (e.g. HCPC for therapists), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to

advise you on which, if any, professional body of which you must be a member.

- ii) You are required to advise the PCT if your professional body in any way limits or changes the terms of your registration.
- iii) Failure to remain registered or to comply with the relevant code of practice may result in temporary downgrading, suspension from duty and/or disciplinary action which may result in the termination of your employment.
- iv) If you are required to have registration with a particular professional body or to have specific qualifications you must notify your manager on appointment of such fact and provide him or her with documentary evidence of them before your employment commences or, at the latest, on your first day of employment. Furthermore throughout your employment with the PCT, you are required on demand by your manager to provide him or her with documentary evidence of your registration with any particular professional body or in respect of any required qualifications.

17 RISK MANAGEMENT

All Trust employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff receive appropriate training, that a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee.

Managers are responsible for implementing and monitoring any identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Clinical Governance Committee or Risk and Assurance Committee if resolution has not been satisfactorily achieved.

18. REVIEW OF THIS JOB DESCRIPTION

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the

organisation. To be reviewed in conjunction with the post holder on an annual basis.

PERSON SPECIFICATION
ROTATIONAL BAND 6 PHYSIOTHERAPIST–COMMUNITY AND INPATIENT
NEUROLOGICAL SERVICES

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY *	DESIRABLE Where available, elements that would contribute to immediate performance in the job	SEE KEY *
Education and Qualifications	<ul style="list-style-type: none"> • Physiotherapy degree or equivalent Physiotherapy professional qualification • UK Health and Care Professions Council Registration • Evidence of relevant post-registration professional development training (CPD) relevant to neurological conditions or neurological treatment approaches. • Membership of Chartered Society of Physiotherapy 	A	<ul style="list-style-type: none"> • Membership of relevant Specialist Interest Group (e.g. ACPIN) • Completion of normal movement or movement science courses. 	A
Previous Experience	<ul style="list-style-type: none"> • Substantial previous NHS experience (or similar) working in core areas of physiotherapy including neurology, musculoskeletal, respiratory and rehabilitation. • Active member of a multi-disciplinary team • Experience of supervision & training of assistants or students. • Managing caseload of an area/ward including daily communication/interaction with all relevant parties. 	A/I	<ul style="list-style-type: none"> • Undertaken or participated in a service delivery project, quality improvement project or audit • Community based role • Previous Band 6 experience • Previous experience working as a band 6 specialist neurological physiotherapist • Experience of being a student clinical educator. 	A/I
Skills and knowledge	<ul style="list-style-type: none"> • Knowledge of NHS systems, policies, procedures and current changes. • Sound therapeutic and clinical knowledge about common neurological conditions. • Proven time management skills 	A/I	<ul style="list-style-type: none"> • Knowledge of relevant specialist treatment and adjuncts such as: spasticity management; vestibular rehabilitation, splinting or casting; posture and seating systems; FES; aquatic physiotherapy. 	A/I

	<ul style="list-style-type: none"> • Ability to organise and prioritise own caseload whilst managing others/ other service needs. • Evidence of compliance with local and regulatory patient record keeping. • Good written and verbal communication skills. • Applies evidence-based practice. • Ability to effectively recognise and manage clinical and non-clinical complications and risks. • Ability to work with patients who may display challenging behaviours. • Ability to work effectively within a multidisciplinary team. • Able to provide teaching/ training to variety of audiences e.g. colleagues within and outside the service, patients and their carers. • An understanding of clinical audit and quality improvement processes. • Experience of applying a variety of outcome measures. • Ability to formulate clear problem lists, treatment plans and goals. • IT literacy / presentation skills. 		<ul style="list-style-type: none"> • Undertaking of a clinical audit and/or quality improvement project. • Experience or training in behaviour change models/approaches (e.g. coaching skills, Motivational Interviewing, Bridges Self-Management). 	
<p>Attitudes, aptitudes, personal characteristics</p>	<ul style="list-style-type: none"> • Able to demonstrate CNWL values: compassion, respect, empowerment, partnership. • Self-motivated and self-directed. • Team worker. • Able to demonstrate resilient behaviour. • Able to work under pressure and be flexible. • Committed to personal and team development • Excellent communication skills and ability to adapt accordingly. • Evidence of good problem-solving skills. 	<p>A/I</p>	<ul style="list-style-type: none"> • Promotes and advocates for the physiotherapy profession. • Promotes and advocates for the neurological population. • Demonstrates a commitment to career development. 	<p>A/I</p>

<p>Other</p>	<ul style="list-style-type: none"> • Able to travel independently within local community. • Able to carry out moderate to intense physical effort throughout the working day. • Able to spend prolonged periods at a computer and with the ability to work from home when required, to meet the needs of the service. 	<p>A</p>		
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* **Key:** Measured by **A** = Application Form, **I** = Interview