

## Job Description

**Title:** Band 6 Rotational Physiotherapist – Orthopaedics and PEC

**Band:** 6

**Reports to:** Team Lead

### Job Summary:

- Senior Rotational Physiotherapist within Orthopaedics and PEC, rotating through Trauma, Elective, Femoral Fracture Unit and the Patient Enablement Centre (PEC). Rotation length 9 months - 1 year.
- To be a key driver and facilitator of discharge within the Orthopaedic setting, linking with community services to provide support.
- Commitment to late shifts (12noon-8pm), weekend working rotas and respiratory out of hours on-call.
- To perform advanced physiotherapeutic assessment of patients with diverse range of presentations. To provide clinical reasoning, and develop and deliver an individualised treatment programme.
- To hold responsibility for own caseload and be responsible for a defined area of the service working without direct supervision. Supervision will take the form of regular formal training and clinical reasoning sessions, peer review and case conferences. Access to advice and support from a specialist physiotherapist if required.
- To undertake all aspects of clinical duties as an autonomous practitioner.
- Participate in CPD and other departmental activities
- Supervise junior qualified staff, associate practitioners, technicians and students .Take responsibility for students - supervise, educate and assess the performance of physiotherapy students; this would be to a graduate standard and involve working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification
- Undertake evidence-based audit and research projects to further own and teams practice within department. Make recommendations to clinical or pathway lead of service for changes to practice by team. May lead the implementation of specific changes to practice or contribute to service protocols.

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### Key Responsibilities:

#### Trust Organisational Expectations

- 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.
- A 7 day working pattern with weekend working and TOIL will be adhered to.

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- Participation in the emergency respiratory on-call list is expected.

## Specific Core Functions

### 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 of a variety of patients including those with diverse or complex presentations and co-existing pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition.
- Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual physiotherapy techniques and handling skills, patient and carer education, and other alternative options.
- To identify appropriate discharge pathways for patients taking into account considerations of patient wishes, MDT views using a Home First approach where appropriate.
- To identify health and social care problems requiring assessment /intervention from other agencies, and with the consent of the patient action those referrals.
- To take delegated responsibility from the senior physiotherapist team leader for managing patients and be responsible for providing specialist physiotherapy assessment and treatment plans.
- Formulate accurate prognoses and recommend best course of intervention, developing comprehensive care plans in conjunction with the patient, carer and the multiprofessional 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
- 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 as a consequence of a neurological deficit or other co-existing pathologies. For example, patients may have expressive or receptive language difficulties, have cognitive impairment, depression, deaf, blind or who may be unable to accept diagnosis.
- Evaluate patient progress, reassess and alter treatment programmes if required.
- Manage clinical risk within own patient case load.
- Work within local and national guidelines. Monitor own and others quality of practice as appropriate (according to Chartered Society of Physiotherapy standards of practice).
- If working in a domiciliary setting, manage work as a lone practitioner (with telephone support from a specialist physiotherapist if required). This is in adherence to Trust and service home working policies.
- When working on the emergency duty on-call rota, provide advice to medical and nursing staff and other members of the multidisciplinary team regarding patients respiratory and chest functions/conditions.
- Undertake the assessment and treatment of acutely ill patients with respiratory problems, who may have a complex presentation (when working on the out of hours / on-call rota). Maintain associated records as an autonomous practitioner.
- Participate in a weekend working rota.

### Management

- 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. To balance other patient related and professional activities in accordance with the departmental requirements.

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- Be responsible for the supervision and co-ordination of Band 5 staff, physiotherapy support staff and students on a daily basis, their clinical practice and record keeping.
- Represent the physiotherapy service and / or individual patients at the multi-disciplinary team board meetings, to ensure the delivery of a co-ordinated multi-disciplinary approach, integrating physiotherapy intervention into the rehabilitation 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 equipment, gym equipment and patient appliances and aids used by patients; ensure that Band 5, 4 or 3 staff attain competency prior to use.
- 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.
- Deputise for team leader in their absence, taking responsibility for operational management of the team, allocating and organising the work of Band 5, 4, 3 or 2 staff to meet service priorities on a daily basis.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathic manner in caring patients and dealing with their carers.
- To work with the physiotherapy team to provide an efficient and effective service. 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.

### Communication

- To communicate effectively with other members of the multi professional team or to whom the patients care is transferred to ensure a consistent multidisciplinary approach to care.
- To liaise with other therapists throughout the continuum of care, as necessary with regard to patient 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 to the physiotherapy managers and senior staff on all professional matters.
- To maintain an accurate record keeping system in line with CSP 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 transfer of care/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 band 5, 4, 3 or 2 staff 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 physiotherapy and multiprofessional 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 IST and post registration education programme. To be proactive with regard to learning from senior staff within the therapy service.

### Research/Audit

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- 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 (as part of appraisal).
- To participate in clinical audit and evaluate your own clinical effectiveness in line with the Trust's commitment to Clinical Governance. Ensure any ideas to improve quality of patient care are investigated through the physiotherapy service channels.

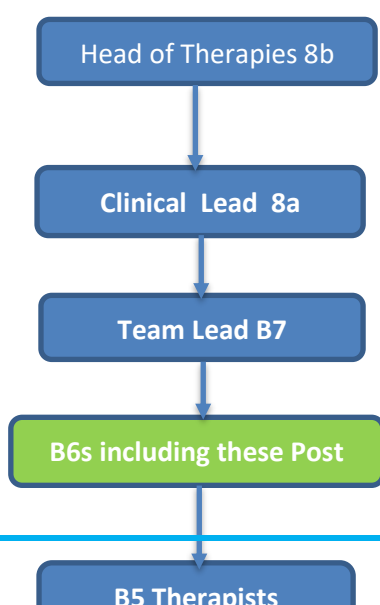
### Effort

- To carry out assessments / treatments of neurological / elderly / respiratory conditions, with frequent moderate physical effort on a daily basis.
- To comply with the Trust Manual Handling Policy and local therapeutic handling guidance (at all times).
- To deal sensitively with patients who have high levels of anxiety and aggression 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.
- There is frequent exposure to distressing circumstances e.g. death, loss of limbs and palliative care
- Lone working during on-call service, assessing and managing risk.
- To provide regular support to more junior staff members who may have been exposed to emotional and stressful situations.
- The job involves managing high caseloads, unpredictable work patterns and frequent sustained concentration caring for unstable patients or emergency situations.

### Other

- 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

## Organisational Chart



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## Person Specification

### Qualifications

- Health Professions Council Registration
- BSc (Hons) Physiotherapy, or equivalent
- Member Chartered Society Physiotherapy

### Skills and Knowledge

- Understand the legal responsibilities of the profession
- Ability to organise, prioritise and delegate
- Effective written and oral communication
- Understand clinical governance and its implications for services. Include experience of quality issues and audit.
- Ability to recognise when to seek advice.
- Ability to keep accurate and legible patient notes
- Competent IT skills
- Presentation skills
- Knowledge of Audit

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- Ability to work as part of a close knit team
- Self-motivated, self starter, able to organise a large and varied work programme
- Numerate
- Literate in English
- Being flexible and adaptable at work in order to meet competing priorities
- Ability to cope working in a stressful environment and with emotional or aggressive patients and carers

### **Experience**

- Relevant post registration experience as a physiotherapist (18months+)
- Evidence of student or physiotherapy assistant supervision
- Evidence of working in a team situation
- Evidence of CPD documented

### **Working Together:**

#### **For Patients**

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

#### **With Compassion**

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

#### **As One Team**

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

#### **Always Improving**

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

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