

# ISLE OF MAN DEPARTMENT OF HEALTH & SOCIAL CARE

## JOB DESCRIPTION

Job Title:	Specialist Physiotherapist
Location:	RDCH
Accountable to:	Acute Therapy Service Manager
Reports to:	Acute Therapy Team Lead
Pay Band:	6
Job Evaluation Reference No:	0793v3/JE/16
Organisation Chart: (attached)	See below

### JOB PURPOSE

The post holder is a member of a physiotherapy team based in RDCH and holds an independent caseload of patients.

Requiring inpatient rehabilitation and follow up in to the community for the 72Hr period post discharge.

In the ward setting the post holder will work without direct supervision. Duties involve the management and rehabilitation of in-patients with varying needs including medical, orthopaedic, and neurological rehabilitation. The post holder will liaise with the wider Acute Therapy team for support

They will be responsible for the comprehensive physiotherapeutic assessment and treatment of patients, ensuring appropriate pathways of care, effective communications, and will refer to other agencies as required.

Following analysis of assessment findings they will deliver treatment programmes that are evidence based and designed specifically to address the physiotherapeutic needs of the individual patient in the most efficient and effective manner to support timely and appropriate discharge or transfer of care.

The post-holder will assist in the supervision & education of Junior physiotherapists, support staff and students as required.

The post holder may participate in research & development as required by the service.

The post holder will take an active role in the on call system at Nobles Hospital, providing out of hours and emergency physiotherapy treatment to identified patients.

The post holder may be required to cover other service areas at Nobles Hospital in line with the departments escalation plan

#### **KNOWLEDGE, TRAINING & EXPERIENCE REQUIRED TO DO THE JOB**

1. The post holder must have a degree in Physiotherapy, as recognised by the Chartered Society of Physiotherapy and Health Professions Council. They will hold current registration with the Health Professionals Council (HPC), and provide evidence of that registration annually upon request.
2. They will have a minimum of two years postgraduate experience in core clinical areas including musculoskeletal outpatients
3. The post holder should be able to provide evidence of both formal and informal postgraduate training in various areas of physiotherapy practice and may be a member of a Specific Interest group.
4. The post holder should be working towards a recognised accreditation in Clinical Education, to facilitate clinical supervision of students whilst on placements.
5. The post holder should be able to demonstrate knowledge of professional standards from both the HPC and the Chartered Society of Physiotherapy (CSP)
6. The post holder is expected to undertake appropriate training as identified in the Knowledge and Skills Framework (KSF) outline for this post.
7. The post holder is required to attend Mandatory Training, and updates, as identified by the organisation
8. The post holder should have organisational and time management skills, and the ability to work within a multi disciplinary team.
9. The post holder should be able to use a computer in order to access radiological images and patient data, and to create reports and audit information as required

#### **MAIN DUTIES & RESPONSIBILITIES**

1. The post holder will undertake a specialist physiotherapy assessment of patients in the ward develop and deliver a specialised treatment programme from a range of therapeutic options appropriate to the specific needs of each patient using evidence based practice.
2. The post holder will set appropriate and progressive treatment aims and objectives and agree rehabilitation goals, doing this in joint negotiation with the patient to ensure patient understanding, co-operation, compliance and consent
3. The post holder will deliver the agreed physiotherapy intervention, evaluate patient progress, reassess and adapt treatment programmes as indicated'
4. The post holder will facilitate the safe and timely discharge of patients from the ward to home by following up their care in the patient's home (within 72Hr period post discharge).
5. The post-holder will fully document all patient interventions to meet professional and legal requirements, in line with hospital policies.
6. Ensure a well coordinated and comprehensive care plan by communicating effectively with Consultants, GPs and other relevant healthcare professionals and agencies regarding patient progress and needs, and attending multi-professional patient related meetings e.g. case conference, patient reviews and discharge planning.

7. To take an active part in the weekend and/or evening emergency on call rota working as an independent practitioner providing treatment for the critically ill and orthopaedic patient.
8. To participate in and present in-service training programmes, departmentally and across professions, providing feedback from external courses attended.
9. In conjunction with senior staff, provide clinical education for junior physiotherapists, support staff and physiotherapy students, evaluating their competency through mentoring, guidance, and delegation of appropriate tasks. Undertake appraisal of junior physiotherapists and physiotherapy assistants.
10. To collaborate with colleagues in the provision of an efficient and effective physiotherapy service and contribute to service development

### CLINICAL

1. Work as a specialist clinician and undertake all aspects of clinical duties related to the management of their own specialist case load, prioritising patients according to clinical need on a daily basis and working as an autonomous practitioner
2. The post holder will undertake a specialist physiotherapeutic assessment of patients with diverse or complex presentations/multiple pathologies; using advanced clinical reasoning skills.
3. The post holder will formulate and deliver specialised physiotherapy treatment programmes for individual patients. These will be based on a sound knowledge of relevant evidence based practice and utilisation of a range of appropriate treatment options.
4. in the in-patient and when on call the post-holder will deliver physiotherapy interventions that require a high degree of manual skill, dexterity, and co-ordination, e.g. suction and manual therapy assessment & rehabilitation treatment techniques Also providing aids and appliances including walking aids and joint supports when indicated.
5. Domiciliary visits may be made within the first 72Hrs post discharge
6. The post holder will set clinical &/or functional outcome measures as a basis for appropriate discharge of the patient
7. At each patient contact, the post holder will evaluate & reassess patient progress according to previously defined treatment objectives, and adapt treatment programmes as indicated.
8. The post holder will keep accurate clinical records in accordance with Hospital Policy and CSP Standards
9. The post holder will 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.
10. Advise and teach patients and carers specific exercises and handling techniques to promote self management to enable the patient to achieve their maximum potential.
11. The post holder will attend and contribute to patient related meetings such as ward rounds, multi-disciplinary meetings and case reviews and conferences to discuss physiotherapy treatment and progression and to ensure the delivery of a co-ordinated multidisciplinary service, and to assist in developing comprehensive discharge plans for appropriate patients.

12. When participating in weekday and weekend 'on-call', independently undertake assessment and treatment of acutely ill patients with complex respiratory and /or orthopaedic problems. They will provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding management of these patients as appropriate.
13. Manage clinical risk within own patient caseload and working environment in accordance with clinical policies. Inform the relevant senior member of staff of any indication of child or adult abuse

#### **PROFESSIONAL**

1. Post holder will have a Degree or Diploma in Physiotherapy as recognised by the Chartered Society of Physiotherapy and the Health Professions Council.
2. The post holder is required to maintain registration with the Health Professions Council (HPC) in order to practice, and to produce evidence of registration annually upon request.
3. They will be expected to have knowledge of and adhere to the Chartered Society of Physiotherapy (CSP) Standards of Practice and Rules of Professional Conduct and also the HPC Standards For Physiotherapists
4. The post holder will be expected to undergo identified training in order to develop towards the KSF outline for the post.
5. The post holder will be expected to create and maintain a professional development portfolio in accordance with the HPC standards, to demonstrate competency to practice.
6. The post holder will be expected to participate in the staff appraisal and be responsible for complying with & working towards agreed personal development programme and goals.
7. To ensure that clinical practice is evidence based The post holder will be required to maintain & develop current professional knowledge by keeping up to date with research literature and by regularly evaluating working practices through evidence based projects, audits or research and strive to incorporate new developments into clinical practice in each specialist area.
8. The post holder will be responsible for ensuring their own Continuing Professional Development CPD by identifying their own training needs and will develop and maintain a high degree of specialist expertise within each work area.

#### **TRAINING, EDUCATION & RESEARCH**

1. The post holder will participate in and present In-service training, both within the physiotherapy department and across allied health departments, nursing and medical staff. This training may be delivered to staff of any grade
2. The post holder will provide feedback from external courses attended to physiotherapy colleagues, within an agreed timescale.
3. The post holder is required to work with senior staff in the evaluation and development of the

physiotherapy service, participate in audit, and implement changes to practice and service delivery within own work area, as agreed with physiotherapy manager.

4. The post holder will educate patients in all aspects of their condition and teach and instruct patients, carers and staff in specific handling techniques self management techniques and/or specific exercise regimes to a safe and competent level.
5. The post holder may be involved in the training of undergraduate physiotherapy students on clinical placement within either of their core clinical areas.
6. The post holder should be working towards Clinical Educator's accreditation to facilitate clinical supervision of physiotherapy students whilst on placement

#### **PLANNING & ORGANISATIONAL SKILLS**

1. The post holder is responsible for the organisation & day to day management of their own caseload. They will prioritise patients in the core clinical area responding to changing needs of patients, co-workers and the service, to contribute to a well coordinated and comprehensive care plan.
2. The post holder will be expected to competently manage additional responsibilities and work load at short notice, requiring reorganisation and prioritisation of their own workload, due to unexpected absence of other key staff.
3. The post holder will assist junior therapists and support staff with their work load planning.
4. The post holder will, following specialist assessment, plan patient care and treatment programmes and ensure the execution of the planned treatment within a time framework. The programme of care will involve both short term and long term targets which will require regular monitoring and adjustment.
5. The post holder will take an active role in the discharge planning of patients which may involve the opportunity to contact or refer to other agencies, for example social services, and may involve following up the patient with domiciliary care.
6. The post holder can be responsible for assisting senior staff in the planning and delivery of in-service training programmes for up to 3 months in advance and will plan and implement clinical training and education for undergraduate physiotherapy students when required.

#### **COMMUNICATION**

1. The post holder will maintain accurate clinical records within the guidelines of the organisation and the professional standards of the CSP and HPC.
2. During patient contacts the post holder will demonstrate good listening and assessment skills, demonstrating a sympathetic and empathetic manner when receiving complex and sensitive information from patients, to support patients in coming to terms with chronic disability.
3. The post holder will be expected to act sensitively and diplomatically in the discussions of the diagnosis of the patient's condition and the prognosis in relation to any physiotherapeutic intervention.

4. The post holder will frequently have to communicate information, treatment plans and aims to patients and carers who may have hearing deficits or communication problems due to their medical condition, such as stroke, dementia and other neurological problems, and for people whose first language is not English.
5. The post holder will be expected to communicate a treatment plan to patients and relatives/carers where detail is complicated. For example, explaining the correct performance of a specific exercise or programme of exercise where it is crucial that certain actions are carried out in a specific order to achieve maximum potential. This will also include the correct and safe use of equipment for mobility.
6. Communication should be sufficiently comprehensive to ensure patient understanding, co-operation, compliance and consent.
7. The post holder will be expected to have well developed and effective interpersonal skills to motivate, persuade and gain cooperation of patients in complying with the required treatment programme and to encourage patients on a daily basis to achieve their potential within rehabilitation.
8. The post holder will be expected to communicate complex and sensitive information regarding rehabilitation potential, termination of physiotherapy treatment and patient management to patients, relatives, carers and other health professionals. The post holder will also be expected to answer any questions patients and carers have in a manner that will not offend or promote unreasonable expectations of recovery.
9. The post holder will be expected to assess and treat patients in the most appropriate manner where the patient and or carers can be verbally or physically abusive, or demonstrating inappropriate behaviour. Also where patients are angry or distressed because of the nature of the injury or condition.
10. The post holder will be expected to use a range of verbal and non-verbal communication tools to communicate effectively with patients who have dementia or dysphasia.
11. The post holder will actively appreciate the diversity of patient characteristics and treat all clients with equal fairness and respect and uphold their dignity.
12. The post holder will be expected to provide reports to outside agencies and health care staffs. This will include progress updates, transfer reports and discharge summaries.
13. The post holder will be expected to inform appropriate senior staff any concerns relating to child abuse or other situations that occur beyond the remit of the post holder. Complaints will be dealt with sensitively, seeking advice and referring to senior staff, as required.
14. The post holder is expected to communicate effectively and clearly with members of the Multidisciplinary Team including Consultants, General Practitioners, and colleagues in other hospitals.
15. The post holder is expected to communicate at a high level to groups for example in teaching sessions, group exercise programmes, and departmental meetings or making presentations at conferences and local career conventions.
16. The post holder will discuss and negotiate study leave requirements with their line manager, communicating their learning needs in a positive and factual way in support of their application.

### MANAGERIAL/LEADERSHIP

1. The post holder will clinically supervise and co-ordinate junior physiotherapists, assistants and students within the work area and support them in the management of their caseloads.
2. The post holder will be responsible, in liaison with senior colleagues, for teaching and assessment undergraduate physiotherapy students on physiotherapeutic knowledge and skills within core clinical areas.
3. The post holder will work with the Acute Therapy team to provide an efficient and effective service.
4. The post holder will be responsible for operational management and allocation of workloads to meet service priorities in the absence of the Band 7
5. Be responsible for monitoring level of stock within own work area, advising assistants when new stock is required.
6. To keep accurate statistical information regarding workload on a monthly basis and submit this to contribute towards service developments and the business planning process.
7. To be able to manage potentially stressful, upsetting and emotional situations in an empathetic and assertive manner.
8. To assist with the induction and training programme for new assistant, junior physiotherapists and students within the department.
9. Participate in the staff appraisal scheme as an appraisee and be responsible for appraisal and professional development of therapy assistants.

### CLINICAL GOVERNANCE

1. The post holder is required to demonstrate an understanding of clinical governance and risk assessment and apply this to their individual work situation.
2. The post holder is required to adhere to, and maintain an up to date knowledge of all clinical policies and procedures of the organisation
3. The post holder is expected to work with senior physiotherapist to develop and implement of policies and standards in their work area and to audit the service against local and national standards as required. The post holder should ensure that staff under the post holder's supervision (juniors, assistants and students) are aware of the policies, standards and procedures and are implementing them accordingly.
4. The post holder is required to ensure that any recommendations from evidence based practice and/or research are discussed with senior staff so that action can be taken and changes made to practice where appropriate.
5. The post holder will undertake risk assessments of the work area as recommended by the organisation.
6. The post holder will undertake clinical audit for the purpose of service development. They will undertake measurements and evaluation of their current practice through the use of audit, outcome measures and evidence based practice (EBP) and make recommendations for change to senior staff.
7. The post holder will be aware of the changing demands placed on the physiotherapy service within their specialist area. They will contribute to the advancement and development of the service by promoting and implementing EBP and research development.

8. The post holder will, in conjunction with senior staff, identify areas of clinical and service need and may be involved in the development of the service to meet clinical needs.
9. The post holder is required to work within hospital and CSP clinical guidelines and to have a good working knowledge of national and local clinical standards and to monitor their own practice.
10. To keep accurate, legible records in accordance with Hospital Policy and CSP Standards and to supervise juniors, assistants and student To keep accurate, legible records in accordance with Hospital Policy and CSP Standards and to supervise juniors, assistants and student
11. The post holder will be expected to promote the physiotherapy service and be aware of the development of multidisciplinary or cross organisational care protocols and/or guidelines.

#### **SYSTEMS & EQUIPMENT**

1. The post holder is responsible for the equipment used in carrying out physiotherapy duties and ensuring the equipment is in full working order and is maintained in accordance with manufacturer's requirements. The post holder is required to adhere to departmental policy and to ensure the safe and appropriate use of equipment by others through teaching, training and supervision of practice
2. The post holder is required to access computer systems to view radiological images in order to support their clinical decision making, also to collect audit information, collate evidence, and present it in many formats -word documents and power point presentations and email.
3. The post holder is required to keep hand written records of assessment & treatment and recognised contraindications after every patient contact within the medical notes
4. The post holder is required to use complex equipment in the treatment of specific patient problems including:
  - a. electrotherapy equipment (e.g. Ice/Heat, Ultrasound, TENS,);
  - b. appliances (e.g. braces for specific joints);
  - c. walking aids (e.g. walking sticks, crutches, frames);
  - d. Assistive devices (e.g. sliding sheets, hoists.);
  - e. medical equipment (e.g. oxygen masks, nebulisers);
5. The post holder is responsible for any complications that may arise from the issue of equipment therefore thorough knowledge of the indications and contraindications of all equipment items is required to ensure safe and effective use, and avoid patient danger and harm (e.g. burns, exacerbation of pain, pacemaker interference, injury when using a walking aid, pressure areas and skin breakdown from a brace).
6. The post holder is responsible for the safe issue of equipment to patients ensuring that the equipment is in full working order and the patient using the equipment does so in a safe and correct manner.
7. To be responsible for the security and safe use of equipment within treatment sessions, reporting and removing from use any faulty equipment
8. The post holder is required to keep records of treatment after every patient contact within the medical notes. The post holder is required to record assessments and treatments and contraindications
9. To contribute to stock control system in own service area, to ensure that adequate stock levels are maintained e.g. walking aids

## DECISIONS & JUDGEMENTS

1. The post holder is required to work autonomously managing a clinical case load on a daily basis without direct supervision.
2. To undertake a specialist physiotherapeutic assessment of the patient and utilise advanced clinical reasoning skills to formulate a diagnosis, and decide on an appropriate treatment plan. This will include patients with complex presentations and multiple pathologies on a daily basis. This involves gathering information on a daily basis from other healthcare professionals, medical notes, and the patient, and may be conflicting in nature
3. The post holder researches evidence based practice and adjusts their practice accordingly, in conjunction with other physiotherapy colleagues
4. At each patient contact, the post holder will reassess the patient's condition using information from a variety of sources and adapt the treatment intervention according to need.
5. The post holder will act independently in clinical decision making regarding patients in their care, but will seek advice from senior colleagues in situations that are beyond their knowledge or experience.
6. The post holder is, in conjunction with their senior therapist, responsible for advising junior physiotherapists and physiotherapy students on clinical reasoning, clinical advice, reflective practice and clinical decision making.
7. The post holder is expected to contribute to and in some cases make the final decision on the discharge of patients. They are required to identify the safest method of mobilisation for discharge to occur and inform other members of the Multidisciplinary team of their decision. In the outpatient setting the post holder is responsible for the discharge of patients and will decide when a referral to other healthcare providers is required.
8. The post holder independently assesses the safety and risk of patients and advises other staff accordingly, for example to advise on safe moving and handling procedures to nurses within a ward environment. The post holder is responsible for assessing patients' safety for transferring and relaying and documenting the method of transfer to ward staff and where appropriate demonstrating and teaching the transfer with patient to staff and carers.
9. The post holder will regularly make decisions regarding the prioritisation of clinical caseloads, for example when staff shortages occur at short notice.
10. In the absence of the senior therapist the post holder will daily make decisions regarding the prioritisation of referrals and clinical caseloads, for example when staff shortages occur at short notice.

## Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of the Department. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally

liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2002.

**Health & Safety/Security**

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

**Safeguarding**

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.  
Staff must work in accordance with all health and social care policies relating to safeguarding.

**AGREEMENT OF ABOVE DESCRIPTION**

I have read and agree with the above description.

Job Holder's Name (please print) .....

Date: .....

Job Holder's Signature: .....

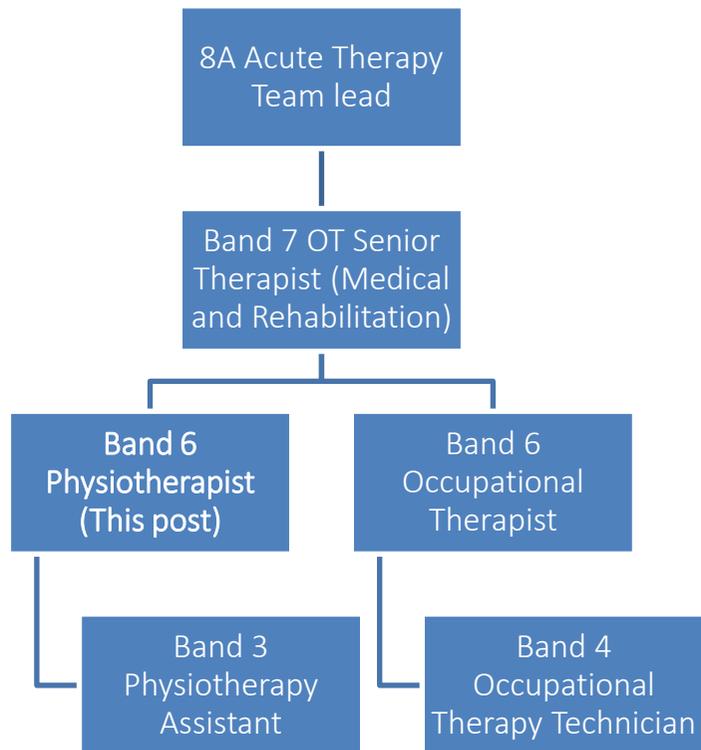
Line Manager's Name (please print) .....

Date: .....

Line Manager's Signature: .....

## Isle of Man Department of Health & Social Care

### Organisation Chart



## **JOB DESCRIPTION APPENDIX 1**

### **PHYSICAL, MENTAL & EMOTIONAL DEMANDS OF THE JOB AND WORKING CONDITIONS**

This section should describe the nature, level, frequency and duration with which you will be expected to deal with physical, mental and emotional effort and the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions.

#### **Physical Effort**

1. The post holder will be expected to stand or walk for the majority of the working day.
2. The post holder will be required to work in confined spaces for example beside a bed, with various pieces of equipment such as a Zimmer frame, at regular intervals throughout the day.
3. The post holder is required to manoeuvre wheelchairs with and without patients in situ, and to transfer patients between equipment (bed to chair) using hoists and designated transfer equipment such as a slide sheet and transfer boards. This could require the pushing of a heavy load, depending on the weight of the patient, and would occur on a daily basis.
4. The post holder is also required to manoeuvre weighty equipment such as hydraulic beds, pushing & lifting ultrasound / electrical equipment and traction parts (approximate weight 5kg.) for distances up to 20m, many times during the day.
5. Pushing, pulling and lifting gym equipment e.g. step bench, dumbbells, wobble board on a regular basis
6. The post holder will be expected to carry out manual assessment with moderate physical effort throughout the day.
7. Within the working day the post holder will regularly be lifting limbs in order to assess joints, muscles, neurological deficits and will also need to position patients in order to carry out various treatment techniques
8. Manual therapy involves a high amount of physical effort to carry out repetitive techniques such as joint mobilisation, deep friction massage in the orthopaedic and musculoskeletal areas, percussion and vibrations in the respiratory setting. This puts a great deal of pressure through joints in the hands and needs to be sustained for relatively long periods of time (15min)
9. The post holder is regularly required to do repetitive movements as part of their work (mobilising backs whilst leant over patients, mobilising a knee whilst crouching/kneeling on the floor/sat on small chair, kneeling on the floor placing feet in the correct position whilst teaching someone to walk correctly possibly after surgery or CVA) these activities can last 20-30mins at a time and happens frequently throughout the day.
10. The post holder will be required to work in awkward positions during treatments especially when the patient is restricted to the bed and in the confined areas between bed spaces
11. The post holder is required to possess a basic skill in keyboards and computers in order to access radiological examinations and to prepare reports and teaching materials. The office seating to carry out computer tasks is not adapted to the individual therapists needs and comprises of a basic office chair.

#### **Mental Effort**

In a ward setting the post holder is expected to perform a specialist assessment and formulate a diagnosis and produce a treatment plan related to the patient. This requires extended periods of concentration as an average assessment of a new patient can take 40mins to one hour including

documentation An average follow up treatment can take 30 mins.

Throughout the assessment the post holder is drawing upon a good range of up to date clinical knowledge and continuously using clinical reasoning skills.

When working in an inpatient environment, the caseload is unpredictable and variable in number.

New patients require a full specialist assessment, the duration of which is dependent on their condition which will be as long as one hour in patients with complex conditions

The post holder will be expected to contribute to inservice training and the education of more junior staff.

The post holder may be interrupted throughout the day to deal with enquiries regarding their patients

The post holder can be expected to be a bleep holder and is therefore subject to interruptions at any time from staff and other ward areas covered.

The post holder is expected to demonstrate a significant level of clinical reasoning to identify and prioritise problems following a comprehensive assessment.

The post holder is required to read complex medical information regarding the patient (frequently throughout the day) and medical journals to remain up to date with current best practice (on a weekly basis). Prolonged concentration is required for:

- meeting and greeting each patient in a caring and respectful manner
- checking patient details are correct on records
- leading highly specialised assessment requiring sensitive questioning to determine clinical diagnosis of complex conditions with many components (physical/medical/psycho-social)
- Drawing upon a broad range of up to date clinical knowledge and continuously using advanced clinical reasoning skills to plan and deliver most appropriate course of treatment for the patient's immediate problem, also giving consideration to secondary and tertiary dysfunctions or underlying issues.
- precision of treatment techniques to accurately direct treatment to primary dysfunction
- Alert to patient's responses at all times to adjust treatment as required.
- operating machinery for treatments mindful of contraindications and adverse effects
- Re - assessing effect of treatment requiring the careful comparison of new presentation with previous findings and decision on appropriate course to follow.
- Using professional clinical judgement to set the time framework for the achievement of the desired treatment outcomes and planning the course of treatment within that framework.

Mental effort required is greater when educational needs of staff or students increase because the clinical episode becomes an educational one This involves training physiotherapists and students in examination, assessment, clinical reasoning, treatment techniques and care pathway planning.

Teaching colleagues 'hands-on' techniques may be informally between patients in a working day or during formalised sessions.

All of the above requires a the application of high degree -of mental effort, utilising and sharing expert knowledge within the post holders specialised field

The post holder must be prepared to be frequently interrupted in a normal working day by phone calls / deliveries / other staff and patients requesting information, advice and guidance.

The post holder is required to read complex medical information regarding the patient (frequently throughout the day) and medical journals to remain up to date with current best practice (on a weekly basis).

When on call, the post holder is expected to be a bleep holder and is therefore subject to the possibility of interruptions at any time from staff and other ward areas

### **Emotional Effort**

The post holder cares for and treats patients with distressing conditions on a daily basis e.g. treating patients with degenerative illnesses, respiratory and neurological conditions and following major surgery, including amputations. This will also include critically ill and dying patients.

This exposes the post holder to the highly distressing physical and emotional circumstances of the chronically/ terminally ill patient and their relatives/carers.

The post holder will be expected to give unwelcome news regarding medical prognosis and a high degree of emotional effort is required to help patients cope with this.

The post holder may give unwelcome news regarding rehabilitation potential where the patient's expectations are unrealistic. The patient may be psychologically distressed by their situation (e.g. loss of employment/ sickness absence/ family strain/ benefit situations/ curtailment of recreational activities) The post holder will be required to display empathy, have good re-assurance skills to help patients cope with this and be sensitive towards patients, relatives and carers anxieties on a daily basis.

The post holder is required to Work with anxious patients and carers on a daily basis, listen to patients complaining of pain/other distressing symptoms for the majority of the day

When working on-call undertake treatment modalities which patients may find distressing e.g. naso-pharyngeal suction of respiratory patients, particularly when on call

### **Working Conditions Working Conditions**

The post holder may be required to work in a lone worker environment for a proportion of the week.

The post holder will perform the cleaning and maintenance duties of the department in the absence of a support worker.

Occasional exposure to highly unpleasant working conditions e.g. Bodily fluids such as sputum, vomit, urine and faeces

Treatment of patients with infectious conditions e.g. MRSA

The post holder is required to work closely with hazardous chemicals such as nebulised drugs and oxygen when on call

Occasional exposure to aggressive behaviour, verbal abuse and inappropriate behaviour from patients or relatives.

The on-call the post holder will be required to come into the department alone, possible at night, and work in isolation to treat critically ill patients

The post holder will be daily subjected to environments which can sometimes be highly unpleasant / hazardous for example: Unpleasant smells (patient odour and wounds for example), non-household waste (dressing's /bedding/ needle stick injuries). Infectious materials & body fluids (blood / vomit / sputum / urine/faeces/ secretions/ lice /fleas) Contaminated areas (bedding), and treatment of patients with infectious conditions e.g. MRSA/Tb/ Clostridium Difficile.

The post holder is required to work closely with hazardous chemicals such as nebulised drugs and oxygen

The post holder will face occasional exposure to verbal abuse and aggressive and challenging behaviour from patients, relatives and carers. (e.g. waiting lists issues / pain-stressed & fearful patients /non-availability of appointments)

When on-call the post holder will be required to come into the department alone, possible at night, and work in isolation to treat critically ill patients.

**AGREEMENT OF ABOVE DESCRIPTION**

I have read and agree with the above description.

Job Holder's Name (please print) .....

Date: .....

Job Holder's Signature: .....

Line Manager's Name (please print) .....

Date: .....

Line Manager's Signature: .....

**ISLE OF MAN DEPARTMENT OF HEALTH & SOCIAL CARE**

**ACUTE THERAPY SERVICES**

**Specialist Physiotherapist RDCH**

**PERSON SPECIFICATION**

	<b>CRITERIA FOR SELECTION</b> (Justifiable as necessary for safe and effective performance)	<b>ESSENTIAL REQUIREMENTS</b> (A clear definition for the necessary criteria)	<b>DESIRABLE REQUIREMENTS</b> (Where available, elements that contribute to improved/immediate performance in the job)	<b>METHOD OF ASSESSMENT</b> (Application, CV, Portfolio, Certificates, Interview)	<b>LINK TO KNOWLEDGE &amp; SKILLS FRAMEWORK</b>
<b>1</b>	<b>QUALIFICATIONS</b>	BSc Physiotherapy or recognised Diploma.  Health Professions Council Registration.  Portfolio evidence of on going Professional Development.	Member of Chartered Society of Physiotherapy.  Member of CSP Specific Interest Group	Application form  CV Certificate  Portfolio	
<b>2</b>	<b>KNOWLEDGE &amp; EXPERIENCE</b>	2 years minimum postgraduate experience, as a physiotherapist.  Broad knowledge and experience in core clinical areas, and specifically in rehabilitation.  Evidence of supervision of junior and support staff.  Demonstrate knowledge of legal and professional responsibilities of the profession.  Experience of working within multi-disciplinary team/cross organisational working.	Previous experience of supervision of physiotherapy students.  Clinical Educator qualified.	CV/ Application form  Application/ CV/ Interview  Interview.  CV /Application/Interview	
<b>3</b>	<b>SKILLS &amp; ABILITIES</b>	Interest and enthusiasm for working in varied areas of physiotherapy.	Presentation Skills Knowledge and experience of Audit	Application	

		<p>Good clinical skills, and evidence of clinical reasoning</p> <p>To have clear and concise written and verbal communication skills.</p> <p>Able to work without supervision, but also as part of a team.</p> <p>Experience of working as part of a multi disciplinary team.</p> <p>Ability to organise, prioritise and delegate work load.</p> <p>Have an understanding of clinical governance and its implications.</p> <p>Ability to recognise when to seek advice.</p> <p>Ability to comprehend and work within Hospital and departmental Policies.</p> <p>Competent IT skills</p>		<p>Interview</p> <p>CV</p> <p>Interview</p> <p>Application Interview</p> <p>Interview</p> <p>CV</p> <p>Interview</p> <p>Application</p>	
<b>4</b>	<b>PERSONAL ATTRIBUTES</b>	<p>Commitment to personal development.</p> <p>Flexible/adaptable; Self motivating; Takes initiative.</p>		<p>Portfolio</p> <p>Interview</p>	
<b>5</b>	<b>OTHER RELEVANT REQUIREMENTS</b>	<p>Satisfactory Police Check</p> <p>Full valid driving licence and access to own vehicle</p>	Isle of Man Worker	<p>Interview</p> <p>Pre-employment Checks</p>	