

**Aneurin Bevan University Health Board**  
**Physiotherapy Service**  
**Job Description**



GIG  
CYMRU  
NHS  
WALES  
Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

Post:	Senior Physiotherapist in Children's and ALD Services
Band:	Band 6
Reporting To and Managerially Accountable To:	Operational Manager
Professionally Responsible To:	Head of Physiotherapy Service
Post Summary:	<p>The Senior Physiotherapist is a specialist clinician in a specific clinical area. They participate as a member of the team independently managing a specialist clinical caseload.</p> <p>They take responsibility for supervising, delegation, training and developing others. The post holder will contribute to implementing changes in their own clinical area to improve patient care and efficiency of service delivery.</p> <p>They will contribute to audit and may also participate in research activities.</p>

## **SENIOR PAEDIATRIC/ALD PHYSIOTHERAPIST- ROTATIONAL**

### **POST OUTLINE**

The post holder is part of the clinical team responsible for the delivery of the paediatric and adult learning disability physiotherapy service.

Working 37.5 hours a week, the role is based in a variety of sites as required by the needs of the service.

Clinical experience will be gained in a variety of settings including:

- Children's centres which include Serennu Children's Centre, Newport, Caerphilly Children's Centre and Nevill Hall Children's Centre, Abergavenny.
- Acute cover for the children's wards at Nevill Hall Hospital and Royal Gwent Hospital, Newport \*
- Special schools and other educational establishments
- Adults with Learning Disabilities – In various locations throughout Gwent, base currently at St Woolos Hospital.
- Adult day centres, patient/client homes, hydrotherapy, orthotics, posture clinics throughout Gwent

\*In 2021 the inpatient paediatric delivery for Aneurin Bevan will be relocated from Nevill Hall Hospital and The Royal Gwent Hospital with the opening of a new critical care unit in Cwmbran. The Grange Hospital will host all acute paediatric services and the post holder maybe required to assist in the delivery of respiratory/orthopaedic physiotherapy services to this site.

It is essential that the post holder is able to drive, as there is a significant amount of work away from base.

The post holder may also be required to work with young people age 16-25 with additional learning needs that are transitioning from the Children's Physiotherapy Service.

The post holder will be expected to undertake treatment using a variety of modalities including hydrotherapy and rebound.

The post holder will be expected to participate in the adult/paediatric respiratory on call rota, and may also contribute to other rotas where clinically appropriate and 7 day working practices such as orthopaedic cover that the physiotherapy service supports.

The post holder will be expected to contribute to local and service wide service development, in-service training and audit. In addition, the post holder in conjunction with other senior staff will clinically mentor and supervise more junior staff, technicians, as well as support the education of undergraduate students within the department.

## **PRINCIPAL RESPONSIBILITIES AND DUTIES**

### **Clinical**

- To undertake all aspects of clinical duties as an autonomous practitioner
- To be professionally and legally accountable for a designated patient caseload and to decide priorities for own work area, balancing other patient related and professional demands
- To manage clinical risk within own patient caseload
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient
- To undertake the comprehensive assessment and accurate diagnosis of patients, including those with a complex presentation, using investigative, palpatory, analytical and clinical reasoning skills
- To undertake physical treatment techniques utilising highly developed manual skills where appropriate
- To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a specialised programme of care
- To provide spontaneous and planned advice, teaching and

instruction to relatives, carers, other disciplines and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme

- To participate in multidisciplinary/multi-agency team meetings and case conferences to ensure the co-ordination of patient care. This may include the review of patient progress and discharge planning
- To ensure accurate, comprehensive and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria
- To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcome

- To actively participate in the measurement and evaluation of own work through audit, outcome measurement, the application of evidence based practice and research where appropriate
- To work to Health Board, Professional and National clinical guidelines and have a good working knowledge of relevant national standards to which quality of practice should be monitored
- To identify and initiate projects including audit to review current clinical practice in line with service wide strategy
- To participate in the respiratory on-call rota, any other rotas where clinically appropriate and 7 day working practices that the physiotherapy service supports

**All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.**

### **Communication**

- To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis
- To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention
- To engage the patient, and relatives/carers where appropriate, in the planning and agreement of a treatment programme to maximise rehabilitation potential
- To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme
- To communicate with empathy, patient information which may be of a complex and sensitive nature
- To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management

- To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service
- To acknowledge and support patients/clients/carers rights by promoting individual choice respecting their beliefs, privacy and dignity at all times
- To strive at all times to provide an environment where the diversity of patients/clients/carers and colleagues is respected
- To provide a high quality service acting at all times in a professional manner

### **Managerial**

- In conjunction with the operational physiotherapy manager(s), and senior staff where appropriate, to contribute to the supervision and performance management of staff as required
- To deputise for senior staff where appropriate
- To participate in the Health Board's Personal Appraisal Development Review process (PADR) as outlined within the NHS Knowledge and Skills Framework (KSF) as both appraiser and appraisee
- To participate in recruitment and selection procedures for the physiotherapy service as required
- To contribute to the induction of new staff in the department
- To participate in departmental meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery
- To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care
- To undertake specific tasks as designated by senior staff and operational manager(s)
- To contribute to developments representing Physiotherapy within the wider multidisciplinary/multi-agency team

- To identify and propose service changes for own work area and lead project groups when required
- To adhere to the policies and procedures of the Health Board and physiotherapy service
- To maintain state registration with the Health and Care Professions Council (HCPC) and to provide evidence of that registration annually upon request

### **Education and Training**

- To participate in the Health Board's individual personal review process and to take responsibility for the adherence to an agreed personal development plan
- To be responsible for maintaining own competency to practice through continuing professional development activities including reflective practice, review of relevant literature, participation in local in-service training programmes and peer review, maintenance of a personal portfolio and the attendance of relevant training courses as identified, within a personal development plan
- To be an active member and contribute to the organisation and delivery of in-service/training programmes
- To assist in the tuition of other physiotherapy staff as appropriate
- To undertake the tuition, supervision and performance assessment of undergraduate physiotherapy students. This will include working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification
- If requested provide teaching and instruction to other disciplines to ensure a consistent approach to patient care
- To participate in mandatory/statutory training as outlined by the Health Board and relevant core skills training as outlined by the physiotherapy service

## **Health and Safety**

Individuals employed within the Health Board must take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions whilst at work.

## **Data Protection**

Individuals employed within the Health Board are responsible for any records they create, use or handle. This responsibility is established at, and defined, by law.

All employees working for or within the NHS who record, handle, store or otherwise come across information, have a personal common-law duty of confidence. The Data Protection Act 1998 now places statutory restrictions on the use of personal information, including health information. All staff need to acknowledge the importance of health records and their personal responsibilities.

Its security is of prime importance and serious consequences can result should a record go missing. Any disclosure of such information without permission is a disciplinary offence and may result in dismissal.

## **Flexibility Statement**

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It will be periodically reviewed in the light of developing work requirements and, in consultation with the post holder may well be changed from time to time to meet changes in the Health Board's requirements.

The post holder may be required to provide cover for other clinical areas during periods of staff shortages, leave or sickness.

**Name of Post Holder** .....

**Signature of Post Holder** .....

**Name of Manager** .....

**Signature of Manager** .....

**Date Agreed** .....



**Aneurin Bevan University Health Board**  
**Physiotherapy Service Employee**  
**Specification**



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Aneurin Bevan  
University Health Board

Post: Senior Physiotherapist (Non rotational)	
Band: 6	
The candidates should be able to demonstrate the following either through specific examples identified when making the application or at interview	
Education/Qualifications/Training	
Essential	Desirable
<ul style="list-style-type: none"> <li>▪ Diploma/degree in Physiotherapy</li> <li>▪ Registered with Health and Care Professions Council (HCPC)</li> <li>▪ Relevant clinical educators' course or willing to undertake training</li> <li>▪ Appropriate range of postgraduate clinical education</li> </ul>	<ul style="list-style-type: none"> <li>▪ MCSP</li> <li>▪ Active participation in relevant interest group</li> </ul>
Experience	
Essential	Desirable
<ul style="list-style-type: none"> <li>▪ Broad range of post graduate clinical experience including comprehensive rotational experience</li> <li>▪ Specific experience in speciality applied for</li> <li>▪ Experience of participating in and delivering in-service training programmes</li> <li>▪ Experience of supervising staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of having worked in the UK as a HCPC registered physiotherapist</li> <li>▪ Evidence of having worked unsupervised</li> <li>▪ Evidence of having participated in on-call and weekend duties where appropriate</li> <li>▪ Previous Band 6 position</li> <li>▪ Experience of integrating user participation in service development</li> <li>▪ Experience of facilitating learning with undergraduate students</li> </ul>
Skills & Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> <li>▪ The ability to discuss the clinical reasoning process in the management of complex cases</li> <li>▪ The ability to identify and act upon adverse clinical signs</li> <li>▪ Awareness of relevant national and local clinical guidelines</li> </ul>	<ul style="list-style-type: none"> <li>▪ Appreciation of research principles and findings and the impact on clinical practice</li> <li>▪ Evidence of teaching at an undergraduate and postgraduate level</li> </ul>

Post: Senior Physiotherapist (Non rotational)	
Band: 6	
Skills & Knowledge Continued	
Essential	Desirable
<ul style="list-style-type: none"> <li>▪ Good communication skills both verbal and written when interacting with members of the team, other professionals, patients and their families</li> <li>▪ The ability to work effectively in a team environment</li> <li>▪ Evidence of initiative</li> <li>▪ Good time management</li> <li>▪ The ability to discuss the ethos of clinical governance and its relevance in physiotherapy practice</li> <li>▪ The ability to demonstrate an understanding of the NHS and the challenges facing the physiotherapy service</li> <li>▪ The ability to supervise staff who will be directly accountable to the post holder</li> <li>▪ Commitment to participating in clinical and organisational audit</li> <li>▪ The ability to demonstrate critical appraisal skills</li> <li>▪ Evidence of Continuing Professional Development sufficient to meet HPC requirements</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of dealing with personnel issues</li> <li>▪ I T literate</li> <li>▪ The ability to speak Welsh or a willingness to learn</li> </ul>
Other Requirements	
Essential	Desirable
<ul style="list-style-type: none"> <li>▪ The physical ability to perform and cope with all aspects of manual handling as demanded by the job role</li> <li>▪ Professional appearance</li> <li>▪ The ability to adapt to changes in work routine</li> <li>▪ Available for the respiratory on-call rota and other seven day working rotas where appropriate</li> </ul>	

Post: Senior Physiotherapist (Non rotational)	
Band: 6	
Other Requirements Continued	
Essential	Desirable
<ul style="list-style-type: none"> <li>▪ The ability to travel between sites within the Health Board or patients' residences in a timely manner to meet the requirements of the post</li> </ul>	