Portsmouth Hospitals University NHS Trust

Job Description

Title: Physiotherapist - Acute Inpatient Rotation

Band: 6

Reports to: Team Leader of relevant specialty

Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

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.

Please click here for further information on the Management Essentials programme.

Leadership Insights

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.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click here for further information on the Leadership Insights programme.

Job Summary:

- To work within a designated clinical setting as set out in the portfolio of acute rotations
- To undertake all aspects of clinical duties as an autonomous practitioner.
- To be responsible for a caseload, performing integrated and specialist physio assessments of patients with diverse presentations. Setting goals and developing and delivering an individualised treatment plan as part of a multi professional programme of care
- To be proactive in supporting the discharge process to facilitate efficient patient flow
- To work in an integrated way with OT, carrying out cross boundary working when appropriate and indicated.
- To supervise and provide clinical support for Physiotherapists, Physiotherapy Assistants, Technicians and Associate Practitioners.
- To supervise, educate and assess the performance of physiotherapy students.
- Undertake evidence-based audit and research projects
- Rotations are 9 months duration
- Will be required to work a 7-day working pattern to support weekend working
- Participation in the out of hours respiratory on call service

Key Responsibilities:

Professional/Clinical

- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
- To undertake a comprehensive assessment (mobility & function) of patients including those with diverse or complex presentations /multi pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate analysis of a patient's presenting problems.
- Set goals, formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence-based practice and treatment options using clinical reasoning skills and a range of treatment options, including; manual physiotherapy techniques, patient education, exercise classes, electrotherapy techniques and other alternative options.
- To work in an integrated way with OT, including performing integrated initial assessment, referring for specialist OT assessment where indicated and setting joint goals to facilitate a safe discharge as soon as patients are medically optimised for DC (previously known as medically fit for DC)
- Once trained and competent to do so you will undertake assessment for simple aids of daily living and educate patients in their use.
- To identify health and social care problems requiring assessment /intervention from other agencies, and with the consent of the patient action those referrals
- Formulate accurate analysis of assessments and recommend best course of intervention, developing comprehensive care plans in conjunction with the patient and the multi-professional team.
- Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack the capacity to consent to treatment.
- To keep accurate, legible records of patient care in line with service guidelines
- Evaluate patient progress, reassess and alter treatment programmes if required.
- Manage clinical risk within own patient case load.
- Work effectively with those patients whose first language is not English and take into consideration diversity issues in particular; differing cultural awareness.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, and blind or who may be unable to accept diagnosis.
- Work within trust clinical guidelines, HCPC standards and Chartered Society of Physiotherapy guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
- A 7 day working pattern, including shift patterns and weekend working and TOIL will be adhered to.
- Participation In the emergency respiratory on-call list is expected.

Management and Leadership

Responsibility for ensuring that:

- Staff are managed and standards of work are maintained
- 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.
- Appropriate risk and other assessments are completed and documented in a timely manner in accordance with Trust policy.
- Equipment is maintained in accordance with Trust policy and defective equipment is reported and made safe without delay in accordance with Trust procedures
- Infection prevention and control procedures are followed by all staff within their area of responsibility
- All staff follow Trust clinical governance requirements
- Plan the daily management of a patient caseload and be able to prioritise clinical work and balance other patient related and professional activities in accordance with the departmental requirements.
- Be responsible for the supervision and co-ordination of junior staff, physiotherapy support staff and students daily, their clinical practice and record keeping
- To plan and co-ordinate rehabilitation programmes delivered by other healthcare support workers
- Represent the physiotherapy service and / or individual patients at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multi-disciplinary approach and integrate physiotherapy treatment into the treatment programme. This will include discussion of patient progress and involvement in discharge and transfer of care planning.
- To be responsible for the safe and competent use of all electrotherapy equipment, gym equipment and patient appliances and aids used by patients; ensure that junior staff/assistants attain competency prior to use.
- Support the leadership of the inpatient Physiotherapy Team on the relevant hospital/community site, providing operational and clinical leadership for the service. Deputise for Team Leader in their absence, taking responsibility for operational management of the team, allocating and organising the work of junior and assistant staff to meet service priorities daily.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathic manner.
- 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 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 and appraiser

Administrative/Communication

- To liaise with other members of the physiotherapy team as necessary regarding patient care
- To communicate effectively with other agencies /disciplines within the rehabilitation team and intermediate care/ settings to ensure a multidisciplinary approach to care.
- To be able to communicate complex and sensitive information to patients, carers and other staff including imparting unwelcome news.
- To ensure timely and effective communication with the Physiotherapy Team Leader and other senior staff on all professional matters.
- To maintain an accurate record keeping system in line with HCPC standards and local guidelines.
- To attend any ward rounds, meetings, case conferences as appropriate in order to ensure appropriate and timely management of patients through to discharge.
- To attend and be an active participant in specialty, peer group and departmental staff meetings

Education

- To be responsible for 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.
- Organise and implement training sessions when required in the relevant department
- 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.

Research and Audit

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

Trust Organisational Expectations

The post holder will:

- Staff – Demonstrate own activities and workplace routines to new or less experienced employees
- 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 everyday 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 regarding issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change.

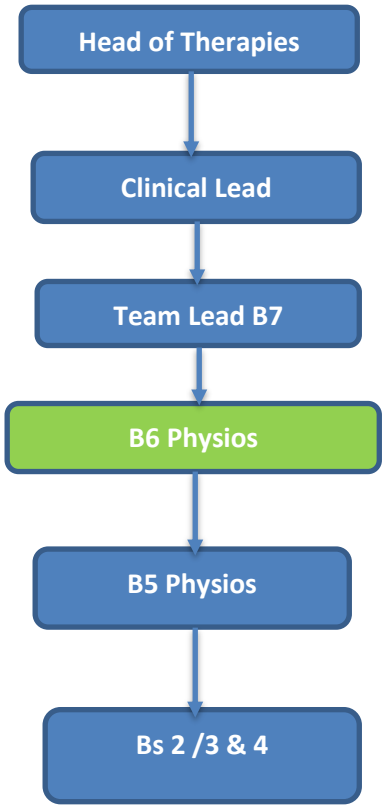
Effort

- Carry out assessments and treatments with moderate physical effort on a daily basis for patients presenting with a range of clinical presentations relevant to the specific B6 rotation specialties
- To comply with the Trust Manual Handling Policy and local therapeutic handling guidance at all times. This job may require frequent handling of patients with significant mobility problems and can involve the use of hoists, wheelchairs and other mobility equipment; it also involves regular fitting of equipment.
- To deal sensitively with patients who may have high levels of anxiety caused by pain, dementia or limited mobility.
- The job involves frequent exposure to unpleasant working conditions on a regular (daily basis) e.g. bodily fluids including sputum, vomit, urine, and occasional exposure to verbal and physical aggression.

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 all Trust policies and procedures,
- Act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded.
- 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

Organisational Chart



Person Specification (E = Essential, D = Desirable)

Qualifications

- Health Care Professions Council Registration (E)
- BSc (Hons) Physiotherapy, or equivalent (E)
- Member of the Chartered Society of Physiotherapy (D)

Skills and Knowledge

- Good broad based physiotherapy skills (E)
- Excellent communication skills, written and verbal (E)
- Understand the legal responsibilities of the profession (E)
- Ability to organise, prioritise and delegate (E)
- Understand clinical governance and its implications for services. Include experience of quality issues and audit. (E)
- Understand the importance and relevance of MDT working (E)
- Ability to recognise when to seek advice. (E)
- Ability to keep accurate and legible patient notes (E)
- Competent IT skills (E)
- Presentation skills (E)
- Knowledge of Audit (E)
- Self-motivated, self-starter, able to organise a large and varied workload (E)
- Numerate (E)
- Literate in English (E)
- Being flexible and adaptable at work in order to meet competing priorities (E)
- Ability to cope working in a stressful environment and with emotional or aggressive patients and carers (E)

Experience

- Relevant post registration experience as a physiotherapist (E)
- Evidence of student or physiotherapy assistant supervision (E)
- Evidence of working in a team (E)
- 18 months to 2 years post qualification experience (E)

Respect and Dignity

- Respects the privacy and dignity of individuals
- Demonstrate an understanding of equal opportunities

Quality of Care

- Demonstrate an understanding of the importance of quality of care
- Accountable

Working Together

- Ability to work efficiently, effectively and professionally in a multidisciplinary team
- Demonstrate that you value everyone's contribution

Efficiency

- Understanding and experience of improving efficiency and reducing waste
- Demonstrate that you will be open to improving everything you do

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Job holders are required to act in such a way that at all times the health and wellbeing 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:

SUPPORTING INFORMATION

1.0 Background

Demand for acute care is growing and acute hospitals must manage patient care safely, effectively and efficiently to enable all patients to be able to access the care they need when they need it.

Maintaining efficient patient flow through the hospital is essential to ensure the above can be achieved. Physiotherapists have a vital role in contributing to supporting that flow through; early assessment, appropriate intervention, appropriate clinical decision making, risk assessment and playing a key role in discharge planning.

These rotations will enable you to gain a wealth of clinical and leadership skills and experience across a range of specialties to support hospitals in providing the best possible care for patients and supporting effective flow through the hospital. Many of the skills gained from these rotations are transferable should you wish to move into different specialties.

2.0 Rotations include:

- Surgery & Renal
- Medicine
- Medicine / Paediatric Mix
- Critical Care
- Acute Stroke

2.1 Skills Development

During these rotations you will have the opportunity to develop a wide range of skills, including but not limited to;

- Respiratory skills including managing patients with respiratory high care needs
- Managing the critically ill patient and post ITU rehab skills,
- Develop skills (clinical and non-clinical) to enable the management of complex presentations across a range of pathologies, adults and children
- Neuro skills in the assessment and treatment of acute stroke
- Effective risk assessment skills and risk management strategies to support D2A (Discharge to Assess)
- Develop cross boundary working with OT and other professions to develop skills to facilitate integrated working practices across professions
- Effective MDT working
- Discharge planning
- Develop leadership and management skills

3.0 Length of Rotations

9 months