

**DIRECTORATE OF THERAPEUTICS AND PALLIATIVE CARE
ACUTE THERAPY SERVICES
JOB DESCRIPTION**

1. JOB DETAILS

Job Title:	Specialist Physiotherapist
Grade:	6
Professionally responsible to:	Head of Physiotherapy
Reports to:	Lead Therapist
Base:	Royal Hallamshire Hospital/Northern General Hospital

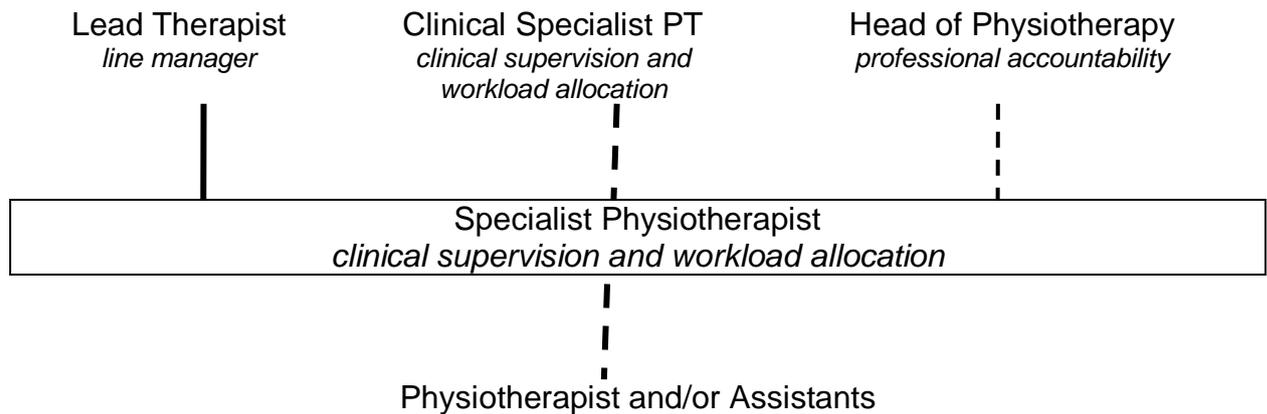
2. JOB PURPOSE

- Responsible for providing responsive, high quality specialist physiotherapy to patients.
- Responsible for supervising and developing therapy staff and students.
- Contribute to the operational management and modernisation of therapy services.
- Contribute to evaluation and development of clinical practice.

3. ROLE OF THE DEPARTMENT

Acute Therapy Services provides integrated Occupational Therapy and Physiotherapy to patients referred to Sheffield Teaching Hospitals NHS Foundation Trust. Therapy Services is part of the Therapeutics and Palliative Care Directorate within the Combined Community and Acute Care Group.

4. ORGANISATIONAL CHART



5. MAIN DUTIES AND RESPONSIBILITIES

5.1 Clinical Practice as Highly Specialist Autonomous Professional

- ❖ Carry a clinical caseload including complex specialist cases, requiring clinical reasoning and highly specialist therapy, planning and prioritising own work.
- ❖ Delegate clinical duties to therapists and/or assistants ensuring they have appropriate knowledge, understanding and competence. Provide training and supervision for the task if required.
- ❖ Gather, analyse and evaluate information to identify problems in partnership with the patient, carer and colleagues.
- ❖ Select and use appropriate assessment techniques in hospital, the patients own home and/or in the community. Make clinical diagnosis and apply clinical reasoning.
- ❖ Negotiate, and agree and set appropriate, realistic and individualised therapy goals in partnership with the patient, carer and colleagues.
- ❖ Set up equipment for therapy and ensure it is used safely by patients, carers, staff and/or students.
- ❖ Teach, guide and supervise patients as individuals or in groups.
- ❖ Teach therapy techniques to carers including safe use of equipment, manual handling and management of the patient's condition.
- ❖ Treat, monitor, develop each patient's therapy programme, measure outcomes and discharge appropriately.
- ❖ Apply learning from post-registration training to provide specialised therapy interventions.
- ❖ Refer to other agencies.

- ❖ Assist ill or dependant patients during therapy by responding to medical emergencies, operating wheelchairs, changing continence appliances and/or performing other activities involving manual handling and personal care.
- ❖ Carry out clinical duties that contribute towards integrated patient care as part of therapeutic practice. These would be supported by a training package and competency development. This may include and is not limited to carrying out and recording clinical observations, pressure area assessment, intentional care rounding and blood sugar testing.
- ❖ Maintain confidentiality.
- ❖ Communicate complex, sensitive and contentious information effectively with patients, carers, and staff in the multi-disciplinary team and other agencies.
- ❖ Explain therapy, gain consent and motivate the patient to achieve goals.
- ❖ Participate in multidisciplinary case review meetings to discuss progress and to plan treatment and safe discharge.
- ❖ Complete assessment forms, write comprehensive patient treatment records and produce written transfer and discharge reports in line with Trust and Therapy Services Guidelines.
- ❖ Participate in 7 day working rosters, emergency respiratory on call rota for evening /weekend where criteria apply.

5.2 Staff Supervision and education

- ❖ Monitor the performance of more junior qualified staff and/or Assistants, providing assistance when needed.
- ❖ Provide developmental appraisal, supervision and competency accreditation for more junior qualified staff and Assistants to enable them to work to their full potential to meet the needs of the service and to support their career development.
- ❖ Assist with recruitment and selection as an Interview Panel member.
- ❖ Supervise, teach, develop and assess students on placement.
- ❖ Design, lead specialist education and training programme.
- ❖ Produce highly specialist educational materials for patients and carers involving them in the process.
- ❖ Provide specialist professional advice to therapy colleagues and other disciplines on request.

5.3 Communication

- ❖ Communicate with the clinical team in a sensitive professional manner using a positive approach to problem solve complex issues / challenges.
- ❖ Assist in the integration of services within the specialty and within Occupational Therapy and Physiotherapy.
- ❖ Develop collaborative interdisciplinary multidisciplinary and cross organisational working relationships.
- ❖ Develop relationships with professional colleagues locally and regionally if required to develop clinical pathways relevant to clinical speciality.
- ❖ Communicate effectively and accurately in written and electronic media to convey information in a clear and concise manner.
- ❖ Promote an understanding of the profession and contribute to the sharing of learning across professional and organisational boundaries.

5.4 Service Modernisation

- ❖ Adapt professional practice under the direction of the Clinical Specialist to ensure the evidence-base is integrated into the team.
- ❖ Assist the Lead Therapist and Clinical Specialist in audit, service evaluation and /or research to produce therapy which is efficient, effective and responsive to user feedback.
- ❖ Assist the Lead Therapist and Clinical Specialist in the modernisation of therapy services to improve care pathways and processes.
- ❖ Propose local changes to improve patient care and team working.

5.5 Governance

- ❖ Complete risk assessments of therapy practice, and assist the Lead Therapists and Clinical Specialists to write clinical protocols and produce Safe Systems of Work.
- ❖ Complete incident reflection form of untoward incidents and near misses, informing Clinical Service Manager and ensuring the appropriate action is implemented and learning is shared.
- ❖ Provide evidence for governance inspections.
- ❖ Contribute specialist professional opinion in response to a formal or informal complaints and /or untoward incidents.

- ❖ Advise Lead Therapist / Clinical Specialist of any concerns about clinical practise.

5.6 Operational Management

- ❖ Co-ordinate local team caseload management when required, allocating work to colleagues according to agreed priorities.
- ❖ Provide competent cover for absent colleagues.
- ❖ Organise, co-ordinate and lead interdisciplinary home visits and ensure subsequent action plans are followed.
- ❖ Complete work within agreed timescales
- ❖ Contribute to staff meetings, team meetings and professional groups to remain informed and to contribute ideas.
- ❖ Comply with Trust, Profession and Department code of conduct & ethics, standards, policies, protocols and procedures.
- ❖ Record statistics and provide information as requested.
- ❖ Assist in the planning and provision of induction, training and mentoring for new staff and students.

5.7 Personal Development

- ❖ Maintain up-to-date specialist knowledge, understanding and competency in therapy practice.
- ❖ Maintain an up to date understanding of best available evidence based practice.
- ❖ Maintain up-to-date knowledge and understanding of health service practice.
- ❖ Continue personal and professional development as agreed with supervisor during appraisal and supervision.

6. FINANCIAL MANAGEMENT RESPONSIBILITIES

Responsible for safe use of equipment that is used by patients/ other staff

7. HUMAN RESOURCES MANAGEMENT RESPONSIBILITIES

Day to day supervision of staff including appraisal
Delegation of clinical duties to therapists/assistants
Assist with recruitment and selection as an interview panel member

8. ASSET MANAGEMENT RESPONSIBILITIES

Buildings: Comply with departmental procedures
Equipment: Comply with departmental procedures
Stock: Comply with departmental procedures

9. WORKING RELATIONSHIPS

Communicate with: Therapy Services Lead Therapist and Clinical Specialist
Therapy Leadership Team
Therapy Services Administrative staff
Physiotherapy and Occupational Therapy staff
Multidisciplinary Team
Patients & Carers
Care Agencies
Therapy Students
Sheffield Hallam University

Provide advice to: Therapy staff
Clinical staff from other professions

This job description is not meant to be finite and may be changed subject to the exigencies of the service similarly the post-holder may be requested to undertake such other duties not mentioned in the job description which are commensurate with the grade.