

**Saving *lives*,  
Improving *lives***



**Northern Care Alliance**  
NHS Group

Salford | Oldham | Bury | Rochdale | North Manchester

# Northern Care Alliance

## Job Description & Person Specification



## Choose to make a Difference

Be developed • Be supported • Be inspired • Be empowered • Be rewarded • Make a difference



# We're thrilled you're thinking of joining us!

The Northern Care Alliance is an NHS Group formed by bringing together two NHS Trusts, Salford Royal NHS Foundation Trust and The Pennine Acute Hospitals NHS Trust.

As an NHS Group, we can deliver a more co-ordinated way of providing safe and sustainable local health services, consistent with the concepts of standardisation of best practice across our hospitals and community services in Greater Manchester.

Our four Care Organisations (Salford, Oldham, North Manchester, Bury & Rochdale) provide services to over one million people in Greater Manchester and the North West.

We employ 17,500 staff, have a combined operating budget of £1.3bn and provide 2,000 beds.

## **The Alliance was formed:**

- To provide safe, reliable and high-quality care
- To provide economies of scale
- To improve management of healthcare at a local level
- To bring together health and social care in each local area.

The Alliance provides a range of healthcare services including five hospitals and associated community services - Salford Royal, The Royal Oldham Hospital, Fairfield General Hospital in Bury, Rochdale Infirmary and North Manchester General Hospital.

Using our mantra of 'Saving lives, Improving lives', the aim is for our Care Organisations to work closely with the communities they serve to deliver safe, high quality and reliable care, which are trusted, connected and pioneering.

We are creating an environment each individual will be inspired and empowered by to be the best they can be. Thanks to our size and geographical reach, we are able to offer an abundance of career opportunities, internal mobility and development opportunities that cannot be met elsewhere. This is a really exciting time to join our new team.



# Our Values

We have four core values which are a focus for how our staff and volunteers work with each other to provide care for our patients. We think of our values as a set of guiding principles to refer to when making decisions and interacting with people and they help us to work together to continuously improve the organisation and ourselves.

These core values form part of the Organisations Performance Framework which regularly reviews how staff are performing.

## Patient & People Focus

This value enables us to place the patient first we everything we do.

All staff are required to demonstrate that they:

- Communicate effectively with patients, families and colleagues
- Pro-actively personalise the service, connecting with patients and carers
- Adopt and practice the 'safe, clean, personal' ethos.

## Continuous Improvement

This value ensures that the organisation including individual staff are always moving forwards and improving the ways things are done.

All staff are required to demonstrate that they:

- Look at ways of measuring and auditing improvements
- Pro-actively develop goals and objectives in support of the Trust's vision
- Identify opportunities to reduce waste and inefficiency.

## Accountability

This value enables us all to recognise our own part in keeping our organisation 'safe, clean and personal' in the way we care for people.

All staff are required to demonstrate that they:

- Are transparent and results focused
- Display personal accountability towards problem-solving
- Recognise and accept accountability beyond job role.

## Respect

This value is about respecting patients and colleagues alike, and also the on-going reputation of the organisation.

All staff are required to demonstrate that they:

- Are supportive and empower staff involvement
- Are consistent and understanding of others and their needs

# Job Description

**Job Title: Senior Physiotherapist**

<b>Job Title:</b>	<b>Senior Physiotherapist</b>
<b>Band:</b>	<b>Band 6</b>
<b>Reports to:</b>	<b>Team Leader Physiotherapist</b>
<b>Responsible to:</b>	<b>Operational and Professional Lead</b>
<b>Base/Department:</b>	<b>Physiotherapy</b>

Your normal place of work is Oldham Care Organisation or such other location within The Northern Care Organisation (formally Pennine Acute Hospitals NHS Trust) or its associated sites where you may reasonably be required to work for the proper performance and exercise of your duties.

## Main Tasks & Overview of Responsibilities

The post holder will work autonomously within Trust policy and professional practice and maintain accurate and comprehensive patient records.

To perform specialist assessment and treatment of patients and determine a clinical diagnosis, develop, implement, evaluate and modify individualised treatment programmes, ensuring appropriate pathways of care and communication via liaison and referral to other agencies as required. The patient will present with acute or chronic conditions, some of which may be complex.

For rotational post -

To participate in the Band 6 rotational scheme, which may involve working in a range of ward settings - Orthopaedics, Medicine/Infectious Diseases unit, Acute Medical Unit.

To be responsible for your own clinical caseload in a defined clinical area. To work as a member of a multi-disciplinary team (MDT) with indirect clinical supervision.

To supervise junior physiotherapists and therapy assistants.

To comply with statutory requirements for physiotherapy and with the Chartered Society of Physiotherapy and HPC standards and codes of professional conduct

To access supervision and support from a senior physiotherapist. Clinical work is routinely peer reviewed and audited. Supervision takes the form of regular formal and informal training, clinical reasoning sessions and reflective practice.

To deputise for the team leader as required.

To be responsible for the personal development plan (PDP) of an identified junior team member.

## **Communications and Relationships**

To ensure effective internal and external two-way communication with patients, carers and all other health, educational and social care professionals regarding all aspects of patient care, providing advice and support as appropriate to meet the patient or service needs. This also involves working with colleagues in a professional manner in order to provide the optimum service possible.

To provide spontaneous or planned advice, teaching and instruction to patients, relative, carers and other professionals, including trainees, which may be in response to complex, sensitive or contentious situations. This requires empathy, motivation, persuasion and reassurance. Communication skills will be required where there are barriers to understanding, resistance or compliance e.g. where English is the second language, patients who are dysphasic, visually or hearing impaired or patients who may be unable to accept the diagnosis.

To provide specialist assessment and advice for the multi-disciplinary team and actively participate in MDT meetings as appropriate.

## **Partnership working**

To work in various locations, as agreed with the line manager, as per patient needs and service requirements.

To represent the Trust externally at a local level regarding physiotherapy services e.g. on specific working parties, partnership working with relevant external agencies.

## **Analytical and Judgmental Skills**

To interpret and analyse clinical and non-clinical findings using advanced clinical reasoning and problem solving skills to form accurate diagnoses and prognoses in a wide range of complex conditions and to recommend the appropriate intervention and develop comprehensive care management and discharge plans.

To evaluate the effectiveness of treatment and modify accordingly, in discussion with senior physiotherapy clinicians as appropriate.

## **Planning and Organisational Skills**

To manage designated workload and prioritise referrals/workload as appropriate.

To accept clinical responsibility for a designated caseload of patients seeking advice as required and to organise this efficiently and effectively with regard to clinical priorities and use of time.

To manage designated workload and prioritise referrals/workload as appropriate.

To provide the senior staff/managers with advice/information to assist the planning and development of the service, to achieve the departmental objectives.

## **Physical Skills**

To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling.

To use a range of manual physiotherapy skills when implementing a programme of care, demonstrating highly developed dexterity, co-ordination and palpatory sensory skills for assessment and manual treatment of patients.

## **Responsibility for Patient Care (including Freedom to Act)**

To work as an autonomous practitioner and be professionally and legally responsible and accountable for all aspects of work including the management of patients in your care in accordance with Trust and professional guidelines. To ensure a high standard of clinical care for patients with appropriate support from senior physiotherapists and to support more junior staff to do likewise.

To practice within the CSP Code of Professional Conduct.

To gain consent and undertake physiotherapy assessment, clinically diagnose, and formulate and implement treatment plans using specialist knowledge and experience. This will include the treatment of complex patients in a manner that respects people's choice, privacy, dignity and individuality.

To monitor the appropriateness of referrals, obtaining information relevant to patient care and ensuring appropriate discharge/ongoing care with support from senior physiotherapy clinicians, as appropriate.

To give advice, teaching and training to patients, carers and other health education and social care professionals, as appropriate to ensure provision of good patient care.

To assist with the training and supervision of other team members including, junior physiotherapists, physiotherapy assistants, clinical support workers and student physiotherapists.

To participate in the provision of weekend, bank holiday and extended hours as appropriate to the post/clinical area. This work may be incorporated into contracted hours or may involve working additional hours.

To ensure a high standard of patient care is provided assisting senior physiotherapy clinicians in implementing and reviewing clinical standards relevant to the work undertaken.

### **Every Contact counts**

Advise on appropriate areas of health and well-being (following agreed guidelines) and signposting to appropriate local services.

### **Responsibility for Policy/Service Development**

To comply with the national, professional, Trust and departmental policies and procedures and to be involved in the reviewing and updating of department policies and procedures with managers and senior physiotherapy staff as appropriate.

To actively participate in the professional development programme of the physiotherapy department.

To contribute to the team at an operational level to ensure efficient running of the service and effective dissemination of information.

To comply with professional, clinical and departmental standards of the team. To assist with the monitoring of the standards and the implementation of changes as appropriate.

### **Responsibilities for Financial and Physical Resources**

To ensure that any equipment in need of repair, is taken out of service and reported to the senior of the appropriate department and to be responsible for the issue and safe use of equipment used in carrying out patient duties and to adhere to the appropriate departmental policies.

## **Responsibilities for Human Resources**

To be involved in the organisation of and actively participate in the department in-service training programme e.g. delivery of in-service training programmes/tutorials to all staff working within the department using various formats e.g. power point presentations, practical demonstrations.

To attend relevant training courses as identified through yearly appraisals and personal development plans and disseminates information as required. Incorporate acquired knowledge into working practice as appropriate and following discussion with senior colleagues.

To participate in the appraisal system of the physiotherapy department taking responsibility to comply with an agreed personal development plan.

To participate in clinical supervision and peer review and maintain an up to date CPD portfolio including evidence of experiential learning, reflective practice and any relevant training or experience. This should demonstrate responsibility for maintaining own competency to practice.

To maintain and develop current knowledge of evidence based practice in the areas of each rotation, developing specialist knowledge of particular conditions and patient types.

To be responsible for clinical supervision and education of student physiotherapists to graduate level on physiotherapeutic skills and knowledge within core clinical areas.

To supervise work experience students.

To decide priorities for own case load, balancing other patient related and professional demands with support and guidance as required from senior physiotherapy staff.

To assume delegated responsibility in the absence of the senior/team leader e.g. study leave, annual leave, short periods of sickness.

To assist with the training, supervision and performance management of junior staff and physiotherapy assistants as required which includes informal supervision/peer review and appraisal. Assist in identifying and implementing appropriate learning opportunities.

To take other health care staff in observational capacity. E.g. healthcare assistants, student nurses, trainee assistant practitioners.

## **Responsibility for Information Resources**

To generate, collect, analyse and disseminate data as required for the service, both manually and computerised.

To maintain accurate, comprehensive and up-to-date documentation in line with legal and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of letters and reports.

## **Responsibilities for Research and Development**

To regularly participate in clinical governance initiatives measuring and evaluating individual and the teams' clinical practice within each rotation e.g. continual professional development (CPD), clinical effectiveness, clinical audit and research.

To ensure treatments offered to patients are based on the best available clinical evidence.

## **Health & Safety**

Ensure they attend induction and regular update training on risk management policies and procedures.

Ensure they identify through risk assessment, any risks they feel exist within their department or during the delivery of their service.

Ensure they provide incident reports and supporting documentation for any unexpected event or incident they are involved in.

This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids, unpleasant smells and occasional exposure to verbal and physical aggression.

This job may involve having to deal sensitively with distressing or emotional circumstances regarding patient care.

## **General Staff (including junior doctors/volunteers/contractors/honorary contract holder/locums/agency bank**

You have a personal responsibility to support your department/ward/clinic in reducing hospital acquired infection. You must comply with the Trust's policies on

infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager.

## **Safeguarding**

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. You will be expected to fulfill your mandatory safeguarding training at the level applicable to this role.

DBS Disclosure checks are carried out for all new appointments who have access to children or vulnerable adults or other positions of trust which are exempt from the Rehabilitation of Offenders Act 1974. Disclosures are also requested for existing staff who voluntarily apply for a different job within the Trust, which is subject to DBS checks, and are successful.

## **Code of Conduct**

Professional staff that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Staff who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

This job description is intended to be a general guide to the duties and responsibilities of the post and not a rigid, inflexible specification. It will be subject to annual review in the light of changing circumstances and following consultation with the post holder.

## Person Specification

	<b><u>ESSENTIAL</u></b>	<b><u>DESIRABLE</u></b>	<b>METHOD OF ASSESSMENT</b>
<b>QUALIFICATIONS</b>	<p>Degree in Physiotherapy or equivalent.</p> <p>HPC registration.</p> <p>Evidence of CPD in the form of a detailed personal development portfolio.</p> <p>Evidence of relevant post graduate training.</p>	<p>Evidence of relevant post graduate training/courses in specific clinical areas appropriate to post.</p> <p>Membership of relevant special interest group.</p>	<p>Application form Certificate</p> <p>Application form Certificate</p> <p>Application form Portfolio</p> <p>Application form Certificate Portfolio</p>
<b>EXPERIENCE</b>	<p>Appropriate level of post registration experience.</p> <p>Previous experience across a broad range of junior rotations.</p>	<p>Research and Development awareness and/or experience.</p> <p>Audit experience.</p> <p>Leadership experience.</p> <p>Previous experience in a Senior role.</p>	<p>Application form</p> <p>Application form Interview</p> <p>Application form Portfolio.</p> <p>Application form Interview</p> <p>Application form Interview</p> <p>Application form Interview</p>
<b>SKILLS/ KNOWLEDGE</b>	<p>Advanced clinical reasoning skills (in specific clinical area.)</p> <p>Specialist knowledge in anatomy and physiology to support relevant clinical skills.</p> <p>Knowledge of areas of</p>		<p>Interview Portfolio</p> <p>Interview</p> <p>Application form Interview Portfolio</p>

	<p>clinical governance including quality, audit and risk management.</p> <p>Basic understanding of computers and their applications. Excellent written and verbal communication skills.</p> <p>Able to present information in a clear and logical manner.</p> <p>Proven organisational skills including time management, effective delegation and prioritisation and the ability to complete a task.</p> <p>Ability to work with and motivate others within a team.</p> <p>Ability to work autonomously within a clinical area with senior support.</p> <p>To comprehend and work within the Trusts policies of data protection, confidentiality, equal opportunities and Health and Safety to meet the differing needs of patients.</p>	<p>Presentation skills.</p> <p>Teaching, Supervisory and Appraisal skills and experience</p>	<p>Application form Portfolio</p> <p>Application form Interview Portfolio</p> <p>Interview Application form Interview</p> <p>Application form Portfolio Interview</p> <p>Application form Interview Portfolio</p> <p>Application form Portfolio Interview</p>
<b>PERSONAL QUALITIES</b>	<p>Physically fit and able to comply with the Trusts moving and handling guidelines subject to reasonable adjustments under the terms of the Equality Act 2010.</p>		<p>Application form</p> <p>Interview</p>

	<p>Ability to work within a stressful and unpredictable environment.</p> <p>Flexible to meet the needs of the service.</p>	<p>Member of the Chartered Society of Physiotherapy.</p>	<p>Application form Interview</p> <p>References</p> <p>Portfolio Certificates</p>
<p><b>OTHER</b> <i>(Please Specify)</i></p>	<p>Able to travel between sites. Where the post involves community work and/or on call, access to transport is essential</p>	<p>Access to a car/assisted driver.</p>	<p>Application form Interview/Driving licence</p>

