

## Job Description

**Title:** Physiotherapist

**Band:** 5

**Reports to:** Senior Team lead

 <h3 style="margin: 0;">Management Essentials</h3>	 <h3 style="margin: 0;">Leadership Insights</h3>
<p>We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.</p> <p>This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.</p> <p>Please click <a href="#">here</a> for further information on the Management Essentials programme.</p>	<p>Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.</p> <p>If, this is of interest to you, you will be able to enrol upon commencement with the Trust.</p> <p>Please click <a href="#">here</a> for further information on the Leadership Insights programme.</p>

### Job Summary:

- To assess and treat own workload of patients / clients and maintain associated records
- Participate in CPD and other departmental activities
- Supervise assistants / technicians and students as appropriate.
- Participate in departmental research / audit
- Participate in the AHP and Nursing Preceptorship Programme including the research project.
- Rotational post based around the Portsmouth and Solent Health economy.
- Working weekends and on call – rotation dependent

### Key Responsibilities:

#### Trust Organisational Expectations

The post holder will:

Proactively and positively contribute to the successful overall performance of the Trust.

Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.

Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government's policies on Health.

Develop an organisational culture that fosters collaborative working among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.

Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.

Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.

Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government's policies on public health

If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- Challenge poor practice that could lead to the transmission of infection.

Proactively, meaningfully and consistently demonstrate the Trust Values in your every day practice, decision making and interactions with patients and colleagues.

### **Shared Core Functions**

Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks,

Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate.

Ensure that approved budgets are spent effectively and in accordance with agreed procedures

Liaison with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated

Build and sustain effective communications with other roles involved in the shared services as required

Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims

Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.

Undertake proactive horizon scanning for either developments relating to Trust work or opportunities for Trust involvement around health issues

Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.

Dissemination of knowledge through engagement in report writing, and reviewing, taking full responsibility for technical accuracy and reliability and being sensitive to the wider implications of that dissemination.

Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with government departments, national agencies and key stakeholders.

Develop structures, systems, ways of working and personal values that will support the Trusts sustainable development objectives with regard to issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change.

### **Specific Core Functions**

#### **Professional/Clinical**

##### **Clinical**

To be responsible for implementing within your clinical practice the standards and policies in each specialty and where applicable, propose changes to working practices.

To maintain a high standard of clinical care using evidence based practices and evaluate the outcomes.

To be responsible as an autonomous practitioner to undertake a significant clinical caseload.

To undertake the comprehensive assessment of patients using investigative and analytical skills and seek guidance from senior staff as required.

To devise an individualised physiotherapy management and/or treatment plan, using clinical reasoning skills, to utilise a range of treatment options in formulating a programme of care in consultation with the patient.

To be professionally and legally responsible and accountable for all aspects of your professional activities working within codes of practice and professional guidelines.

To keep accurate, legible records of patient care in line with service guidelines

To demonstrate a sound understanding of clinical governance, clinical risk and to demonstrate the use of treatment plans with an evidence based link.

Work effectively with those patients whose first language is not English and take into consideration diversity issues in particular differing cultural awareness.

To demonstrate physical ability to carry out physiotherapy assessment and interventions, including highly developed manual physiotherapy techniques and therapeutic handling. This includes frequent moderate physical effort.

To keep up to date with clinical developments, analysing current research and discussing and implementing changes in clinical practice.

To be responsible for the safe use of equipment used in carrying out physiotherapy duties, adhering to the department's medical devices policy. This includes competence and accuracy to use equipment by yourself and other healthcare professionals, carers and patients.

To participate in the oncall and emergency rotas. When working on the emergency duty on-call rota, undertake the assessment and treatment of acutely ill patients with respiratory problems, who may have a complex presentation and maintain associated records as an autonomous practitioner.

When working on the emergency duty on-call rota, provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding patients respiratory and chest functions / conditions. Supervision from a senior physiotherapist is available if required.

To participate in weekend working/shift patterns/TOIL as determined by each rotation

### **Management and Leadership**

Responsibility for ensuring that:

Staff are managed and standards of work are maintained and Trust policies for the management of staff performance are adhered to.

Appraisals of staff directly managed are undertaken and that the appraisal process is maintained throughout the team.

Staff receive appropriate health and safety and other mandatory training as prescribed and that relevant records are maintained.

Other records are maintained by the team ensuring compliance with the agreed record keeping systems of the Trust.

Informed consent is obtained where appropriate and documented in accordance with Trust procedures.

New and replacement equipment is not used until it has been commissioned in accordance with Trust policy.

Appropriate risk and other assessments are completed and documented in a timely manner in accordance with Trust policy.

Infection prevention and control procedures are followed by all staff within their area of responsibility

All staff follow Trust clinical governance requirements

Plan the effective daily management of a caseload of patients including responding to urgent referrals and occasionally unpredictable work patterns.

To be able to prioritise clinical work and balance other patient related and professional activities in accordance with the departmental requirements.

To be able to manage potentially stressful, upsetting or emotional situations in an empathic manner including but not limited to ITU, neurology and areas for terminal care.

To work with the physiotherapy team to provide an efficient and effective service and to be involved in the proposal/development and implementation of departmental policies and the annual business plan.

To supervise physiotherapy assistants/technicians and when appropriate physiotherapy students on clinical placement.

To maintain and provide accurate and timely statistical information as required in consultation with senior staff.

To participate in the Trust appraisal scheme as an appraisee.

To ensure that all equipment defects, accidents and complaints are reported to your line manager and the physiotherapy manager immediately to ensure that appropriate action may be taken in line with Trust Health and Safety Policies

## **Administrative**

To participate in appropriate work related research/evaluation projects and to be aware of current research relevant to the specialty.

To undertake and present a relevant evidence based project in each rotation if required.

In line with the Trust's commitment to Clinical Governance, to participate in clinical audit and evaluate your own clinical effectiveness.

Ensure any ideas to improve quality of patient care are investigated through the physiotherapy service channels.

## **Education**

Health Professions Council Registration

BSc (Hons) Physiotherapy, or equivalent

Member Chartered Society Physiotherapy

To assist if required in the training of students on clinical placement and assistant/technicians within the clinical area.

To be responsible for and actively record your own personal development.

To keep abreast of all new developments which includes attending relevant study days and visits to specialist units in consultation with the physiotherapy team.

To disseminate knowledge to physiotherapy staff through in-service training and be available for training other healthcare professionals as required.

To participate in the in-service and post registration education programme. To be proactive with regard to learning from senior staff within the physiotherapy service.

## **Limits of Authority**

May not dismiss or suspend staff under the disciplinary procedures.

May not take annual leave without prior agreement of the manager

## **Other**

Job Holders are required to:

Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.

Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.

Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.

Act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date

Ensure they and where appropriate their staff:

adhere to trust policies and procedures at all times,

comply with trust standing orders, standing financial instructions, policies, procedures and guidelines,

follow any policies and procedures in relation to infection, prevention and control

are aware of their responsibilities in relation to safeguarding children, and vulnerable adults, and the specific responsibilities placed on individuals who care for such clients/patients

take all reasonable steps to manage and promote a safe and healthy working environment which is free from discrimination,

comply with the trust policy on confidentiality, and the Data Protection Act 1998 as amended, relating to information held manually or on computerised systems,

respect the confidentiality and privacy of clients and staff at all times,

maintain a constant awareness of health, welfare and safety issues affecting colleagues, patients, visitors and themselves, reporting any accidents or fault in line with trust policy,

fully participate in health and safety training,

participate in personal training, development, appraisal, and attend all relevant training courses as required.

Comply with the professional body code of conduct

This job description seeks to outline the key duties and responsibilities of the post; it is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed during the annual appraisal process.

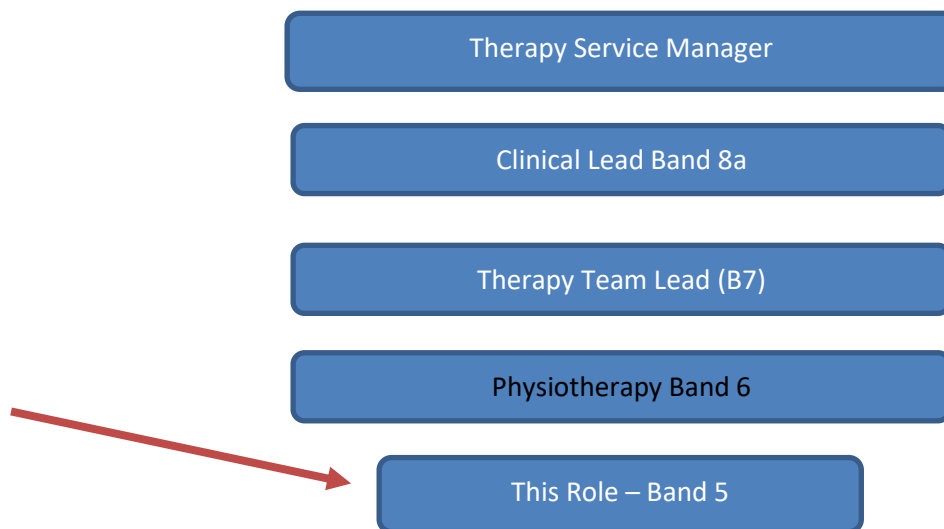
The post holder may, with their agreement, which should not reasonably be withheld, be required to undertake other duties as required, which fall within the grading of this post, to meet the needs of this new and developing service.

Individuals who are required to hold a professional registration in order to practice must continue to be a member of their professional body throughout the lifespan of this job description. Such individuals will be required to notify the Trust immediately if their professional body limits or changes the terms of their registration.

This job description will be reviewed yearly as part of the annual individual performance review to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the post holder.

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## Organisational Chart



## Person Specification

### Qualifications - essential

- Health Professions Council Registration (or intent to register for those still in study)
- BSc (Hons) Physiotherapy, or equivalent

### Desirable

- Member Chartered Society Physiotherapy (or other relevant insurance)

### Skills and Knowledge

- Undergraduate theoretical knowledge in a wide range of specialities within physio
- Practical knowledge from placement in a range of settings (acute / community / rehab / MSK)
- Ability to recognise and treat (within the scope of practice as a physio) a deteriorating patient
- Ability to prioritise caseload
- To write legible succinct notes in accordance with HCPC standards

### Experience

- Our Band 5's do not have to have worked prior to qualifying – and all experience is assumed to be at an undergraduate level
- Previous experience of working in a hospital / care setting is beneficial.

### Working Together For Patients with Compassion, as One Team, Always Improving

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**