

JOB DESCRIPTION

**MENTAL HEALTH SERVICES FOR OLDER PEOPLE IN-PATIENT
PHYSIOTHERAPIST**

<p>For HR use only</p> <p>Job reference number:</p>
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Job Title: In-Patient Physiotherapist (Band 6)

Reports to (post title): AHP Lead / Clinical Specialist

Role Purpose:

To provide physiotherapy to individuals with mental health needs including dementia who are referred to the service.

To ensure a high quality physiotherapy service is provided through multi-disciplinary, multi-agency working. To carry out specialist assessment, goal setting, implementation of treatment programmes and evaluation which seek to work in partnership with service users and their carers in a recovery and positive risk taking approach.

To represent and promote the specialist role of physiotherapy within the team including involvement with service planning and development.

Professional support will be provided by the Physiotherapy Clinical Specialist and AHP Lead for MHSOP. The post holder will link into the wider physio network in Nottingham and will work co-operatively with colleagues to ensure high quality service provision and gain opportunities for support and continual professional development opportunities

To contribute in the supervision of band 5 rotational physiotherapist working on the wards.

To contribute in the supervision and clinical support of physiotherapy students on placement in the service.

Role Context:

The role requires a qualified physiotherapist who has the specialist skills to assess service users' needs, develop programmes of care, and analyse health needs and outcomes. To be responsible for physiotherapy input for a defined clinical caseload of individuals.

To be responsible for the supervision of non-registered therapy staff providing guidance and focus to their work, ensuring safe working practices.

To undertake the role of placement educator for physiotherapy students providing student placements in accordance with local agreements and standards and will support students from other disciplines.

KEY ACCOUNTABILITIES	PERFORMANCE MEASURES
<p>Clinical Practice</p> <p>To be professional and legally responsible and accountable for all aspects of own work including the management of clients on caseload, ensuring high standards of clinical care for the clients.</p> <p>To undertake a comprehensive physiotherapy assessment of clients and formulate individualised management and treatment plans.</p> <p>To participate in regular clinical supervision both individually and with peers.</p> <p>To provide advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of</p>	<p>Services are provided in line with the professional standards of physiotherapy practice.</p> <p>Post holder is supported in their clinical practice.</p> <p>Physiotherapy programmes are implemented to the required standard.</p>

<p>the aims of physiotherapy, and to ensure a consistent approach to client care.</p> <p>To maintain accurate, comprehensive and up to date documentation in line with legal and departmental requirements, and communicate assessment and treatment outcomes to other agencies in the form of reports, letters and attendance at reviews.</p> <p>To enter client data electronically on to the RIO database to enable the production of monthly statistics.</p> <p>To provide support and supervision for band 5 rotational physiotherapist and physiotherapy students.</p> <p>To provide support for Support Workers to enable them to implement physiotherapy programmes</p>	<p>Services are provided in line with professional standards of physiotherapy practice.</p> <p>Trust standards are met with regard to contract monitoring and information targets.</p> <p>Band 5 physiotherapist and physiotherapy students are fully supported and encouraged to develop their skills.</p> <p>Therapy support staff are supported and encouraged to develop their skills</p>
<p>Education and Development</p> <p>To ensure that personal development needs are met to ensure safe and effective practice</p> <p>Demonstrates own continuing professional development through knowledge of and implementation of the PAD process and competency framework as appropriate</p> <p>To achieve the Trust essential training requirements</p> <p>Monitor and review own practice against current research, standards and benchmarks and where necessary modify and improve practice to ensure the highest possible standards are maintained.</p>	<p>Personal and professional development targets are met and demonstrated through maintenance of Continuing Professional Development portfolio and agreed at an annual Professional Appraisal and Development (PAD) review.</p> <p>Trust standards for essential training are met</p>
<p>Policies and Procedures</p> <p>The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of Nottinghamshire Healthcare NHS Trust and the Chartered Society of Physiotherapy.</p> <p>The post holder will be expected to contribute to and implement changes in own work area, in relation to service development and practice</p>	<p>Policies and procedures are adhered to.</p> <p>Standards of Professional practice are maintained</p>
<p>Risk</p> <p>To undertake personal responsibility for ensuring risk assessments are carried out, implemented and reviewed within the service users' programme of care.</p>	<p>Risk assessments are carried out at an appropriate time and implemented efficiently and effectively.</p>
<p>Health and Safety</p> <p>To work within the provisions of the Trust Health and Safety policies.</p>	<p>Safe working environment is maintained</p>

Policies and Procedures	
The duties of the post will be undertaken in accordance with the policies, procedures and practices of the Trust. It is the post holder's responsibility to ensure they keep up to date with these policies and other documents.	Policies and procedures are adhered to
Confidentiality	
The post holder will hold in confidence all information relating to clients with whom he/she is working with or has worked with.	Trust Policy will be adhered to.
Equality & Diversity	
All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.	

DIMENSIONS
<ul style="list-style-type: none"> • Clinical, developmental, educational, supervisory and health promotion. • Member of a Multi disciplinary Team and the Directorate Physiotherapy Service.
• SKILLS, KNOWLEDGE AND EXPERIENCE
<ul style="list-style-type: none"> • BSc/Diploma in Physiotherapy • Current HCPC registration • Demonstrate understanding and involvement in the risk assessment process, having the ability to assess ongoing risks when working alone • Knowledge of the issues associated with older people who are experiencing Mental Health difficulties. • Ability to supervise other staff (including students) • Evidence of strong commitment to team and partnership working • Strong interpersonal and communication skills, written, verbal and electronic • Experience of audit
• COMMUNICATION & RELATIONSHIP SKILLS
<ul style="list-style-type: none"> • Needs to communicate information about diagnosis and treatment to clients and carers, which may be distressing and complicated • Communicating with clients who may have poor communication and barriers to their understanding such as people with dementia, poor motivation, depression etc. • Communicates with multidisciplinary teams and with a wide range of agencies • Teaching skills • Empathy
• PHYSICAL EFFORT
<ul style="list-style-type: none"> • There is a frequent requirement to exert moderate physical effort for several short periods per working day
• EMOTIONAL EFFORT

- Frequent exposure to distressing or emotional conditions, coping with carers/clients who may have unrealistic expectations.

- Exposure to clients who have behaviour that challenges

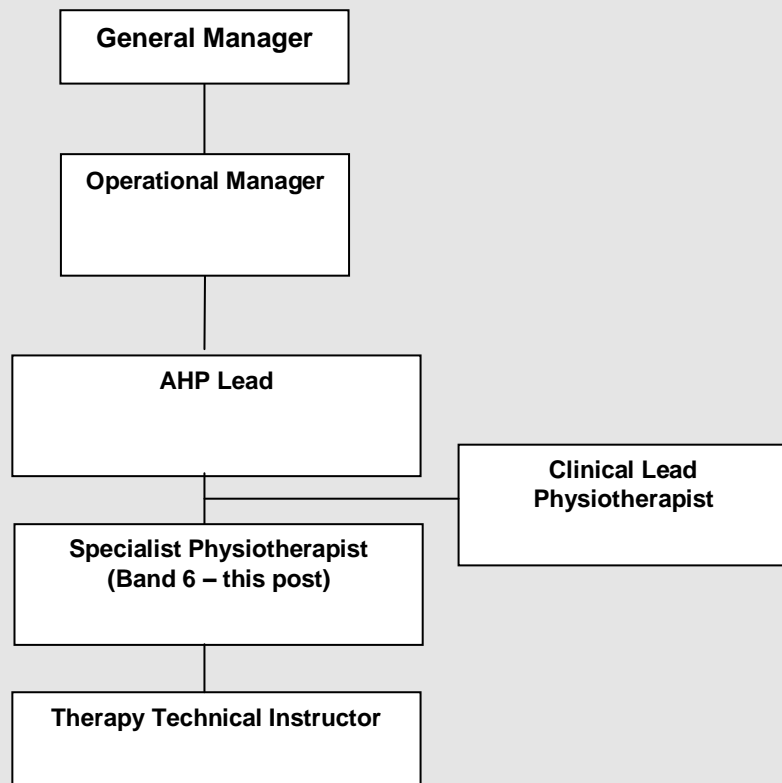
• **MENTAL EFFORT**

- Frequent requirement for concentration where the pattern is predictable, more prolonged concentration required when assessing and treating clients, for report writing, case conferences, and analysing documents and the efficacy of treatment programmes

• **WORKING CONDITIONS**

- Exposure to challenging behaviour (including aggression), incontinence
- Occasional exposure to verbally aggressive behaviour from carers/relatives

ORGANISATION



After reviewing the questionnaire please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

Next level Manager :

Date:

JOB DESCRIPTION

ADULT MENTAL HEALTH IN-PATIENT PHYSIOTHERAPIST

Job Title:	SPECIALIST PHYSIOTHERAPIST Band 6
Reports to (post title):	AHP Lead and AMH Ward Manager

<p>For Personnel use only</p> <p>Job reference number :</p>
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Role Purpose: To provide a high quality physiotherapy service, including assessments, planning, treatments and evaluation of care to clients referred to the service.

Role Context: To provide physiotherapy for adults with mental health problems who are inpatients on AMH wards.

To supervise and line manage band 5 physiotherapist and therapy technical instructor and physiotherapy students within the service.

KEY ACCOUNTABILITIES	PERFORMANCE MEASURES
<p>Clinical Practice or Work Practice</p> <ol style="list-style-type: none"> To provide a comprehensive physiotherapy treatment programme for people being treated on the AMH inpatient wards, including prioritisation, assessment, planning, advice, treatment, evaluation and discharge. To be responsible for own case load as the most senior physiotherapist in the area. To work as a proactive member of the ward teams To initiate, implement and evaluate operational policies and service within area of responsibility, in co-ordination with the physiotherapists in the directorate and supported by the OT Lead To appropriately delegate and supervise duties to unqualified members of staff using agreed protocols. To assist the OT Lead in identifying, writing and agreeing protocols as required. To give specialist advice to members of the multi-disciplinary team and staff from other agencies on physiotherapy and physical health matters. To give specialist advice to physiotherapists working in acute hospital and primary care settings in relation to patients' mental health needs. 	<p>Clients referred to physiotherapy receive an appropriate, high quality service.</p> <p>Appropriate professional standards, operational policies and criteria are agreed, implemented and met.</p> <p>Appropriate protocols are identified, written, implemented and adequate supervision given when delegating duties.</p> <p>Appropriate specialist advice is given when requested.</p>

<p>6. To represent the physiotherapy service at local and directorate fora as requested and to give feedback to the OT Lead and other physiotherapists as appropriate.</p> <p>7. To effectively line manage band 5 and unqualified staff within area of responsibility on a day to day basis, including annual leave, sickness & absence reporting and local complaints with support from the OT Lead</p>	<p>Physiotherapy appropriately represented and colleagues adequately informed.</p> <p>Staff are managed according to Trust and local policies and procedures.</p>
<p>Health and Safety</p> <p>1. To ensure risk assessments are carried out and implemented within the area of responsibility. Document and store risk assessments appropriately and ensure other staff have access to them. Comply with existing risk assessments relating to clients and working area.</p> <p>2. To ensure the safety of clients and staff at all times.</p> <p>3. To ensure medical devices and equipment are appropriately managed, including staff training, maintenance and repairs.</p>	<p>Risk assessments are carried out and updated at the appropriate time, documented and implemented efficiently and effectively.</p> <p>Meet the requirements of local and Trust policies and current health & Safety legislation.</p> <p>Medical devices / equipment managed in line with Trust and local procedures.</p>
<p>Communication and Record Keeping</p> <p>1. To ensure effective communication with clients, carers, members of the multi-disciplinary team and outside agencies.</p> <p>2. To keep accurate records within the multi-disciplinary notes and to maintain appropriate statistical returns, including computerised data.</p> <p>3. To monitor records of unqualified staff to ensure appropriate care is given and accurate records maintained.</p>	<p>Clients, carers and members of the multi-disciplinary team report effective communication.</p> <p>Records and statistics are completed promptly and meet local, Trust, professional and legal requirements.</p> <p>Ensure entries by unqualified staff are monitored at appropriate intervals.</p>
<p>Education and Development</p> <p>1. To maintain own professional development needs through participation in the PAD process, competency framework and regular supervision. To undertake mandatory and other identified training.</p> <p>2. To enable the development of junior, unqualified staff and students in area of responsibility, including induction, undertaking PADS, supervision, competency framework and access to mandatory training. To identify training needs of junior and unqualified staff and advise the physiotherapy professional lead/team leader of these needs where they cannot be met locally.</p> <p>3. To educate and advise members of the multi-disciplinary team and carers in specialist areas of care relating to client's physiotherapy needs.</p> <p>4. To educate and advise external agencies on the role of the physiotherapist in mental health including mainstream physiotherapy and students.</p>	<p>Personal development targets met.</p> <p>Junior, unqualified staff and students report feeling supported and have been given appropriate development opportunities</p> <p>Multi-disciplinary team members and carers receive appropriate advice.</p>
<p>Evidence-Based Practice and Policy</p> <p>1. Monitor and review own practice against current research,</p>	<p>Practice is evidence based and meets</p>

<p>standards and benchmarks and where necessary modify and improve practice to ensure the highest possible standards are maintained.</p> <p>2. To undertake responsibility for the monitoring and evaluation of the physiotherapy service in area of responsibility using the appropriate standards and audit tools and to act on the results supported by the clinical specialist physiotherapist and AHP Lead</p> <p>3. To contribute to the evidence base for physiotherapy for older people with mental health problems as appropriate through dissemination of research and audit findings.</p>	<p>professional standards.</p> <p>Service is regularly audited and meets Trust and professional standards.</p> <p>Participation in presentation of research and audit findings.</p>
<p>Policies and Procedures</p> <p>The duties of the post will be undertaken in accordance with the policies, procedures and practices of the Trust. It is the post holder's responsibility to ensure they keep up to date with these policies and other documents.</p>	<p>Policies and procedures are adhered to.</p>
<p>Equality & Diversity</p> <p>All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.</p>	
DIMENSIONS	
<ul style="list-style-type: none"> In-patient wards, Junior Physiotherapist, Technical Instructor and Physiotherapy Students 	
SKILLS, KNOWLEDGE AND EXPERIENCE	
<ul style="list-style-type: none"> BSc (Hons) Physiotherapy or equivalent HCPC registered physiotherapist Experience with older people or people with mental health problems and the ability to demonstrate an ability to manage complex cases. Ability to supervise/manage other staff (including physiotherapy students) Evidence of CPD Evidence of audit experience Basic IT skills 	
COMMUNICATION & RELATIONSHIP SKILLS	
<ul style="list-style-type: none"> Needs to communicate information about diagnosis and treatment to clients and carers which may be distressing and complicated Communicating with clients with poor communication and barriers to understanding e.g. people with mental health conditions and clients with poor motivation e.g. people with depression Need to liaise and co-operate with staff from other disciplines and agencies Persuasive skills and teaching skills Empathy 	
PHYSICAL EFFORT	
<ul style="list-style-type: none"> Frequent requirement to exert moderate physical effort. Able to undertake rehabilitation and moving and handling activities with clients and equipment 	

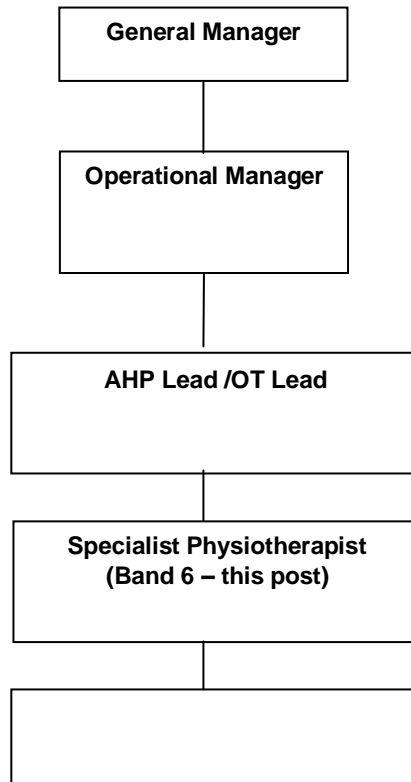
EMOTIONAL EFFORT

- Working with clients with challenging behaviour, including aggression and communication difficulties
- Imparts unwelcome news to clients and carers
- Exposure to distressing situations e.g. abuse and suicide wish, deals with staff problems and assisting Physiotherapy Team Leader with investigations into patient complaints.

WORKING CONDITIONS

- Working with clients with challenging behaviour, including aggression and communication difficulties.
- Working with clients who suffer from incontinence, pressure sores and who may expectorate sputum.
- Working alone
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ORGANISATION



SIGNATURES

After reviewing the questionnaire please sign to confirm agreement

Post holder:

Date:

Line Manager:

Date:

Next level Manager :

Date: