

Job description

POST

Senior Physiotherapist – Band 6
– Renal/Critical Care/Surgery/Urology

SALARY

£35,392 - £42,618 per annum
(pro rata where applicable)

CARE GROUP

Clinical Support Services

BASE

Kent and Canterbury Hospital

CONTACT

Inpatient Therapy Site Lead – Katy Sampson
Katy.sampson@nhs.net
07825 054160

Welcome to East Kent Hospitals

An opportunity has arisen for a Band 6 Physiotherapist to join our well-established renal team at Kent and Canterbury Hospital. The successful candidate will also have the chance to work within the surgery wards and critical care.

We are looking for an individual who is highly motivated & passionate about delivery of high-quality, person-centred care to the patients of East Kent. This hard-working team is striving to become a centre of excellence for renal care and you could help facilitate and be an integral part of this vision.

As a department we are friendly, supportive, forward thinking and want to help you progress in your career.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Band 6 Senior Physiotherapist

Role specific duties

- Assist Therapy Team Leader in planning, co-ordinating, delivering and evaluating the Therapy service provided to patients on a day-to-day basis.
- To take a major role for the Therapy team in the advanced assessment and treatment of patients who may have complex and/ or chronic presentation
- To manage daily a clinical specialist caseload in the therapy field, and be responsible for the assessment, formulation and treatments and to give highly specialised therapy advice to members of the MDT.
- To assess and treat renal, surgical or critical care patients. The work will mostly consist of inpatient work but may also involve some outpatient work including supporting ITU follow up group, amputee clinics, amputee class and claudication class.
- To actively work as a member of the multi-professional team to provide high quality therapy intervention to patients.
- The development of integrated care programmes and discharge plans working with the patient, their family/carers and the wider MDT and support patient flow through the hospital.
- To deputise for Band 7 on clinical and managerial issues within the team
- To be actively involved with training and audit within the Department
- To be an active student educator and also take on line manager duties for assistants and band 5s including appraisal, supervision and preceptorship lead
- Clinicians working at this level will be expected to evaluate their outcomes, review non-responding cases either with their peers or clinical specialists and refer on as appropriate using documented clinical reasoning.
- To ensure the best possible clinical outcomes by using up-to-date skills and adhering to evidence-based policies and procedures
- Ensuring the people using our services have a good experience by respecting, empowering and working in partnership with people throughout the care planning process
- Awareness of the commissioning priorities in their locality
- Be an active member of the respiratory on call and weekend rota.

Senior Physiotherapists work closely with all users of our services and their families, friends and carers who all play an invaluable contribution in how our users experience our services. Senior physiotherapists are expected to be kind and responsive but professional and informative and contribute to the quality of the services provided across the health economy by:

- Keeping the people who using our services as safe as possible through the use of sound clinical skills and effective risk assessments
- Ensuring the best possible clinical outcomes by using up-to-date skills and adhering to evidence based policies and procedures
- Ensuring the people using our services have a good experience by respecting, empowering and working in partnership with people throughout the care planning process



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to

demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Our NHS People Promise

We are committed to the NHS People Promise. We want our culture to be positive, compassionate, and inclusive – and we all have our part to play.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Katy Sampson, Inpatient Therapy Site Lead.
Katy.sampson@nhs.net Tel: 07825 054160



Person specification

| Requirements | Essential | Desirable | Method of assessment |
|----------------------------------|---|---|--|
| Qualifications and training | BSc Physiotherapist HCPC registration | Member of CSP | Application Form. Exam certificates |
| Clinical skills and experience | 18 months post graduate experience in relevant clinical area. Proven record of providing high quality intervention for high risk patients. Highly developed clinical skills in relevant area. Excellent written and verbal communication skills. Excellent organisational skills. Excellent time management. Up to date therapeutic moving & handling skills. Basic IT knowledge. Effective and strong team player. Knowledge of up to date clinical / evidenced based practice. | Clinical Audit. Competent presentation skills. Experience of Student or staff supervision | Interview and application form |
| Governance | Awareness of professional issues and recent developments in the NHS and Primary Care including Clinical Governance, NICE and CQC. Able to support the implementation of local and national agenda's for health under the guidance of the team lead / service manager. | | Interview and application form. |
| Personal/professional attributes | Ability to motivate and organise others to ensure best practice. Ability to work under pressure. Flexible and adaptable. Ability to prioritise care delivery in a professional manner, considering Trust policies and procedures. Ability to organise and manage own work. Ability to cope with change and use initiative | | Interview Application form |
| Other requirements | To be aware of and adhere to the Trust's Vision, Mission and Values. Own car and ability to drive | Member of Specialist Interest Group | Application form, interview questioning, reference |

The small print

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|---------------------------------|---|
| Band | Band 6 |
| Salary Scale | <p>£35,392 - £42,618 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p> |
| Hours of work | 22.5 hours per week |
| Annual Leave Entitlement | <p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p> |
| Pension Scheme | <p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p> |
| Contractual Notice | <p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p> |
| Probationary Period | <p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p> |

Dimension

| | | |
|-------------------------------|--------------------------------|---|
| Financial and Physical | Manages | <p>To be cost aware, utilising equipment and resources in an appropriate manner</p> <p>To adhere to processes and systems e.g. standing financial instructions.</p> <p>To ensure Department systems and processes are fit for purpose and staff are trained and equipped to operate them.</p> |
| | Impacts | |
| Workforce | Manages (Bands and WTE) | Responsible for self, allocated work load and time management Accountable and responsible to In Patient Therapy Team Leader, Supervising Band 5 Therapists and Rehabilitation Assistants. |
| | Located | |
| | Impacts | |
| Other | | <p>Flexible approach to working patterns to meet service needs.</p> <p>All terms and conditions in accordance with Agenda for change, national terms and conditions.</p> |

Communications and working relationships

| | |
|-----------------|---|
| Internal | <p>All colleagues within the therapy department</p> <p>Members of the multidisciplinary team, including admin and clerical staff</p> <p>Patients, carers and families</p> |
| External to NHS | <p>Professional bodies/unions</p> <p>Voluntary, Charitable and Statutory Providers</p> <p>Patients Representative Groups</p> <p>Higher and further educational institutions</p> |
| Other | <p>Consultants (other specialties & Directorates)</p> <p>General Practitioners</p> <p>Other NHS Trusts</p> |

Environment

| Category | Description/Definition | Frequency/Measures |
|---------------------------|--|--------------------|
| Working Conditions | To utilise developed skills in assisting patient care in a variety of unpredictable, awkward and | Frequent |



| | | |
|-------------------------|--|---|
| | <p>unpleasant conditions in hospital and in the community.</p> <p>Exposure (daily) to unpleasant working conditions such as highly unpleasant bodily fluids (possibly infected).</p> <p>Exposure to parasites.</p> <p>Use of VDU</p> | <p>Daily</p> <p>Occasional</p> <p>Daily</p> |
| Physical Effort | <p>To carry out treatments continuously throughout the day and to move patients and equipment regularly. This requires moderate physical effort and prolonged periods of concentration.</p> <p>Occasionally, intense physical effort will be required when handling patients.</p> <p>Standard IT skills Ability to travel across the health economy Clinical moving and handling</p> | <p>Daily</p> <p>Occasional</p> |
| Mental Effort | <p>Intense concentration for delivery of service and decision making. Work patterns vary according to needs of the service necessitating an ability to adapt to a changing workload throughout the course of the day</p> <p>To utilise developed skills in assisting patient care in a variety of unpredictable, awkward and unpleasant conditions in hospital and in the community</p> | <p>Daily</p> |
| Emotional Effort | <p>To deal sensitively with patients and relatives who may have high levels of anxiety and aggression. It will involve communication of difficult/sensitive information regarding treatment prognosis.</p> <p>Treatment of patients with chronic/degenerative disease conditions and occasionally dealing with dying patients/bereavement/terminal illnesses</p> <p>Direct exposure to distressing circumstances</p> | <p>Frequent</p> |

Most challenging part of the job

To deliver a therapy service to a particular clinical speciality to meet the Trust and government priorities.

To provide highly skilled clinical advice to the team and other therapy teams within the Department.

To use initiatives and demonstrate a calm sensitive disposition in face to face contacts with patients and clients and to be professional in all dealings with the multi-disciplinary teams.

To develop skilled staff that follow evidence-based practice.

To use initiative and demonstrate a calm and sensitive disposition in face to face contacts with patients and clients and to be professional in all dealings with them and healthcare professionals. Communicate effectively with all internal and external agencies to ensure best patient care.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

