

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job title	Physiotherapy Technical Instructor
Pay band	3
Directorate:	Patient Services
Ward/Dept Base:	Therapy Services, Physiotherapy
Hospital site:	Trust wide
Supplementary Information Attached:	Organisation Chart Person Specification

2 Job Purpose

- Under the supervision of a registered Physiotherapist the Technical Instructor will independently manage a designated caseload of patients, defined as non-complex, within a specified clinical area, providing assessment and interventions on behalf of the physiotherapist within predetermined guidelines.
- All patients will have an initial assessment carried out by a state registered physiotherapist

3 Dimensions

- To work as part of the physiotherapy team delivering physiotherapy to patients within the speciality
- To be an active member of a multi-disciplinary team within the speciality.
- To be responsible for own life long learning.

4 Organisational arrangements

Reports to: Senior Physiotherapist within the speciality.

Professionally accountable to: Head of Physiotherapy

5 Knowledge Training and Experience

- Hold a technical qualification e.g. NVQ Level III Diagnostic and Therapeutic or equivalent work experience.
- Good standard of education to GCSE level or equivalent including Maths and

English

- Have previous experience working as a therapy assistant/appropriate healthcare experience working in conjunction with the physiotherapy team.
- Have a basic understanding of the principles of physiotherapy clinical practices and procedures within the clinical area.
- Have a basic knowledge, that will be developed following a period of in-house induction, of a range of therapy equipment, its use and application, e.g. tilt table, hot and cold packs, Arjo Encore
- Have a basic understanding, which will be developed following a period of in-house induction, of moving and handling principles and practice.
- Have the ability to reflect and appraise own performance so to maintain own life long learning.
- Have a basic understanding of the principles of behaviour and conduct in practice.
- Attend and participate in team in-service training within the speciality.
- Current driving licence if relevant to role

6 Skills

Communication and Relationships

- To provide and receive 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 and Alzheimer's disease. Developed use of verbal and non-verbal communication tools will be required.
- To communicate effectively with patients and their carers to maximise their involvement in the planning and delivery of therapeutic goals and interventions using persuasion and reassurance skills to gain their cooperation in the process.
- Within departmental guidelines to assess capacity and gain required level of consent from patients and/or carers for their treatment. With non-complex patients this will be verbal consent notes in the patients' physiotherapy records.
- To communicate effectively and work collaboratively with the wider multi-disciplinary team in the specialty area including medical, nursing, social work and other therapy staff to ensure delivery of a co-ordinated multi-disciplinary service to patients. This may include attendance at MDT rounds, and ad hoc situations on the ward, communicating the physiotherapy aspects of patients care and ensuring its integration into the patients overall treatment plan.

Analytical and Judgemental Skills required for the post

- To interpret a range of clinical and non-clinical facts relating to individual patients, seeking supervision from a registered Physiotherapist when this becomes complex
- To plan, implement and progress an appropriate programme of physiotherapy for patients using clinical reasoning to determine the most appropriate treatment methods from a range of predetermined options defined by the senior physiotherapist
- To monitor and evaluate patient progress within their treatment programme making adjustments within agreed protocols and modifications as needed following consultation with a registered physiotherapist
- To make day to day judgements of the patients condition and ability to comply with the therapy programme

Planning and Organisational skills required for the post

- To be responsible for a caseload of patients as defined by the senior physiotherapist in the team.
- To plan, organise and deliver physiotherapy treatment 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 skill requirements

- To demonstrate developed dexterity for the assessment and application of a range of physiotherapy interventions including therapeutic handling of patients.
- To demonstrate to patients the use of a range of walking aids and the use of wheelchairs
- To transport patients and equipment as requested by the physiotherapist e.g. take a patient from the ward to a gym area or transporting loan equipment to and from department and patients own homes as necessary

7 Key result areas

Patient / Client care

- To work as part of a multi-disciplinary team delivering care to patients within a ward area or their own homes and within agreed treatment protocols.
- To identify and select, with patients and carers, the most appropriate intervention within the pre-determined options defined by the senior physiotherapist.
- To motivate and encourage patients active participation in all aspects of their physiotherapy care.
- To monitor, evaluate and modify treatment to ensure treatment is carried out in the most appropriate and effective way and to the highest possible standard.
- To advise the MDT on a patient's level of function, identify concerns relating to safety for discharge home to a registered physiotherapist
- To support Physiotherapists on home assessment visits with hospital inpatients as required and check patient mobility and safety on the stairs in their own home as appropriate. These activities will previously have been assessed by a qualified physiotherapist in the hospital environment.
- To act as a second person in treatment situations that require two members of staff for legal or health and safety reasons
- To demonstrate the use of walking aids and wheelchairs to optimise functional ability and independence and deliver to patients homes if required and demonstrate it's safe and appropriate use
- To organise the provision of walking aids for home use with loan equipment/social services
- To undertake the planning and implementation of a Falls Prevention group aimed at patients who have experienced a fall. This includes practising safe ways of getting up from the floor.

Policy and Service Development

- To carry out all duties and responsibilities within the requirements of Trust and departmental policies, procedures and standards.
- To carry out all duties in accordance with local clinical protocols and standards in the speciality area.
- To participate in service improvement/audit or implement changes in practice in collaboration with the physiotherapists.

Financial and Physical Resources

- To be responsible for the safe use of equipment by self and patients in the care of the post holder.
- To undertake defined administrative tasks to support the physiotherapy team e.g. fax requisitions for walking aids, carry out photocopying and monitor levels of stock and equipment such as walking aids.
- To ensure the maintenance of a safe, tidy and clean working environment, keeping department areas tidy and cleaning therapy equipment

Human Resources

- To actively contribute to the induction of new members of staff and students on placement as they join the speciality team and regularly provide advice and guidance on practical issues and routines
- To support the education of physiotherapy students who may be on placement in the clinical area and being supervised by a physiotherapist in the team.
- To provide ad hoc advice and education on physiotherapy issues as requested by ward staff and other multi-disciplinary team members in the ward area e.g. work experience students and cadets from other professional groups.
- To contribute to the in-service training for physiotherapy assistant staff as well as participating in the team in service training programme as required.
- To reflect upon own practice and to participate in supervision, appraisal and personal development planning as an appraisee.

Information Resources

- To collect patient information as requested by the physiotherapist.
- To maintain accurate comprehensive and up to date treatment records contributing to physiotherapy documentation for each patient in line with legal requirements (currently paper based may become electronic as part of electronic patient records).
- To accurately communicate orally to the physiotherapist any changes in the patient's condition.
- In line with departmental guidelines and procedures to provide daily statistics for use by the department to monitor and evaluate service activity levels.

Research and Development

- To participate in the planning, evaluation and audit of practice, clinical pathways and protocols being undertaken within the clinical area as directed by the physiotherapist

8 Freedom to act

- To observe confidentiality and conduct in accordance with Trust and departmental policies, procedures and standards.
- To comply with all Trust and departmental policies and procedures and clinical protocols.
- To be responsible and accountable for all aspects of own work.
- To manage a designated caseload within a defined clinical area with freedom to adjust interventions within agreed protocols developed by the senior physiotherapist and modify treatment following consultation with a registered physiotherapist.
- To work as part of the physiotherapy team with daily supervision available from

senior physiotherapy staff.

- To work as a lone worker in patients' homes (as necessary) within agreed protocols

9 Effort & Environment

Physical

- Frequent requirement to exert moderate amounts of physical effort using hoists, wheelchairs and manual physiotherapy techniques when working with patients. Occasional requirement to exert intense amounts of physical effort when working with patients, when it is not appropriate to use mechanical aids e.g. passive movements of obese patients, lifting large legs onto the foot-plates of wheelchairs.
- Undertake therapeutic moving and handling of patients as part of their physiotherapy treatment.

Mental

- Frequent requirement for high levels of concentration during patient treatment sessions and multi-disciplinary team meetings.
- Unpredictable work pattern with some interruptions.

Emotional

- To undertake duties within emotional environment with occasional exposure to difficult situations including very sick patients, terminal illness, distressed and challenging behaviour of relatives.
- Occasional requirement to work with patients and carers after they have received bad news from the physiotherapist regarding their functional and rehabilitation progress e.g. patients that are no longer at a functional level to be safe to return home and where alternative care should be considered.

Working conditions

- Regular exposure to highly unpleasant working conditions e.g. exposure to body fluids, vomit, etc whilst working with patients on ward.
- Occasional exposure to fleas and animal excrement when working in patients homes with variable levels of hygiene
- Occasional exposure to aggressive carers/family when working in patients home

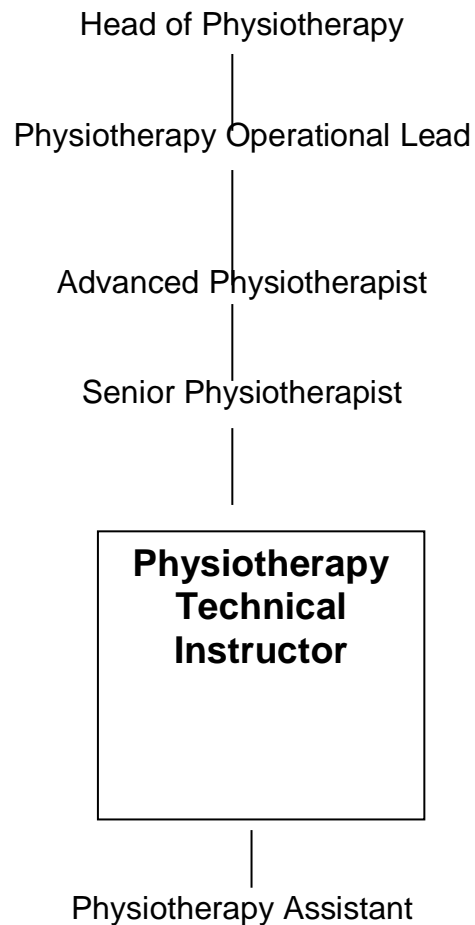
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The Newcastle upon Tyne Hospitals NHS Foundation Trust

PATIENT SERVICES

PHYSIOTHERAPY

ORGANISATIONAL CHART – PHYSIOTHERAPY TECHNICAL INSTRUCTOR



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Person Specification

JOB TITLE: Physiotherapy Technical Instructor**DIRECTORATE:** Patient Services**WARD/ DEPARTMENT:**

Physiotherapy

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	An appreciation of the principles of physiotherapy practices and procedures An understanding of manual handling principles		
SKILLS	Organisational and time management skills Ability to work as part of a team Commitment to personal development Effective written and oral communication skills Ability to reflect and appraise own performance Current driving licence as relevant to role	IT Skills	
EXPERIENCE	Broad range of life experiences Previous experience of working as a therapy assistant	Experience of working with individuals with a physical disability e.g. mobility problems	
QUALIFICATIONS	Good standard of education to GCSE level or equivalent including Maths and English Technical qualification e.g. NVQ Level III Diagnostic and Therapeutic Care or equivalent technical/work experience	Associate Member of Chartered Society Of Physiotherapy	
PERSONALITY/ DISPOSITION	Flexible Good communication and interpersonal skills. Willingness to learn. Enthusiasm Aware of own limitations Ability to take responsibility within agreed protocols		
CORE BEHAVIOURS	Alignment to Trust Values and Core Behaviours		
PHYSICAL	Able to cope with physical demands of post including using wheelchairs and hoists and the therapeutic moving and handling of patients		