

Candidate Pack

For

Band 7 Physiotherapist - Community Stroke Rehabilitation Team



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Our
values



The North Middlesex University Hospital NHS Trust is a medium-sized acute and community trust with over 525 beds and over 600 community staff, serving more than 600,000 people living across Enfield and Haringey and the surrounding areas, including Barnet and Waltham Forest.

The hospital has been on its present site for over 100 years and was established as an NHS trust by statute in December 1990. The Trust's services are provided on the North Middlesex University Hospital site as well as a range of community sites across the London Borough of Enfield, including at partner hospitals. They provide services in collaboration with a range of partners, including local GPs, acute, mental health and other community health service providers across North Central London.

In the year ending 31 March 2022, the Trust reported a turnover of £419.7m and employed almost 4,000 staff. Following the transfer of Enfield Community Services on 1st April 2023, this has increased as we have welcomed over 600 new staff including District Nurses, Community Matrons, Community Physiotherapists, Psychologists and many more across a wide range of adult and children's community services in Enfield. It is an exciting time to join North Mid as we continue our journey to become an integrated care organisation to deliver high quality, seamless care in our local communities, with a focus on tackling health inequalities.

North Mid is part of North Central London integrated care system – consisting of the NHS and Local authority organisations in Camden, Islington, Barnet, Enfield and Haringey. As with other ICS's, we are working increasingly closely with partners and indeed many of our financial and performance objectives are measured at this system level. Whilst all organisations remain as standalone, statutory bodies we have an ICS infrastructure for making shared decisions and agreeing shared approaches.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

Our Vision

At North Mid, we've set out sights on Trust North: a set of five clear ambitions which describe our vision for our Trust.





Additional Information

Location

Situated in North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

Benefits

We want to attract the best and brightest people to work at NMUH and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

Learning and Development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- A structured leadership and management development programme
- Core skills statutory and mandatory training programmes
- A 'one-stop' induction programme for all new staff – introducing you to the Trust, our values and our services
- A structured programme of learning for trainee doctors, student nurses and students across allied health professions
- A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity

- A wide range of Continued Professional Development (CPD) opportunities, working with
- partners – such as Middlesex University and University of Hertfordshire, to deliver training and development programmes and support

Health and Wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes:

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- An equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms

Pay and Annual Leave

- Generous annual leave: starting at 27 days and increasing after five and 10 years
- Maternity/paternity and shared parental leave schemes
- Sick pay for all substantive and permanent staff
- Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- One of the best pension schemes in the UK

Road Access and Public Transport

North Middlesex University Hospital NHS Trust is situated on the North Circular Road, the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London including Enfield and Winchmore Hill, which all have an excellent environment and schools. Silver Street main line railway station is a 5-minute walk away, with services direct to Liverpool Street Station and Seven Sisters underground Station.

Our community services are based in a various locations around Enfield including:

St Michael's Primary Care Centre, Gater Drive, Enfield, EN2 0JB
 Lucas House, 305-309 Fore Street, Edmonton, N9 0PD
 Forest Primary Care Centre, 308A Hertford Road, Edmonton, N9 7HD
 Chase Farm Hospital and the Skye Unit, The Ridgeway, Enfield, EN2 8JL
 Eagle House Surgery, 291 High Street, Enfield, EN3 4DN
 Highlands Health Centre, 3 Florey Square, Winchmore Hill, N21 1UJ
 Bowes Road Clinic, 269 Bowes road, Enfield, N11 1BD
 George Marsha Centre, St Ann's Hospital Site
 Bay Tree House, Enfield

For more information about the services available at these locations click [here](#)

Our Values and Expected Behaviours

You are part of Team North Mid, a workforce over 4,000 strong. A big part of working here is having a culture and values that help us to achieve our vision of delivering outstanding care to local people.

We are caring:

What it means	Our behaviours
<ul style="list-style-type: none"> We are compassionate and take time out to check on colleagues and patients We are understanding and recognise each other as individuals We are committed to improving our community for colleagues, patients and carers 	<ul style="list-style-type: none"> Showing empathy Being curious Showing humility Listening to others

We are fair:

What it means	Our behaviours
<ul style="list-style-type: none"> We respect and understand each other's differences and backgrounds We are consistent with providing realistic, clear expectations and constructive feedback We are always looking for opportunities to develop all our staff and our services 	<ul style="list-style-type: none"> Being consistent Listening to others Supporting each other

We are open:

What it means	Our behaviours
<ul style="list-style-type: none"> We embrace change and continuously challenge ourselves and colleagues to create meaningful improvement We ask for help when we need it; we offer help when we see a colleague struggling and we are always open to challenge We actively look for new ways of working and explore new partnerships across teams, divisions and organisations 	<ul style="list-style-type: none"> Speaking up Being curious Learning from mistakes

These values are extremely important to us and we expect everyone who works at the Trust in any capacity to share and uphold these values. Further information on the Trust's values is available on our website.

Ensure that any escalation of care concerns or safeguarding escalations are made robustly through the appropriate channel. Undertake audits and where appropriate cooperate with the corporate nursing team to maintain Trust standards of care.

Job Description

Position: Physiotherapist

Salary/Band: Band 7

Location: Your normal place of work will be St Michaels Primary Care Centre Enfield; however, you may be required to work at any other location of the Trusts interests, including travelling to appropriate meetings, outside of the Borough, as required.

Hours: 37.5 per week

Responsible to: Adult Community Therapies Operational lead

Accountable to: Clinical Lead Community Stroke Rehab Team

Key Working Relationships

Internal: Stroke rehab team, ERAS team, Adult SLT team, Community Rehab, Magnolia ward (inpatient stroke), Adult Community therapies administrative hub and wider MDT in Enfield Health.

External: Patients, family, care staff, Secondary care providers, social services and the voluntary sector.

Job Summary

To provide a very high standard of physiotherapy care to stroke survivors and their carers/family in a community setting, meeting the needs of the multicultural and diverse population.

Together with other senior staff to act as a resource for specialist advice to the rest of the community stroke rehabilitation service (CSRT) and therapy services, and others within wider multidisciplinary services.

Introduction to the Department

The Community Stroke Rehab Team provides stroke specialist rehabilitation for Enfield residents aged 18+ with an NCL GP. Care is provided in patient's home and local communities dependent on their functional goals. It is a multidisciplinary team with Occupational Therapists, Physiotherapists, Speech and Language Therapist, Psychologist and generic rehabilitation assistants to support patients to carry out treatment plans set by the therapists. We work closely with adult community therapies who are also located within St Michaels.

Organisation Chart



Community%20Stroke%20Rehabilitation

Duties and Responsibilities:

MAIN TASKS AND RESPONSIBILITIES:

1. To perform comprehensive specialist physiotherapy assessment of patients who have suffered a stroke, presenting with complex physical and psychological conditions, to provide a clinical diagnosis of their physiotherapy problems and develop and deliver an individualised treatment program.
2. To ensure all physiotherapy assessment are completed within agreed timescales.
3. To be responsible for the day-to-day organisation of the physiotherapy input to the CSRT service and manage a designated caseload, delivering care according the service specification requirements.
4. To support and educate patients and carers in managing complex physiotherapy/rehabilitation needs following a stroke.
5. To work closely with other agencies e.g. specialist equipment services, social services voluntary sector and private agencies to ensure physiotherapy treatment is fully integrated into the patients care programs where applicable.
6. To hold full responsibility for own caseload of patients, working without direct supervision.
7. Own supervision takes the form of regular formal training with peers, peer review and case conferences. Self-directed access to advice and support from a higher grade is available, as required, clinical work is not routinely evaluated.
8. To undertake all aspects of clinical duties as an autonomous practitioner.
9. To provide clinical supervision and support to less experienced physiotherapy staff, rehab assistants, technical instructors and students on placement and to support training and supervision of others in the MDT team.
10. To undertake evidence-based audit and projects to further own and others clinical practice. Make recommendations to the Manager for changes to practice in order to improve services to patients.
11. To contribute to and support the implementation of specific changes to practice or contribute to service protocols with support and guidance from the Manager.
12. To be aware of and highlight to line manager any clinical governance issues pertaining to your role and practice.
13. To contribute to the delivery of health promotion activities within the service and the wider Trust initiatives.

SPECIFIC DUTIES AND RESPONSIBILITIES

Clinical

1. To be professionally and legally accountable for all aspects of own work, including the management of patients in your care and work delegated to more junior or support staff.
2. To undertake a specialist and comprehensive assessment of stroke patients including with diverse or complex presentations/multi pathologies: using a high level of clinical reasoning and assessment techniques to provide an accurate clinical diagnosis.
3. To carry out joint assessments with others members of the MDT as appropriate.
4. Formulate and deliver individual physiotherapy treatment programs based on an extensive knowledge of evidence based stroke practice and have the expert knowledge and skills to apply a wide range of treatment options. Evaluate patient progress, reassess and modify treatment programs as required.
5. Develop comprehensive management plans in conjunction with other members of the multidisciplinary team. This includes recommendations based on sound clinical judgement, for referral/transfer to other in or outpatient services for specialist ongoing management. This will include discussion of patient care, patient progress and prognosis and involvement in ongoing management planning.
6. Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
7. Use an advanced level of verbal and non-verbal communication tools to communicate effectively with patients and carers to progress rehabilitation and treatment programs., especially as many stroke sufferers will have difficulties in understanding or communicating and require additional support to help them overcome some of their difficulties As well as being dysphasic they re often depressed. Some will have other co-existing disabilities e.g. deaf, blind or who may be unable to accept diagnosis and will need skillfully tailored communication strategies.
8. To provide spontaneous and planned advice and instruction to members of the MDT, patients, relatives, carers and other professionals to promote a full understanding of the aims of physiotherapy interventions and to ensure a consistent approach to patient care.
9. To use an advanced level of clinical and communication skills to deal effectively with contentious issues/situations surrounding patient management
10. Where appropriate to represent the physiotherapy service, CSRT Service or Trust regarding physiotherapy services provided to stroke patients.
11. Work within Trust clinical guidelines and CSP guidelines utilising a very good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
12. To be responsible for maintaining accurate, up to date, comprehensive patient treatment records in line with CSP and HCPC standards of practice and trust policies.

13. To ensure that resources for learning are up to date and available.
14. To comply with the Child Protection Policy and Enfield Protection of Vulnerable Adults policy where appropriate.
15. To communicate effectively and work collaboratively acting as a source of expertise working with other members of the Multidisciplinary Team to ensure efficient and appropriate management of patients.
16. When working in the community and domiciliary settings work as a lone practitioner in accordance with the Lone worker policy.

Professional

1. To be responsible for maintaining own competency to practice at a very high specialist level through CPD activities and maintain a portfolio which reflects personal development.
2. Maintain and develop current knowledge of relevant evidence based practice and undertake measurement and evaluation of your work and current practices through the use of outcome measures, evidence based practice audit and research projects, either individually or as part of a team.
3. To demonstrate a sound understanding of clinical governance and risk management and apply to the work situation including work delegated to support staff.
4. Teach, assess and contribute to the performance assessment and appraisal of less experienced physiotherapists, TIs and assistant staff, evaluating competence as appropriate.
5. Participate in the staff appraisal scheme both as an appraisee and as an appraiser and be responsible for complying with your agreed personal development programs to meet individual and service objectives.
6. With other senior therapists, be jointly responsible for the in-service training program, including tutorials, individual training sessions, delivering presentations and peer review. Attend external training as appropriate and identified in own PDP.
7. Be actively involved in professional clinical groups, Clinical Interest Groups, Peer Review Groups and other professional development activities such as journal clubs.
8. To support work experience students as required.

Organisational

1. To be responsible for organising and planning own caseload to meet service and patient priorities, adjusting plans as situations change/arise.

2. To prioritise referrals correctly and appropriately to ensure the service is delivered at an equitable rate and making best use of resources. To inform the Manager of issues relating to the waiting list.
3. To optimise the effective and efficient use of clinical and organisational skills and resources to ensure that you are highly responsive to clinical and local service priorities and needs
4. With other senior team members, to deputise for the Manager of this service in their absence as requested, taking responsibility for operational management of the team, attending appropriate meetings and reporting back.
5. To be aware of Health and Safety aspects of your work and implement any policies which may be required to improve the safety of your work area, including prompt recording and reporting of accidents to senior staff, and ensuring that equipment is safe.
6. To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.
7. To undertake the collection of activity data for use in service audit and for monitoring the service level agreement. In particular to complete RiO/other patient based system data in a timely fashion, fully complying with data quality requirements.
8. To keep patient and other confidential data secure in line with Trust policy.
9. To undertake any other duties considered appropriate to the grade by the Service Manager.

Effort

1. Carry out assessments and treatments of a wide range of conditions with moderate, mental and substantial emotional effort on a daily basis.
2. To undertake therapeutic handling of patients whilst complying with the Trust Manual Handling Policy and local therapeutic handling guidance at all times.
3. To deal sensitively with patients and carers who have high levels of anxiety and aggression as a result of their condition e.g. pain, loss of mobility, poor prognosis, cognitive impairment (e.g. dementia, learning difficulties) .
4. This job involves the potential exposure to unpleasant working conditions on a regular basis e.g. daily exposure to bodily fluids including sputum, vomit, occasional exposure to fleas, lice, verbal and physical aggression.
5. Working alone within people's homes where the working environment is outside of control e.g. potential exposure to cramped, poorly light, dirty and therefore not suitable for all treatments and interventions
6. On a daily basis to make decisions on allocation of limited resources which directly affect level of intervention to specific patients and have to justify those decisions to patients, carers and others.

7. To manage daily pressures resulting from interruptions and requests from other staff and carers requiring thoughtful, timely and decisive action and which necessitate the constant adjustment and reprioritisation of the work plan for self and team.

Communication

1. To deal sensitively with patients and carers who have high levels of anxiety aggression E.g. caused by loss of mobility and independence, cognitive impairment e.g. dementia or learning difficulties.

2. To ensure that patients and carers are involved in the planning of their care packages, using negotiation skills as appropriate.

3. Use a range of verbal and non-verbal communication tools to communicate effectively with stroke patients and carers to progress rehabilitation and treatment programmes. In this patient group in particular it will regularly include patients who may have difficulties in understanding or communicating.

4. To communicate regularly and effectively with other members of the physiotherapy service in order to ensure seamless physiotherapy provision to patients moving between different areas of the service and dealing with complex staff issues or work planning/scheduling

5. To frequently work with patients whose first language is not English, managing the complexities of interacting with them through the use of interpreters and other third parties.

People (HR) Management

1. Be lead in recruitment and local induction of therapy staff and Rehab assistants within the team

2. To lead in teaching/competency training, performance assessment and management, appraisal of less experienced physiotherapists and rehab assistants.

3. To supervise, performance manage and train less experienced Physiotherapists, Technical Instructors, Assistants and students within the team.

4. In association with the Service Manager to manage, in line with Trust policy, any identified capability or performance issues

Information management

1. To undertake the accurate collection of data for use in service reporting, audit and for monitoring the services KPIs and contracted performance . In particular to complete RiO/other patient based system data in a timely fashion, fully complying with data quality requirements.

2. To keep patient and other confidential data secure in line with Trust policy.

3. To be responsible for taking and transcribing formal minutes and create reports where required.

Service Development

1. To be lead , in association with the Service manager and with other senior staff , the service development activities for the community stroke rehab team and Adult Therapies services.

2. Undertake evidence-based projects

3. Lead in gap analysis of NICE and other relevant guidelines, developing best practices and protocols.

4. To contribute in creating or implementing policies or protocols and support team members for changes to working practices in line with EBP.

5. To contribute in business continuity planning when required.

Resource Management

1. To be responsible for maintaining stock of therapy related equipment

Systems and Equipment

1. Be responsible for the safe and competent use of all relevant equipment by physiotherapists within the service, such as mobility aids and electrotherapy, including through documented teaching and supervision of practice.

TRUST POLICIES

Probation

Employment by the Trust is subject to a six (6) month probationary period, during which time you will be required to demonstrate to the Trust's satisfaction your suitability for the position in which you are employed. During your probationary period, your employment may be terminated by you or the Trust by providing one (1) week notice in writing.

Equality, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

Data Protection and Caldicott

To obtain, process and use information (held on computer and/or manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the Data Protection Act 2018, other legislation and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. When using email to transmit person identifiable information within or outside the Trust, the Trust Email Policy must be strictly followed.

Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

Smoking Policy

The Trust provides a smoke free work environment.

Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

Organisational Change

As services develop and change, the post-holder may be required to undertake other responsibilities within the Trust.

Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post-holder

PERSON SPECIFICATION

Post: Senior Physiotherapist

Department: Band 6

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	<p>Recognised Diploma/Degree in Physiotherapy</p> <p>Evidence from C.P.D. portfolio of ongoing relevant post-graduate training both theoretical and practical to a high level.</p>	<p>Post-graduation/Msc in relevant area (elderly care /neurology)</p> <p>Membership of professional body or interest group.</p> <p>Leadership training</p> <p>Any other relevant training & education</p>	Application Form and Interview
Skills and abilities	<p>Ability to work as an autonomous practitioner.</p> <p>Ability to process, manage and communicate complex information. To do this in a sensitive and clear manner in order to ensure optimum understanding and cooperation.</p> <p>The ability to recognise and work with diversity.</p> <p>Fluent in written and spoken English including the ability to generate letters and reports of a high calibre.</p> <p>Advanced clinical reasoning and problem solving skills within stroke care and other relevant clinical areas.</p> <p>Competent IT skills (e.g. Rio, excel)</p>	<p>Good presentation skills.</p> <p>Experience of organising internal or external training session/course</p>	Application Form and Interview

	<p>Ability to deal with difficult situations involving conflict and/or distressed patients/carers/staff.</p> <p>Ability to prioritise own and others workload within a busy environment.</p> <p>Ability to supervise and teach.</p> <p>Audit/evaluation skills.</p> <p>Able to demonstrate good clinical leadership</p>		
Experience	<p>Experience at band 7 level or significant experience at band 6 level/equivalent in adult neurology, especially stroke care.</p> <p>Demonstrate appropriate postgraduate experience working across physiotherapy core areas to support the rehabilitation needs of the patient.</p> <p>Experience of working as part of MDT team in the NHS, goal planning and developing care plan.</p> <p>Experience of working in community services</p> <p>Active contribution to training Others</p> <p>Keen appreciation of own role and those of others within the service.</p> <p>An advanced breadth of knowledge about stroke care</p>	<p>Previous experience at band 7 level in neurology/stroke.</p> <p>Experience of 7 day service delivery</p> <p>Experience of leading project/audit and leading change.</p> <p>Knowledge of stroke pathway and North central London partnership working.</p>	Application Form and Interview

	<p>and evidence based/best physiotherapy practice relating to the delivery of stroke care services.</p> <p>Suitable post graduate course relevant to stroke care (e.g- pain management, tone management)</p> <p>Remain updated with professional practice and new research.</p> <p>Sound understanding of own knowledge and development needs and learning style.</p> <p>Have an excellent understanding of clinical governance in relation to physiotherapy and the ability to apply principles to stroke care.</p> <p>Comprehensive understanding of what supporting services are available to people in their own homes</p> <p>A good working knowledge of the NHS, NHS Long term plan, stroke and other relevant national guidelines, and their impact on service delivery.</p> <p>Awareness of current issues/developments pertinent to own profession and field including legal frameworks.</p>		
Personal qualities/ Knowledge / Awareness /	Ability to meet mental and physical demands of the post including travel.		Application Form and Interview

Understanding	<p>Reliable, flexible, motivated diplomatic team worker who is able to demonstrate initiative, good time management and organisational skills</p> <p>Able demonstrate a strong commitment to delivering patient focused care.</p>		
Values	Demonstrable ability to meet Trust values		Interview/ assessment
Other requirements	Car owner/ driver with valid UK driving license with access to car for work use.		Application Form and Interview