

Agenda for Change: Job Description

Post Title:	Physiotherapist Specialist – Static B6 Working one of defined clinical areas: 1. Div D – Wessex Neuro, Acute stroke unit
Directorate/Department:	Therapy Services (PT/OT)
	Support Services, Division C
Agenda for Change Band	Band 6
Hours Per Week:	Up to 37.5 hours per week, 7 day working Working according to the needs of the designated clinical area and Therapy Services
Accountable to:	Head of Therapies via Divisional Therapy Manager Professional Lead PT
Main Purpose:	The postholder is responsible for the clinical care of patients within the defined clinical area working under direction of their Clinical Team Lead and Divisional Therapy manager
Key Working Relationships:	Head of Therapy Services Divisional Therapy manager B7 Therapy Clinical Team Leads MDT Staff within defined clinical area All staff within Therapy services
General Duties Clinical	<p>To undertake a specialised clinical caseload of complex patients as an autonomous practitioner, according to service needs, using clinical reasoning skills and evidence based practice to provide daily patient assessment, diagnosis and treatment, supporting appropriate and timely discharge</p> <p>To work in the community as per the trust and local therapy department lone working policies and on the acute wards/ in clinics as required</p> <p>To maintain and develop a broad knowledge of treatment modalities according to clinical area e.g. airway clearance techniques, non invasive ventilatory support, manual therapy techniques, exercise prescription, hydrotherapy, splinting</p> <p>To use therapeutic handling of a patient for personal care and therapy, including toileting, dealing with incontinence and the handling of body fluids, wound fluids, hand hygiene. Using in-depth knowledge evidence based practice and protocols to support positioning, post surgical precautions and increasing tone during rehabilitation.</p> <p>To recognise own limitations and seek advice from senior clinicians within Therapies and the wider MDT to ensure correct treatment regimes are adhered to.</p> <p>To provide specialised clinical therapy advice both within the Trust and</p>

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<p>Managerial</p>	<p>externally to other team members and healthcare professionals, as necessary</p> <p>Follow standards and policies for clinical practice in conjunction with other senior therapists in defined clinical area to ensure a co-ordinated and effective Therapy service</p> <p>To work as part of the multi-disciplinary team to ensure effective communication and facilitate appropriate patient care.</p> <p>To communicate complex and sensitive information to patients/carers/staff, where there may be barriers to communication</p> <p>Ensure confidentiality at all times and ensuring sensitivity to the audience's level of understanding and prior knowledge.</p> <p>To be responsible for keeping accurate and timely written and electronic patient records and statistical information. This may include written reports of functional ability and specialist assessments.</p> <p>To participate in the weekend Therapy, BH, twilight and on-call rota as the service requires – dependant on clinical area</p> <p>To manage your own time by prioritising competing service requirements, seeking guidance from senior Therapists where necessary.</p> <p>To deputise for Band 7 therapist and provide clinical leadership according to service need e.g. at weekends.</p> <p>Freedom to act Freedom to take action based on own interpretation of broad clinical/professional polices where necessary. To be professionally and legally accountable for all clinical interactions as documented above.</p> <p>To work within UHS and HPC clinical and professional guidelines, to have a good working knowledge of national and local standards and then to develop and maintain quality standards of service</p> <p>To manage identified B2-5 staff daily and undertake supervision, manage performance issues and lead staff appraisals according to line management structure.</p> <p>To be involved in the recruitment and induction of new staff as requested by the Divisional Therapy Manager</p> <p>Develop and manage team-working amongst staff and with other relevant colleagues</p> <p>Create and maintain necessary conditions to achieve high standards of professionalism and productive working</p>
<p>Education and Training</p>	<p>To undertake a clearly identified departmental duty within Therapies, e.g. health and safety rep, as identified by Divisional Therapy Manager</p>

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	<p>Maintain up to date knowledge of clinical issues relevant to your clinical area and their likely effect upon Therapies</p> <p>To be actively involved with in-house training and teaching of specialist skills relevant to clinical area, to Therapy staff and MDT</p> <p>Ensure continuous professional and mandatory training and development for yourself and B2-5 Therapy staff within your team according to line management structure and that it is recorded and reported on as requested</p> <p>Maintain contacts with professional bodies and networks to provide resources of clinical and professional knowledge and expertise for staff</p> <p>Actively undertake R&D and audits within your clinical area working in conjunction with the Therapy R&D Lead</p> <p>Be involved in the clinical training of students within the dept working with student placement co-ordinators</p> <p>To act as a mentor to one allocated B5 on the Therapy Preceptorship Programme as requested.</p> <p>Responsibility for ensuring: Appropriate medical records are maintained ensuring compliance with the agreed record keeping systems of the Trust.</p> <p>Informed consent to treatment is obtained and documented in accordance with Trust procedures</p> <p>New and replacement equipment is not used by self or staff until it has been commissioned in accordance with Trust policy.</p> <p>Appropriate risk and other assessments are completed and documented in a timely manner in accordance with Trust policy.</p> <p>Defective equipment is reported and made safe without delay in accordance with Trust procedures.</p> <p>Annual Leave is requested in line with the Trust Policy</p> <p>Sickness and Maternity Leave is notified to the department in accordance with the Trust Policy</p> <p>Informing and up-dating the department of your whereabouts at all times during working hours</p> <p>Following UHS uniform policy at all times</p>
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IMPORTANT ADDITIONAL INFORMATION RELATING TO YOUR EMPLOYMENT

Duty of Care	<p>You are responsible for ensuring that the patient, family and carers are at the centre of everything you do.</p> <p>Be open, honest and willing to acknowledge when something has gone</p>
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	<p>wrong. Make timely apologies and take action to report incidents, including near misses; to ensure that as an organisation we learn.</p> <p>You should continuously seek to reduce harm by speaking up to managers and leaders if you believe that a lack of skills, knowledge or resources place patients at a risk of harm or if your concerns are not being listened to. Managers and leaders must listen to others when they raise concerns and take action.</p> <p>Wholeheartedly commit to learning about safety, continually striving to improve excellent care. Develop your own ability to detect and correct defects.</p>
NHS Standards of Business Conduct and Professional registration	<p>All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.</p> <p>All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.</p>
Living our values every day	<p>All staff are expected to strive to make the Trust values ‘what we do’ – to inspire, develop and support every one of us to live our values; every patient, every colleague, every day.</p> <p>Each post holder is expected to ensure they live the values of:</p> <ol style="list-style-type: none"> 1. Patients First 2. Always Improving 3. Working Together <p>These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff and partners in continuing to improve the experience people have using and delivering our services</p>
Health and Safety:	<p>Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare</p>
Infection Prevention and Decontamination of Equipment:	<p>All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.</p>
Child Protection/Safeguarding	<p>All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.</p>
Confidentiality	<p>All employees of Southampton University Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.</p> <p>Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.</p> <p>This job description will be reviewed yearly as part of the annual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.</p>

Mental Capacity Act 2005	All Staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.
Last Updated	20 June 2022 20 June 2022 09 November 2021

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