

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1. JOB DETAILS

Job Title: Senior Physiotherapist Motor Neurone Disease (MND)

Pay Band: 6

Directorate: Patient Services

Hospital Site: RVI, CAV

2. JOB PURPOSE

- To provide a high standard of physiotherapy care to a complex patient group accessing the regional MND clinic.

3. DIMENSIONS

- To work as part of the multidisciplinary MND team delivering a high standard of physiotherapy care to patients within the speciality area.
- Working in outpatient clinics, inpatient areas and in the community linking with existing local teams. Working with Advanced Physiotherapist to educate patients/carers and other Healthcare Professionals in the physiotherapy management of MND.
- To be responsible for own continued professional development

4. ORGANISATIONAL ARRANGEMENTS

Reports to: Advanced Physiotherapist within the speciality area

Professionally Accountable to: Head of Physiotherapy

Staff Responsible for: Physiotherapist, Physiotherapy Assistant as delegated by the advanced physiotherapist in the area.

5. KNOWLEDGE, TRAINING & EXPERIENCE

- See Person Specification

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, dementia and dysarthria Developed use of verbal and nonverbal communication tools will be required.

- To communicate effectively with patients and their carers using reasoning, persuasion and reassurance skills to maximise their involvement in the planning and delivery of therapeutic goals and activity.
- 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 medical, nursing and other therapy colleagues to ensure delivery of a co-ordinated multi-disciplinary service to patients. This will include attendance at social rounds, ward rounds, case conferences, MDT meetings and ad hoc situations on the ward, communicating the physiotherapy aspects of patients care and ensuring its integration into the patient's overall treatment plan.
- To communicate effectively and work collaboratively with the primary care/local authority teams who may be involved in the ongoing management of patients care including community nursing services, GPs, communicating the physiotherapy aspects of patients care and their progress.

Analytical and Judgement

- 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, 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 as appropriate.
- In conjunction with MDT colleagues, to develop comprehensive plans to support hospital discharge and maintain patient safety in the home environment.

Planning & Organisational

- To be responsible for a caseload of complex patients within the speciality area working without direct supervision
- 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

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

7. KEY RESULT AREAS

Patient/Client Care

- To undertake comprehensive assessment of physiotherapy needs of patients including those with diverse and complex presentations.
- 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 clinical assessment, reasoning skills, and knowledge of treatment skills e.g., manual techniques, patient education, exercise programmes, hydrotherapy and other options.
- To ensure physiotherapy treatment is an integral part of patient's overall management to maximise function.
- To work as part of a multi-disciplinary team delivering care to patients within a ward area, outpatient or community setting and proactively identify those patients who have the potential to benefit from physiotherapy intervention or referral onto other members of the MDT.
- 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 contribute to the discharge planning process for patients attending, ward rounds, MDT meeting, home visit assessments, and offering advice to patients and their carers. The post holder is not expected to co-ordinate home assessment visits this being the responsibility of the Occupational Therapist and MND care coordinators.
- 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 in the speciality area
- To use evidence-based practice, audits, published research to inform own practice.
- To identify and discuss with Advanced Physiotherapist 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 be responsible for allocation of work to Junior Physiotherapists and Physiotherapy Assistants in the speciality area and ensure work is undertaken to a satisfactory level. To supervise junior physiotherapists both formally and informally
- To supervise physiotherapy students on placement in the clinical area, planning and organising the placement, assessing and teaching the student and liaising with university staff
- To provide ad hoc advice and education on physiotherapy issues as requested by other MDT members in the ward area e.g., work experience students and students from other professional groups. To undertake formal presentations to nursing staff on subjects relevant to the clinical area as requested
- To participate in staff appraisal scheme and personal development planning as an appraisee. Appraise more junior members of staff within the team as requested by Advanced Physiotherapist.
- To participate in and contribute to the delivery of in-service training within

Physiotherapy.

- To attend departmental staff meetings and multi-disciplinary team meetings in the speciality area

Information Resources

- To maintain accurate comprehensive and up to date 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, emails, telephone calls 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 Speciality area critically evaluating an area of new or current clinical practice and to present the results to other members of the MDT and 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 protocol.

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 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 hoists, wheelchairs, and manual physiotherapy techniques when working with patients.
- 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 and multi-disciplinary team meetings.
- Unpredictable work pattern with some interruptions

Emotional

- To undertake duties within emotional environment with regular exposure to difficult situations including very sick patients, terminal illness and distressed relatives
- Occasional requirement to give bad news to patients regarding their functional

ability and appropriate expectations with Physiotherapy e.g., patients mobility not safe at home, use of wheelchair needed.

Working Conditions

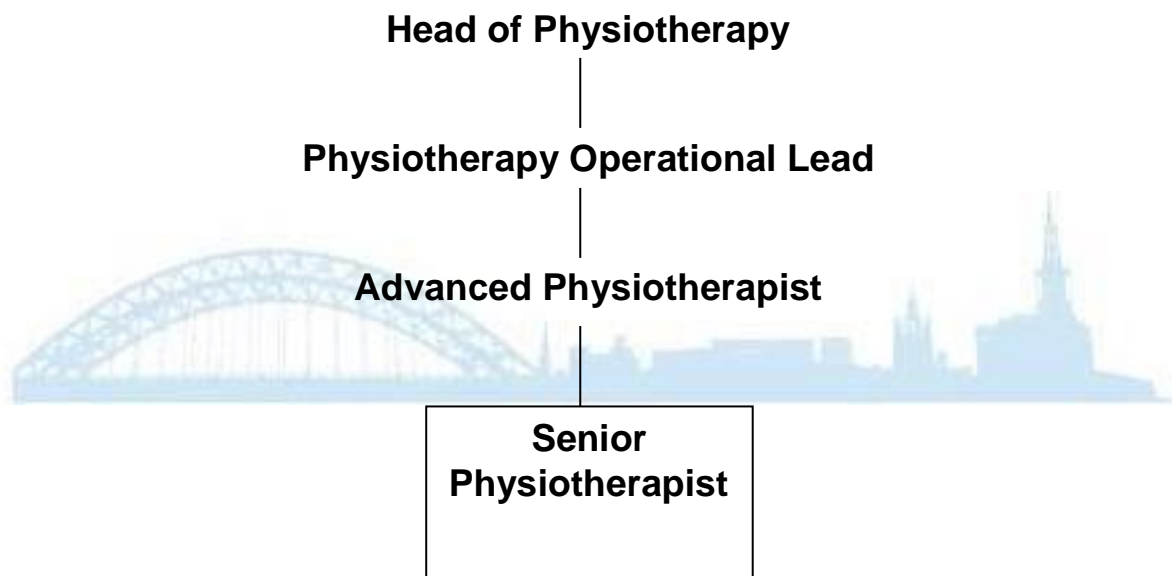
- Regular exposure to highly unpleasant working conditions e.g., exposure to body fluids, vomit etc whilst working with patients.
- Occasional exposure to fleas and animal excrement when working in patients' homes with variable levels of hygiene.
- Regular exposure to aggressive patients/carers/family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



The Newcastle upon Tyne Hospitals NHS Foundation Trust

**PATIENT SERVICES
PHYSIOTHERAPY**

ORGANISATIONAL CHART –SENIOR PHYSIOTHERAPIST MND



The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Senior Physiotherapist (MND)

BAND: 6

DIRECTORATE: Patient Services

<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>
Qualifications & Education	<ul style="list-style-type: none"> Valid Driving Licence. Degree or Equivalent Diploma in Physiotherapy State Registered with Health & Care Professions Council 	<ul style="list-style-type: none"> Member of Chartered Society of Physiotherapists. Involvement in a relevant CSP Clinical Specialist Group e.g., ACPIN, ACPRC, ACPOPC 	
Knowledge & Experience	<ul style="list-style-type: none"> Have NHS post registration experience including experience of managing patients with neurological conditions. Experience of working as part of a multi-disciplinary team Advanced knowledge of a range of medical conditions and their impact on patient's functional abilities. Sound knowledge of the physiotherapy process 	<ul style="list-style-type: none"> Knowledge of undertaking research and audit projects Knowledge of current NHS issues Previous experience in a Band 6 rotational scheme or Experience of working with patients in a neurological, respiratory or palliative care setting. Involvement in audit, quality/ service improvement projects. 	
Skills & Abilities	<ul style="list-style-type: none"> Ability to present information, written and orally in a clear and logical manner. Good interpersonal skills. Organisation, time management and practical application of physiotherapy skills Ability to work as part of a team. Excellent communication and interpersonal skills. Empathetic and able to adapt communication style depending on patient needs. 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 	<ul style="list-style-type: none"> IT Skills Presentation Skills Specialist treatment skills e.g., Bobath, hydrotherapy and respiratory 	
Values / Behavioural / Attitudes	<ul style="list-style-type: none"> Commitment to personal and service development Flexible, alert, dynamic and enthusiastic. Enthusiasm 		
Core Behaviours	<ul style="list-style-type: none"> Alignment to Trust Values and Core Behaviours Take personal responsibility to: <ul style="list-style-type: none"> engage with the Trust's Climate Emergency Strategy and Sustainable Healthcare in Newcastle (SHINE) initiatives. assist in embedding our sustainability values into everyday practice; and help ensure such practice is applied consistently by you and your 		

	colleagues		
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CANDIDATE:

REFERENCE NO:

SIGNED BY:

DATE:

DESIGNATION:

