

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1. JOB DETAILS

Job Title:	Senior Physiotherapist Occupational Health
Pay Band:	6
Directorate:	Patient Services
Ward/Department:	Occupational Health
Hospital Site:	Trust wide
Supplementary Information Attached:	Organisation Chart Person Specification

2. JOB PURPOSE

- To provide a high standard of physiotherapy care to a complex patient group referred to the Occupational Health Physiotherapy Service.

3. DIMENSIONS

- To work as part of the Occupational Health physiotherapy team delivering a high standard of physiotherapy care to Trust staff referred to the Occupational Health Service
- To be an active member of the Occupational Health multi-disciplinary team
- To be responsible for own continued professional development
- To carryout assessment and treatment of staff referred to Occupational Health with musculoskeletal problems
- To deliver telephone advice service and face to face assessment where required for staff who self-refer to occupational health with musculoskeletal problems
- Deliver when appropriate rehabilitation classes for NUTH staff members i.e. back class return to work class

4. ORGANISATIONAL ARRANGEMENTS

Reports to: Occupational Health Clinical Service Manager

Professionally Accountable to: Head of Physiotherapy

5. KNOWLEDGE, TRAINING & EXPERIENCE

- The post holder is expected to:

- Hold a degree or equivalent diploma in Physiotherapy
- Be state registered with Health and Care Professions Council
- Have junior physiotherapist; post registration, experience across a range of clinic specialities including musculoskeletal outpatients
- Maintain own clinical professional development (CPD) by keeping up to date with new trends and developments in area of work
- Maintain and develop current knowledge of evidence based practice in Musculoskeletal Out-Patients, developing specialist knowledge of particular conditions and patient groups
- Have an advanced understanding of physiotherapy clinical practices and procedures within the speciality area
- Have a good understanding of psychosocial factors that can impact on musculoskeletal presentation of conditions
- Have specialist knowledge of manual handling / DSA legislation and current best practice
- Attend and actively participate in team in-service training within the speciality area

6. SKILLS

Communication & Relationships

- To provide and receive complex patient information including diagnosis and prognosis, which may be sensitive and where there may be barriers to communication due to patients physical and psychological conditions e.g. deafness, depression. Developed use of verbal and non verbal communication tools will be required
- To communicate effectively with patients using reasoning, persuasion and reassurance skills to maximise their involvement in the planning and delivery of therapeutic goals and activity using persuasion and reassurance skills to gain their cooperation in the process
- Within department guidelines to assess capacity and gain required level of consent from patients and/or carers for their treatment
- To communicate effectively and work collaboratively with the wider multi disciplinary team including Consultant Medical staff, GPs, nursing and other therapy colleagues to ensure delivery of a co-ordinated multi-disciplinary service to patients, communicating the physiotherapy aspects of patients care and ensuring its integration into the patients overall treatment plan

Analytical and Judgement Skills

- To interpret a range of clinical and non-clinical facts relating to individual patients some of which may be complex
- To undertake a comprehensive specialist assessment of patients, identify the musculoskeletal problem, plan and implement an appropriate programme of physiotherapy care using advanced clinical reasoning and determine the most appropriate treatment methods from a range of physiotherapy options.
- To monitor and evaluate patient progress within their treatment programme through regular re-assessment and re-evaluation of clinical and non-clinical facts and make changes to include discharging patients when appropriate

Planning & Organisational Skills

- To be responsible for a caseload of complex patients within the occupational health physiotherapy team, working without direct supervision. This may include

responsibility for specialist physiotherapy services e.g. back class, return to work class

- To plan organise and deliver physiotherapy care to these patients
- To prioritise own clinical caseload organising care effectively and efficiently with regard to clinical and other priorities and use of time

Physical Dexterity Skills

- To demonstrate highly developed dexterity for assessment and application of a range of manual physiotherapy treatments and techniques including therapeutic handling of patients and use of gym equipment

7. KEY RESULT AREAS

Patient/Client Care

- To undertake comprehensive assessment of the physiotherapy needs of patients including those with diverse presentations referred by the Occupational Health MDT, GPs and other physiotherapists
- To manage clinical risk within own patient caseload
- To develop and deliver physiotherapy treatment programme for patients based on knowledge of evidence based practice and available treatment options using advanced clinical assessment, reasoning skills, and knowledge of treatment skills e.g. manual techniques, patient education, exercise programmes, electrotherapy techniques and other options
- To evaluate and monitor patient progress adjusting treatment programmes accordingly ensuring treatment is carried out in the most appropriate and effective way and to the highest possible standard
- To motivate and encourage patients active participation in all aspects of their physiotherapy care

Policy & Service Development

- To carry out all duties in accordance with the requirements of the Chartered Society of Physiotherapy and Trust policies and procedures
- To carry out all duties in accordance with local clinical protocols and standards aligned with the physiotherapy musculoskeletal out-patients department
- To use evidence based practice, audits, published research to inform own practice
- To identify and discuss with Senior / Advanced Physiotherapists any potential areas for service improvement or change based on evidence or knowledge and implement accordingly as agreed with them
- To comment on and contribute to proposals for change in clinical or department policies identified and proposed by others as requested.

Financial & Physical Resources

- To be responsible for the safe use of equipment by self and patients in the care of the post holder

Human Resources

- To provide appropriate and relevant advice, supervision and education on physiotherapy issues as requested by staff who may visit the department
- To participate in staff appraisal scheme and personal development planning as an appraisee where appropriate

- To participate in and contribute to the delivery of in service training within Physiotherapy
- To deputise for the senior physiotherapist in the team as requested
- To attend departmental staff meetings
- To assess and inform managers of fitness to work in relation to referrals to occupational health of simple musculoskeletal problems and complex with the support of senior MDT members

Information Resources

- To maintain accurate comprehensive and up to date electronic treatment records for each patient in line with legal requirements
- To communicate assessment and treatment results to the multi-disciplinary team in the form of reports and letters as required
- In line with departmental guidelines and procedures to provide daily statistics for use by the rehabilitation department to monitor and evaluate service activity levels

Research & Development

- To participate if requested, with audit and evaluation work being undertaken by others in the clinical area
- To undertake evidence based audit projects within the rotation period critically evaluating an area of new or current clinical practice and to present the results to other members of the physiotherapy team. Where practice change or development is indicated as a consequence of the project to work with senior physiotherapy staff in the area to implement changes as necessary e.g. development of protocols

8. FREEDOM TO ACT

- To work to professional code of conduct
- To comply with all Trust and departmental policies and procedures and clinical protocols
- To be professional, responsible and accountable for all aspects of your own work
- To operate as an autonomous practitioner with a designated clinical case load and freedom to initiate action within the principals of clinical and professional guidance
- To work as part of a physiotherapy team within the speciality area with day to day management provided by senior physiotherapy staff.

9. EFFORT & ENVIRONMENT

Physical

- Frequent requirement to exert moderate amounts of physical effort using manual physiotherapy techniques and equipment when working with patients in the gym or the hydrotherapy pool
- Undertake therapeutic moving and handling of patients as part of their physiotherapy treatment

Mental Effort

- Frequent requirement for high levels of concentration during patient treatment sessions.

- Unpredictable work pattern with some interruptions

Emotional

- Occasional requirement to give bad news to patients regarding their functional and rehabilitation progress e.g. patients not achieving the expected level of function after a knee replacement, patients with unrealistic expectations

Working Conditions

- Occasional exposure to unpleasant working conditions e.g. exposure to when working with patients with poor hygiene

Agreed post holder..... Date.....

Agreed manager..... Date.....

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PATIENT SERVICES

OCCUPATIONAL HEALTH / MUSCULOSKELETAL OUTPATIENTS

ORGANISATIONAL CHART – Band 6 PHYSIOTHERAPIST

Clinical Lead / Service Manager Occupational Health

Physiotherapy Team Leader

Advanced Physiotherapist

**Band 6 Senior
Physiotherapist
Occupational Health**

**Rotational Band 6
Physiotherapist**

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Person Specification

JOB TITLE: Band 6 Senior Physiotherapist Occupational Health

DIRECTORATE: Patient Services

WARD/ DEPARTMENT: Occupational Health

SITE: Trust wide

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
KNOWLEDGE	Advanced knowledge of a range of medical conditions and their impact on patient's functional abilities. Sound knowledge of the physiotherapy process	Knowledge of undertaking research and audit projects Knowledge of current NHS issues e.g. NSF's Improving Working Lives	
SKILLS	Organisation and time management skills Ability to work as part of a team Commitment to personal and service development Ability to present information, written and orally in a clear and logical manner	IT Skills Presentation Skills Specialist treatment skills e.g. Manual Therapy	
EXPERIENCE	Experience as a Band 5 physiotherapist in a NHS rotational post providing a broad range of experience across the core areas of physiotherapy Experience of working as part of a multi-disciplinary team	Previous experience in a Band 6 level role Experience of working with patients with physical health problems, e.g. stroke, mobility problems	
QUALIFICATIONS	Degree or equivalent Diploma in Physiotherapy State Registered with Health and Care Professions Council	Member of Chartered Society Of Physiotherapists Involvement in relevant CSP Clinical Special Interest groups	
PERSONALITY/ DISPOSITION	Flexible Excellent communication and interpersonal skills. Confident and out going personality Enthusiasm		
PHYSICAL	Able to cope with physical demands of post including using wheelchairs and hoists, therapeutic moving and handling of patients and application of a range of manual therapy techniques		

CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION: