

Job description

Position	Rotational Physiotherapist
Grade	Band 6
Location	Inpatient Therapies Department
Hours	37.5 hours per week
Responsible to	Head of Therapies

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.



modern • integrated • outstanding

patient at heart • everyday excellence • creative collaboration

Job summary

- To be a specialist Physiotherapist responsible for providing a high standard of assessment, advice, treatment and evaluation of patients referred to the acute Inpatient Physiotherapy Service. This may include patients with diverse presentations and complex physical and psychological conditions.
- To build on previous experience to further develop clinical and managerial competencies.
- To work as an autonomous professional according to the Chartered Society of Physiotherapy rules of Professional Conduct and Standards of Physiotherapy, and the Health Professions Council's regulations.

Scope and range

- To continue to develop specialist clinical skills, knowledge and experience through practice in a range of clinical settings which may include Medical, Care of the Elderly, Surgical, Critical Care, Orthopaedic wards, Emergency department and Emergency assessment unit and other in-patient areas, emergency on-call duties including paediatrics, in-service training sessions and specialist Personal Development as identified in Personal Development Plan.
- To maintain personal professional status by ensuring that the requirements laid down by relevant professional body for periodic registration to maintain personal professional licence are complied with. Exercise professional accountability as guided by the relevant professional body and maintained in accordance with the policies of the department and The Princess Alexandra Hospital NHS Trust.
- To regularly assist in the planning & delivery of departmental training and education sessions, to further professional and personal development for staff, working with the guidance and support of more senior members of staff if required.
- To maintain effective communication links with patients, carers and all other members of the MDT regarding patients' condition, including the completion of accurate clinical records in line with the trust and professional body codes of practice.
- To supervise Band 5 physiotherapist on rotation and assist in maintaining physiotherapy assistants competency.
- To be responsible for the clinical education and practice of Physiotherapy Undergraduates accepted on clinical placement.



- To actively participate in service improvement initiatives such as in planned research and audit.
- To participate on the Respiratory on call duties when rostered and weekend working in Orthopaedics and other clinical areas including the emergency department. To actively participate in 7 day working.
- To work as part of the multidisciplinary team (MDT) in the provision of a high standard of care to those patients referred to the acute inpatient physiotherapy service, to ensure the continuation of therapy on transfer or discharge as necessary
- Working without direct supervision, to hold responsibility for own caseload and the seamless transfer of physiotherapy care for a defined area of the service or a particular patient type supervision may take the form of regular formal training and clinical reasoning sessions, peer review or case presentations / discussions. Access to advice and support from a more Senior Physiotherapist is available if required, with clinical work not routinely evaluated by others.
- To assist the specialty Team Lead for acute inpatients, in the further development and the coordination of the provision of physiotherapy to acute inpatient wards.
- To be an advocate of patient safety and excellent patient experience while working in the trust.

Duties and responsibilities

Clinical Duties

- To undertake a comprehensive assessment and formulate a diagnosis of patients who may have complex conditions including multi pathology. Use well developed clinical reasoning to select appropriate assessment techniques that lead you to determine a clinical diagnosis of the patient's needs. This will involve seeking and sharing personal and potentially sensitive information with the patient.
- To analyse the information gained from the assessment to formulate an accurate prognosis for the patient and then discuss and agree goals and outcomes for treatment with them. To set realistic timescales for achieving these, often in conjunction with the aims and goals of the MDT.
- To ensure the patient understands and agrees to the treatment plan giving consent to it. This will involve negotiation and motivation skills



- To select appropriate treatment techniques from a wide range of specialist skills available and past experience. This could include therapeutic handling, electrotherapy, manual techniques (including respiratory), patient education, exercise groups, use of appliances, etc. The selection of techniques will be based on both theoretical and practical knowledge and evaluated past experience.
- To demonstrate the physical ability to carry out physiotherapy assessment and interventions, including manual physiotherapy techniques, therapeutic handling and the use of specialist equipment.
- To be personally responsible for all aspects of safety relating to equipment used. To be responsible for checking and/or teaching competency of more Junior Physiotherapists and non-qualified staff (including non –physiotherapy staff as necessary) in using equipment e.g. appliances, gym equipment, electrotherapy items etc.
- To produce clear written information and exercise programmes for patients to follow at home or when not with a Physiotherapist.
- To use developed clinical reasoning skills to review and evaluate patient progress and their current condition at each treatment session and to amend the treatment programme as appropriate to achieve agreed goals.
- To plan and undertake discharge of patients from Physiotherapy when agreed goals have been reached or treatment is no longer appropriate (e.g. the patient has reached a plateau or there is a change in their medical circumstances). To be able to negotiate this with patients who wish to continue treatment on an ongoing basis.
- To be able to correctly identify inappropriate referrals to Physiotherapy and have the confidence to refer on or back as required.
- To produce timely and accurate patient's records and reports in accordance with Health Professions Council and Chartered Society of Physiotherapy regulations.
- To work unsupervised without the support of Physiotherapy colleagues, to provide emergency evening, night, bank holiday and weekend Physiotherapy assessment and treatment for critically ill inpatients at Princess Alexandra Hospital. This includes the provision of specialist Physiotherapeutic advice to health colleagues. This also includes participating in a 7 day service.



Professional Duties

- The Physiotherapist must be able to adapt their communication, treatment, information and advice to meet asking them to undress for treatment and during assessments or treatments, which are likely to include the use of hands-on physiotherapy skills.
- The Physiotherapist must take a holistic view of the patient and their well-being considering all factors and not purely focus on a specific medical condition, sign or symptom.
- To be professionally and legally accountable for all aspects of own work including the management of patients in your care.
- To support and guide more junior Physiotherapists and non-qualified staff in both clinical and organisational skills.
- To deputise for more Senior Physiotherapy staff and delegate duties in a competent and safe way to Junior Physiotherapists and non-qualified staff.
- To take a lead for specific projects within own area of work to enhance patient care and service delivery (e.g. develop patient information leaflets).
- To exhibit and maintain a high personal standard of professional expertise, attitude and behaviour at all times in accordance with Chartered Society of Physiotherapy and local Trust, PCT and service policies.
- To be an active member of the Physiotherapy team recognising own responsibilities to and respecting other team members (both within your immediate work group and the service as a whole).
- To delegate tasks appropriately to Junior Physiotherapists, assistants, carers and other professionals considering the complexity of the task and the skills and competence of that person.
- To fully understand systems and procedures in place in your area of work to be able to implement them to contribute to the continuity and smooth running of the service. This may be in the absence of a more senior member of staff.
- To effectively manage and prioritise your own workload within the time available including the prioritising of patients to be treated along with other commitments in the day (e.g. meetings).



- To be able to delegate or arrange cover when required. To assist other staff to prioritise their workload and adjust own/team's plans to accommodate changes in demand.
- To efficiently manage a challenging caseload, demonstrating flexibility with varying levels of staff, varying complexity of patients and fluctuating numbers of patients on the caseload.
- To be able to work efficiently without direct supervision from more senior physiotherapists.
- To assist the specialty Team Lead for acute inpatients in the organisation and delivery of the weekend/on-call rota, for example by assisting in the delivery of internal training sessions as required. Patients seen will range from the vulnerable (e.g. elderly, mentally ill or those with poor memory) to those who are extremely well informed about their condition. Patients may have psychosocial difficulties or may be defensive due to past experiences e.g. abuse.
- The Physiotherapist must be sensitive to patients' own cultures, beliefs and emotions. They must demonstrate an awareness for equality and diversity.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



Person specification

Position	Rotational Physiotherapist
Grade	Band 6

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
Diploma/degree in Physiotherapy	E
Health & Care Professions Council registration as a Physiotherapist, or a UK-recognised accreditation	E
Postgraduate training relevant to the speciality	E
Member of the Chartered Society of Physiotherapy (or equivalent)	D
Member of special interest group	D

Experience	
Wide range of clinical placements and experience during training and junior posts	E
Experience giving presentations/leading teaching sessions for Physiotherapy colleagues or other professionals	E
Portfolio documenting continuing professional development	E
Experience working in the Emergency Department	D
Experience giving presentations to small groups	D
Respiratory on-call competent	D
Inpatient, outpatient and community setting experience as a Junior, supervision of assistants/admin staff	D
Specialist interests within Physiotherapy	D



Skills and knowledge	
Detailed understanding of a wide range of medical conditions	E
IT skills	E
Excellent written and verbal communication	E
Ability to organise and prioritise work	E
Able to work alone and as part of a team	E
Able to work on own initiative.	E
Ability to motivate others	E
An understanding of the changes within the NHS and the possible effects on Physiotherapy	E

Personal qualities	
Desire to expand skills	E
Enthusiastic	E
Self-motivated	E
Professional attitude	E