**Job Description**

**Our vision: high quality care, in the right place, at the right time, every time.**

Job Title: Physiotherapist

Hours of work: 37.5 per week

Band: Band 5

**Network:** Adult Community Rehabilitation Services

Base:

AfC Ref:

**Our Values**

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

* **Teamwork** - share it
* **Compassion** - offer it
* **Integrity** - show it
* **Respect** - earn it
* **Excellence** - reach for it
* **Accountability** - accept it

Reporting Arrangements:

**Accountable to:** Network Director/Clinical Director

**Responsible to:** Line Manager

## Job Summary

To be responsible for the assessment, treatment, planning and delivery of evidence –based physiotherapy interventions within the areas of

* Stroke
* Rehabilitation
* Falls

## Key Relationships

* Individuals, families, referrers and communities
* Secondary care, GPs and Primary Health Care Team
* Other practitioners
* Business Manager/Associate Clinical Director
* Clinical/Operational Leaders
* Professional Leads
* Other Healthcare Professionals
* Public Health Directorate
* Voluntary/Independent sector
* Safeguarding Team
* Practice Education Facilitator
* Student physiotherapists and other learners

**Department Chart**



**Key Responsibilities**

To work as part of the physiotherapy team and be responsible for assessment and management of a clinical caseload of patients with physiotherapy needs.

To undertake comprehensive physiotherapy assessment of patients using investigative and analytical skills, to formulate an appropriate hypothesis and to determine a diagnosis and to determine a therapy management plan.

To establish individualised management and treatment plans, using clinical reasoning and utilising a wide range of evidence based treatment skills and options to formulate interventions and programmes of care, which may include working with staff across organisational boundaries. Document and evidence patient outcomes.

To promote health and reduce inequalities for all patients accessing the physiotherapy service, so that they may be able to maximise their potential in terms of health , education and social well-being.

Contribute to clinical leadership and supervision facilitating a culture of learning and reflective practice within physiotherapy.

To contribute to training and development programmes as appropriate to the knowledge and skills of the individual, delivering to other professionals both within and outside the NHS and service users.

To participate in the LCFT PDR review process ensuring business priority objectives are met and a personal development plan is maintained and evaluated. To cascade the PDR process to departmental staff as appropriate.

To be responsible for own continuing professional development and maintaining own professional registration and meet HPC Registration requirements maintain a professional portfolio and demonstrating evidence of reflective practice.

To undertake mandatory training as in line with LCFT policy and attend updates and study days as appropriate to the post.

To adhere to all LCFT Policies and Procedures and contribute to their development as appropriate

To have in depth knowledge of HPC standards and guidance, understand implications for and be able to apply to practice.

E.g. HPC Standards of Conduct, Performance and Ethics

HPC Standards of Proficiency

**Communication and Relationship Skills**

Establish and maintain productive working relationships and communication channels within the commissioners and other agencies. Promote a positive relationship with all stakeholders. Address inappropriate behaviour in a professional manner.

To provide physiotherapy advice to other clinicians regarding the assessment, management and development of care plans based on assessment of risk and best practice.

Promote health education and healthy lifestyles within the scope of practice/caseload setting including use of negotiation skills where appropriate.

Provide advice and supervision to physiotherapists across the team to support them in taking up the duty of care.

Support integrated working by ensuring that members of the skill-mix team have a shared understanding of key processes and relevant care pathways.

To be an advocate for the Physiotherapy Service team ensuring that systems are in place to share knowledge, expertise and examples of good practice.

To establish and maintain effective and appropriate communication with the individual patient, and carers utilising verbal and non-verbal communication skills in order to motivate the individual/gain consent to intervention when barriers to effective communication are regularly encountered e.g. altered perception, dementia.

To communicate effectively and with empathy with the individual patient and carers to impart information regarding diagnosis and/or prognosis, treatment plans and predicted outcomes in an understandable format enabling the individual, parents and carers to be involved in the decision making process at the beginning of, and throughout their care.

Be able to use communication skills effectively in situations which may be sensitive, emotional or hostile. Deploy effective communication strategies to ensure that contentious information is imparted sympathetically to all parties. Provide therapeutic consultations with patients/relatives or carers when for example breaking bad news.

 To communicate effectively to facilitate high levels of co-operation and co-ordination within the multi-disciplinary team and multi-agency networks (medical, nursing, education, occupational therapy, speech and language, social services and other therapy colleagues) to ensure delivery of co-ordinated services.

Ensure effective verbal, non-verbal, electronic and written communication occurs with colleagues. Ensure that there is an effective cascade of information to staff within the team. To produce timely and informative reports clearly conveying the patients’ needs, goals and expected outcomes.

 Be able to communicate with clients for whom English is a second language using translators and link workers where necessary. Apply advanced interpersonal skills to enable change within complex and multifaceted social/family situations regularly involving multicultural customs and language barriers.

To impart sensitive advice/information to health, social care in the overall management of the patient. This will include the preparation and presentation of reports at relevant Social Care, Educational and Medical Case Conferences**.**

To advise, instruct and educate patients, carers and other professionals on the use of specialist pressure relieving and/or functional devices as appropriate.

Ensure that clinical supervision, CQC and other quality standards are embedded within the practice and support clinical incident reporting/investigation and discussion of significant events within the business unit

Ensure the maintenance of contemporaneous medical records are unambiguous and legible and in keeping with both the NMC and the Trust’s standards for record keeping.

Support the line manager when appropriate contributing to the development of services that are responsive to the needs of the population within the business unit.

Support integrated working by ensuring that members of the skill-mix team have a shared understanding of key processes and relevant care pathways.

To be an advocate for the Rehabilitation Service team ensuring that systems are in place to share knowledge, expertise and examples of good practice.

**Analytical and Judgement Skills**

Assess service user’s health and illness, to include comprehensive assessment of psychological

and or physical health, medical history.

Provide a comprehensive assessment of service user’s problems, needs and strengths

in order to inform their care and treatment.

 Provide a comprehensive assessment and management plan of service user’s clinical risk.

Develop and exercise high levels of judgment and decision making in the care and treatment of

service users

To interpret and analyse clinical and non-clinical facts to develop specialised packages of care

 for patients, families and carers incorporating individual treatment plans and goals based upon

clinical reasoning skills.

To use specialist knowledge and experience to undertake second opinion assessments as

 required.

**Planning and Organisational Skills**

The postholder will be responsible for embedding the quality strategy within the service and specific development projects.

Support developments to ensure all service lines are efficiently managed with quality at

their heart. Contribute to the monitoring of quality and practice standards within the field of practice.

Participate in projects that enable service users and carers to be involved in the development of services.

Support the patient demand within the business unit, prioritizing against the service

specifications and patient’s clinical need.

Support the development of patient related outcome measures for the business unit

Ensure that services provided are delivered in accordance with service specifications, agreed care pathways and best practice guidelines.

To assist in the investigation of clinical complaints, where appropriate, in line with LCFT

policy and procedure.

To participate in delegated projects as required.

To actively participate in achieving Trust business plans including CQUIN etc., as identified by the Trust.

To ensure that risk prevention and risk management strategies are effectively utilised

within the field of practice.

**Patient and Client Care**

To assume responsibility and accountability for a caseload of patients with physiotherapy needs holding the duty of care and prioritising and managing the caseload independently based on the principles of risk and clinical risk, liaising with and referring to senior clinicians and relevant agencies as appropriate. Prescribe care plans, treatment and aftercare

Interface between nursing, occupational therapy, speech and language and medical colleagues and other professionals in order to ensure that service user needs are being met.

Ensure that the needs of service users and carers are meaningfully considered during the process of care and treatment some of which may be of a complex and sensitive

nature.

To undertake a range of assessment techniques to contribute to the formulating of hypotheses on the basis of the evidence from assessments and experiential and

specialist knowledge to arrive at a clinical diagnosis.

To provide advice (spontaneous and planned) patient education with instructions to patients, carers and other relevant professionals in health, social care and education to develop understanding of the objectives to produce a consistent, holistic approach to ensure optimal patient care.

Ensure service users and, if appropriate, families and carers are consulted in his/her care and treatment.

Have an awareness of families and carers needs and what support is available.

Take a proactive role in the implementation of the safeguarding agenda, adhering to

Safeguarding Children’s/Adult Board/LCFT policies and procedures.

 To assess and fit where appropriate functional and/or pressure relieving devices for individual patient to use in line with their needs.

**Responsibility for Policy and Service Development**

Support service and practice development initiatives as required

Support the development and implementation of policies, procedures and guidelines related to the business unit, and contribute to the development of others if appropriate.

To use physiotherapy knowledge to inform and contribute to the development, review

and implementation of LCFT policies and procedures as required.

To work in partnership with colleagues in the delivery of the quality agenda within the business unit

To monitor outcomes and propose changes to working practice in relation to patient care/service delivery and participate in the future planning and evaluation of services.

To ensure awareness of contemporary and innovative practice and develop skills in line

with this as appropriate for job role.

To actively participate in continued professional development to develop new skills, maintain and update existing skills and embrace the concept of Life Long Learning.

To ensure that the service is delivered in line with all relevant legislation and statutory

requirements.

**Responsibility for Finance**

To identify and actively participate in any cost improvement measures as required.

To be responsible and support the appropriate use and management of clinical and non- clinical resources within field of practice e.g. consumables, travel.

**Responsibility for Human Resources**

Participate in developing and delivering training as appropriate.

Participate in receiving training as agreed.

Advise on education and training needs of junior staff members.

Support the development of the trainee physiotherapists and other trainees as agreed

Provide individual clinical supervision for other practitioners as appropriate.

Support group supervision to staff within an identified area of practice.

Participate in clinical supervision

Provide supervision to identified group of staff as agreed

To support student placements, including formulative and summative assessment of competence, supporting and guiding the student to self-evaluate. Responsible for supervision, provision of constructive feedback and for signing off achievement of

proficiency at the end of the placement.

 To be involved in practice placement audit when required.

 To delegate clinical work to appropriate staff commensurate with their knowledge, skills

and experience.

To provide preceptorship/mentorship to support role re-design and new ways of working.

To identify appropriate training opportunities for self and team in line with identified needs.

 Act as a role model

**Responsibility for Information Resources**

Demonstrate competence in and make best use of IT systems in order to facilitate and improve service delivery and influence the wider policy agenda.

 Maintain contemporaneous clinical records in line with HPC Professional Standards/Code of

 Practice and LCFT Record Keeping Policy.

Complete timely returns on an individual level relating to activity and performance.

Ensure activity is recorded and reported according to departmental procedures.

**Research and Development**

To contribute to an environment that supports clinical audit, research and evidence based practice across the area of specialist practice.

To identify, develop, implement, participate and report in areas of clinical audit that will improve service delivery.

Ensure patient management plans and treatments are evidence based.

Implement national/local policies/guidelines within own area of practice of the business unit.

To ensure that public health information and intelligence is used to provide a firm basis for audit, research and development where appropriate.

**Freedom to Act**

Accept responsibility for clinical cases within the team.

Work as an autonomous practitioner commensurate with the requirements of the post

Work within own code of Professional Practice

Maintain and keep updated on own high level of knowledge around Health and Social service agendas.

The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

**Special Conditions:**

As a member of staff you have:

* Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
* A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire Care NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

* + All Lancashire Care NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children’s Board, Local Safeguarding Adult Board and LCFT Procedures for Safeguarding and Protecting Children.
	+ The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
	+ The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

Promoting Equality and Reducing Inequalities

* To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
* To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

# Behaviour

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

* Support the aims and vision of the Trust
* Act with honesty and integrity at all times
* Be a positive ambassador for the Trust
* Demonstrate high standards of personal conduct
* Value and respect colleagues, other members of staff and patients
* Work with others to develop and improve our services
* Uphold the Trust’s commitment to equality and diversity
* Take personal responsibility for their words, deed and actions and the quality of the service they deliver

## Job Review

This job description will be reviewed periodically to take into account changes and developments in service requirements. Any changes will be discussed fully with the post holder.

**Postholder’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Director of Human Resources:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date:

**Person Specification**

**Our vision: high quality care, in the right place, at the right time, every time.**

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| --- | --- | --- | --- |
| **Description** | **Essential** | **Desirable** | **Assessment** |
| Education/ Qualifications | - Degree or equivalent inPhysiotherapy- Current professional registration with HPC as Physiotherapist and responsibility for maintaining this registration | - Post graduate qualification in specialist field- Evidence ofCPD in related field of clinical expertise.- Current accreditedfield workeducator. | Usual methods of assessment for ALL attributes include:-- Application Form- Interview- Test- Presentation |
| Knowledge | Include where appropriate:-- Understanding of the quality and governanceframework andimplications for practice including audit and research governance.- Understanding of currentNHS/government policy/PublicHealth/NICE guidelines on organisationalchange and the ability toadapt these appropriately to local service needs through publication of documents.- Knowledge and appreciation of lone working risks – policy and procedure.- Change management skills- Excellent time management skills |  |  |
| Experience | - Treatment of a broad range of conditions.- Demonstrable evidenceof improving and developing service and practice- Evidence of leading and implementing clinical change- Supervision and/or mentoring ofstaff/students.- Multi-disciplinary/multi- agency collaborativeworking.- Practice skills in field of  expertise. |  |  |
| Skills and Abilities |  Ability to communicate pathologies and diagnostic reasoning to all levels in the medical and non-medical field at the appropriate level.- Sound knowledge of psycho-social problemsand ability to gainpatient confidence and co-operation.- Show initiative,enthusiasm and motivation for excellence and thedevelopment of self and others.- Experience of stakeholder negotiation and persuasion skills.- Sound understand ofSafeguarding agenda including MCA andDOLS- Problem solving/Decision making in relation to clinical practice.- Able to work independently,demonstrating good leadership skills.- Demonstrable team worker- Developing and providing health education and information in range offormats as appropriate for wide range of stakeholders.- Excellent interpersonal, communication andpresentation skills both written and verbal.- Ability to analyse andinterpret data and apply to practice.- Good competent IT knowledge including ability to use range ofMicrosoft office products to fulfil role (e.g. Word and Excel). |  |  |
| Work Related Circumstances |  Awareness, understanding and competency to operate machinery and equipment according to local operating procedures and Medical Device regulations.- Ability to work flexibly and travel across theLCFT footprint to meet business needs- Ability to work flexibly across the LCFT footprint to meetbusiness needs and service deliveryobjectives. e.g. delivery of 7 day working as required 8am-8pm.- Must be assessed as having level of fitness tocarry out duties/tasks after reasonable adjustments under DDA1995 have been made.- Able to work under pressure and constantlyrespond and adapt to frequent changes in circumstances. |  |  |

**EFFORT FACTORS**

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| --- | --- | --- | --- | --- |
| **PHYSICAL EFFORT**What physical effort is required for the job? | How often? | For how long? | What weight is involved? | Any mechanical aids? |
| Assisting patients fromwheelchair to couchesCarrying domiciliary equipmentSitting in confined spaces to provide treatment in the domiciliary setting | weeklyNo of times weekly1-2 times weekly | VariableContinual1-2 hours | Variable12-14kgNone | NoSometimes small wheeled trollies usedNone |

|  |  |  |  |
| --- | --- | --- | --- |
| Is the job holders expected to sit / stand in a restricted position? | How often? | For how long? | What activity is involved? |
| **Yes**No | **Every shift**Weekly Monthly Less Often | variable per patient | Whilst treating patients |

|  |  |  |
| --- | --- | --- |
| **MENTAL EFFORT** Are there any duties requiring particular concentration? – Please detail. | How often? | For how long? |
| Concentration when undertaking a range oftreatment and diagnostic investigations | Daily | variable per patients |
| Are there any duties of an unpredictable nature? – Please detail. | How often? | For how long? |
| Taking Phone calls/ interruptions during clinicalsessionsDealing with conflict & aggression | VariableInfrequent | VariableVariable |

|  |  |  |
| --- | --- | --- |
| **EMOTIONAL EFFORT**Does the job involve dealing with any distressing or emotional circumstances? – Please detail. | Direct / Indirect exposure | How often? |
| Dealing with elderly patients/ vulnerable adults/ patients with mental/ physical disabilities, patients with mental health problems.Dealing with conflict and aggression | Directdirect | Frequent Occasional |
| **WORKING CONDITIONS**Does the job involve exposure to unpleasant working conditions? – Please detail. | How often? |
| Direct contact with bodily fluids | Occasional |