



JOB DESCRIPTION

JOB TITLE:	Physiotherapist
BAND:	6
HOURS:	0.6 FTE – Fixed Term Contract until end of March 2023
DEPARTMENT:	Post Covid Fatigue Service
DIRECTORATE:	Bedfordshire Community Health Services
LOCATION:	Based at Mountbatten House Dunstable / Clinics across BLMK
REPORTING TO:	Chronic Fatigue and Post Covid Fatigue Clinical Lead
ACCOUNTABLE TO:	Head of Clinical Health Psychology

JOB SUMMARY

To work as a Specialist Physiotherapist within a multi-disciplinary team responsible for providing a high standard of assessment, advice and treatment to clients referred to the Post COVID Fatigue Service. To work with clients towards rehabilitation, self-management, increased independence and a better quality of life.

To hold responsibility for own caseload under supervision and to provide specialist consultation and education to community colleagues in the field of fatigue management.

To work as an autonomous professional according to the Chartered Society of Physiotherapy rules of Professional Conduct and Standards of Physiotherapy, and the Health Professions Council's regulations. However the post holder will have the opportunity to receive supervision and support from experienced and specialist clinicians to grow your knowledge and expertise.

KEY RESPONSIBILITIES

Clinical Duties

1. To work with the multi-disciplinary team in assessing service users, creating care plans and delivering individualised care. To provide a high standard of physiotherapy assessments and interventions for people with Post COVID Fatigue as per the NICE guidelines and emerging evidence. To be professionally and legally responsible and accountable for all aspects of own work including the management of patients in your care.
2. To gain consent and undertake physiotherapy assessment, clinically diagnose, 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.
3. To maintain up to date knowledge of emerging evidence regarding Post Covid Syndrome and contribute to the growing evidence base by liaising with Specialist Fatigue Clinic colleagues and East London Foundation Trusts Research and Development teams.
4. To use a biopsychosocial approach when working with clients and carry out complex risk assessments in consultation with the multi-disciplinary team.
5. To review client progress, evaluate the effectiveness of treatment and together adjust this as required



6. To produce clear written information and exercise/activity programmes for clients to follow at home. This may include teaching to families, carers or other professionals.
7. 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 reports and letters.
8. To monitor the appropriateness of referrals in consultation with the multi-disciplinary team, obtaining information relevant to patient care and ensuring appropriate discharge/ongoing care.
9. To accept clinical responsibility for a designated caseload of patients, and to organise this efficiently and effectively with regard to clinical priorities and use of time.

Communication Skills

10. Use advanced and compassionate communication skills to ensure that clients and carers have an understanding of their condition and the role and aims of physiotherapy in relation to this. The physiotherapist will work collaboratively with clients to engage, motivate and encourage adherence to agreed treatment plans.
11. The physiotherapist must be able to adapt their communication, treatment, information and advice to meet the needs of individual clients, ensuring they are inclusive and appreciative of the needs of a diverse community.
12. To be confident in their own diagnosis and be able to communicate that effectively to others (including medical professionals and other Allied Health Professionals).
13. To share information with the MDT, GPs and community colleagues in a timely manner if there are concerns about a client's safety, condition or progress.
14. To urgently report and take appropriate action if there are any concerns about staff and/or client safety to more senior staff.
15. To represent the Specialist Physiotherapy service at meetings and other forums with the aim of educating colleagues in the field of fatigue management.

Professional Skills

16. To be professionally and legally accountable for all aspects of own work including the management of clients in your care.
17. To support and guide community colleagues and non-physiotherapists in the field of fatigue management.
21. To deputise for more senior therapy staff and delegate duties in a competent and safe way to junior therapists and non-qualified staff.
22. To take a lead for specific projects within own area of work to enhance client care and service delivery.
23. To maintain a high standard of professional expertise, attitude and behaviour at all times in accordance with Chartered Society of Physiotherapy and local Trust. To be an advocate for the Physiotherapy profession and locality integrated community services.



- 24. To fully understand systems and procedures in place in your area of work to be able to implement them to contribute to the continuity and smooth running of the service. This may be in the absence of a more senior member of staff.
- 25. To effectively manage your own workload within the time available including clinical work as well as meetings etc. To delegate or arrange cover when required. To assist other staff to prioritising their workload and adjust own/team's plans to accommodate changes in demand.
- 26. To demonstrate flexibility in managing workload in a climate of rapid change and emerging new evidence in the field of Covid 19. To be receptive and contribute to changes in services with the aim of developing more integrated ways of working.

Education and Research

- 27. To be an active participant in the Supervision and Appraisal process. This includes prior preparation and being able to identify own learning needs and objectives.
- 28. To take responsibility for booking and attending mandatory training as specified in ELFT Trust policies and take action as required in the work place (e.g. basic life support, fire, manual handling).
- 29. To continue to develop specialist Physiotherapy skills in the field of fatigue management and Post Covid fatigue.
- 30. To encourage service user feedback and actively review the service you provide with the aim of promoting better client care. Use audit, research, case studies and reflective practice to achieve this.
- 31. To be responsible for own competence to practice by on-going continuing professional development (CPD) and the recording of it in a reflective diary/portfolio. To maximise the learning opportunities available in order to support evidence based practice and influence clinical practice.

MAIN DUTIES AND RESPONSIBILITIES

Patient Care	<ul style="list-style-type: none"> • Ensuring highest level of care is provided
Clinical	<ul style="list-style-type: none"> • Making clinical decisions
Administration	<ul style="list-style-type: none"> • Maintaining up to date documentation on System1 • Responsibility for ensuring patients move through the care pathway smoothly and efficiently.
Management	<ul style="list-style-type: none"> • Deputising for senior therapists as required
Performance and Quality	<ul style="list-style-type: none"> • Ensuring highest level of performance and Quality of care and documentation.

KNOWLEDGE AND SKILLS

Knowledge, Training and Experience	<ul style="list-style-type: none"> • Maintain up to date mandatory training. Attend appropriate and authorised courses outside of the mandatory training requirements.
Supervision	<ul style="list-style-type: none"> • Supervising junior colleagues as required and offering education, supervision and consultation to community colleagues
Communication and Relationships	<ul style="list-style-type: none"> • Maintaining the highest level of communication within the team both in-house and in the wider teams and with clients, their carers and families. • Professional relationships with all of the above as well as senior management.



JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder.

Statement on Employment Policies

In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-

Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs. For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.
Dealing With Harassment/ Bullying In The Workplace	The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying. The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences. Disciplinary action will be taken against any member of staff found to be transgressing the Harassment and Bullying Policy.
No Smoking	To refrain from smoking in any of the organization's premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect one's ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours is not permitted.
Confidentiality	As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and



	<p>IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
Data Protection Act	<p>To maintain the confidentiality of all electronically stored personal data in line with the provision of the Data Protection Act.</p>
Data Protection – Your Data	<p>As part of your employment with East London Foundation Trust, we will need to maintain personal information relating to your work on your personal file. You have a right to request access to your personal file via the Human Resources Department.</p> <p>To carry out as per Data Protection Act responsibilities with regard to the access and Health Records Act 1990.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Clinical Governance	<p>As an employee of the trust you are expected to support the Trust's clinical governance framework for monitoring and improving standards of care. You must do this by:-</p> <ul style="list-style-type: none"> • taking part in activities for improving quality • identifying and managing risks • maintaining your continuous professional development
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities:</p> <p>Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p>



	<p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>
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