

Physiotherapy Service Job Description



GIG
CYMRU
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WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Post:	Senior Physiotherapist
Band:	Band 6
Responsible To:	Operational Manager
Accountable To:	Head of Physiotherapy Service
Role Summary:	<p>The Senior Physiotherapist is a specialist clinician in a specific clinical area. They participate as a member of the team independently managing a specialist clinical caseload.</p> <p>They take responsibility for supervising, delegation, training and developing others. The post holder will contribute to implementing changes in their own clinical area to improve patient care and efficiency of service delivery.</p> <p>They will contribute to audit and may also participate in research activities.</p>

JOB OUTLINE

The base for this post will rotate between Royal Gwent Hospital, Orthopaedic Surgical unit, St Woolos Hospital, Nevill Hall Hospital and the Grange University Hospital. Rotations are six monthly.

The post holder will work 37.5 hours per week, including the provision of rostered cover for approximately 1 in 4 weekends.

The post holder will provide specialist clinical input to the trauma and orthopaedic wards creating stability and continuity within the health board wide trauma and orthopaedic team.

The post holder will afford training and clinical supervision to rotational staff and support workers including assessing band 5 trauma and orthopaedic competencies. There will also be an expectation that the post holder will organise and participate in audit, be a clinical educator for physiotherapy undergraduate students and work within delegated roles on behalf of the trauma and orthopaedic team leader.

PRINCIPAL RESPONSIBILITIES AND DUTIES

Clinical

- To undertake all aspects of clinical duties as an autonomous practitioner
- To be professionally and legally accountable for a designated patient caseload and to decide priorities for own work area, balancing other patient related and professional demands
- To manage clinical risk within own patient caseload
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient
- To undertake the comprehensive assessment and accurate diagnosis of patients, including those with a complex presentation, using investigative, palpatory, analytical and clinical reasoning skills
- To undertake physical treatment techniques utilising highly developed manual skills where appropriate
- To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a specialised programme of care
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers, other disciplines and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme
- To participate in multidisciplinary/multi-agency team meetings and case conferences to support the co-ordination of patient care. This may include the review of patient progress and discharge planning
- To ensure accurate, comprehensive and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria
- To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcomes
- To actively participate in the measurement and evaluation of own work through audit, outcome measurement, the application of evidence based practice and research where appropriate

- To work to Health Board, professional and national clinical guidelines and have a good working knowledge of relevant national standards to which quality of practice should be monitored
- To identify and initiate projects including audit to review current clinical practice in line with service wide strategy.
- Once level of competence obtained, to participate in the on-call, weekend, bank holiday and extended working rotas where appropriate

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.

Communication

- To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis
- To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention
- To engage the patient, and relatives/carers where appropriate, in the planning and agreement of a treatment programme to maximise rehabilitation potential
- To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme
- To communicate with empathy, patient information which may be of a complex and sensitive nature
- To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management
- To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service
- To acknowledge and support patients'/clients'/carers' rights by promoting individual choice respecting their beliefs, privacy and dignity at all times

- To strive at all times to provide an environment where the diversity of patients/clients/carers and colleagues is respected
- To provide a high quality service acting at all times in a professional manner

Managerial

- In conjunction with the operational physiotherapy manager(s), and senior staff where appropriate, to contribute to the supervision and performance management of staff as required
- To deputise for senior staff where appropriate
- To participate in the Health Board review process as outlined in the Knowledge and Skills Framework as both reviewer and reviewee
- To participate in recruitment and selection procedures for the physiotherapy service as required
- To contribute to the induction of new staff in the department
- To participate in departmental meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery
- To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care
- To undertake specific tasks as designated by senior staff and operational physiotherapy manager(s)
- To identify and propose service changes for own work area and lead project groups when required
- To contribute to developments representing Physiotherapy within the wider multidisciplinary/multi-agency team
- To adhere to the policies and procedures of the Health Board and Physiotherapy Service
- To maintain state registration with the Health Professions Council (HPC) and to provide evidence of that registration annually upon request

Education and Training

- The post holder will be responsible for maintaining their own competency to practice through continuing professional development activities including reflective practice, review of relevant literature,

participation in local in-service training programmes and peer review, maintenance of a personal portfolio and the attendance of relevant training courses as identified, within a personal development plan. Where appropriate these activities will be supported by the Physiotherapy Service

- To be an active member and contribute to the organisation and delivery of the training programmes
- To assist in the tuition of other physiotherapy staff as appropriate.
- To undertake the tuition, supervision and performance assessment of undergraduate physiotherapy students. This will include working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification
- If requested provide teaching and instruction to other disciplines to ensure a consistent approach to patient care
- To participate in mandatory and statutory training as required

Health and Safety

Individuals employed within the Health Board are expected to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions whilst at work.

Data Protection

Individuals employed within the Health Board are responsible for any records they create, use or handle. This responsibility is established at, and defined, by law.

All employees working for or within the NHS who record, handle, store or otherwise come across information, have a personal common-law duty of confidence. The Data Protection Act 1998 now places statutory restrictions on the use of personal information, including health information. All staff need to acknowledge the importance of health records and their personal responsibilities.

Its security is of prime importance and serious consequences can result should a record go missing. Any disclosure of such information without permission is a disciplinary offence and may result in dismissal.

Flexibility Statement

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It will be periodically reviewed in the light of developing work requirements and, in consultation with the post holder may well be changed from time to time to meet changes in the Health Board's requirements.

The post holder may be required to provide cover for other clinical areas during periods of staff shortages, leave or sickness.

Senior Physiotherapist (Non rotational)	
Band 6	
The candidates should be able to demonstrate the following either through specific examples identified when making the application or at interview	
Education/Qualifications/Training	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Diploma/degree in Physiotherapy ▪ State Registered Physiotherapist (HPC) ▪ Relevant clinical educators' course or willing to undertake training ▪ Appropriate range of postgraduate clinical education 	<ul style="list-style-type: none"> ▪ MCSP ▪ Active participation in relevant interest group
Experience	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Broad range of post graduate clinical experience including comprehensive rotational experience. ▪ Specific experience in speciality applied for ▪ Experience of participating in and delivering in-service training programmes ▪ Experience of supervising staff 	<ul style="list-style-type: none"> ▪ Evidence of having worked unsupervised ▪ Evidence of having participated in on-call and weekend duties where appropriate ▪ Evidence of having worked in the UK as a HPC registered Physiotherapist ▪ Experience of integrating user participation in service development ▪ Experience of facilitating learning with undergraduate students
Skills & Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> ▪ The ability to discuss the clinical reasoning process in the management of complex cases ▪ The ability to identify and act upon adverse clinical signs ▪ Good communication skills both verbal and written when interacting with members of the team, other staff, patients and their families ▪ The ability to work effectively in a team environment ▪ Evidence of initiative ▪ Good time management ▪ the ability to discuss the ethos of clinical governance and its relevance in physiotherapy practice ▪ The ability to demonstrate an understanding of the NHS and the challenges facing the physiotherapy service ▪ Awareness of relevant national and local clinical guidelines 	<ul style="list-style-type: none"> ▪ Appreciation of research principles and findings and the impact on clinical practice ▪ Experience of dealing with personnel issues ▪ I T literate ▪ Ability to speak Welsh

**Aneurin Bevan Health Board
Physiotherapy Service
Employee Specification**

Senior Physiotherapist	
Band 6	
Skills & Knowledge Continued	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Commitment to participating in clinical and organisational audit ▪ The ability to demonstrate critical appraisal skills ▪ Evidence of Continuing Professional Development sufficient to meet HPC requirements 	
Other Requirements	
Essential	Desirable
<ul style="list-style-type: none"> ▪ The physical ability to perform and cope with all aspects of manual handling as demanded by the job role ▪ Professional appearance ▪ The ability to adapt to changes in work routine ▪ Available for on-call and weekend duties where appropriate ▪ The ability to move between sites within ABHB or patients' residences if required by the job role 	