

Job Description

1. Job Details

Job Title:	Physiotherapist
Job ID:	PS-184
Pay Band:	Band 5
Reports to (Title):	Clinical Team Lead MSK Physiotherapy
Accountable to (Title):	Integrated Team Lead with responsibility for MSK Physiotherapy
Location/Site/Base:	Variable – across LCHS (Adult Services)

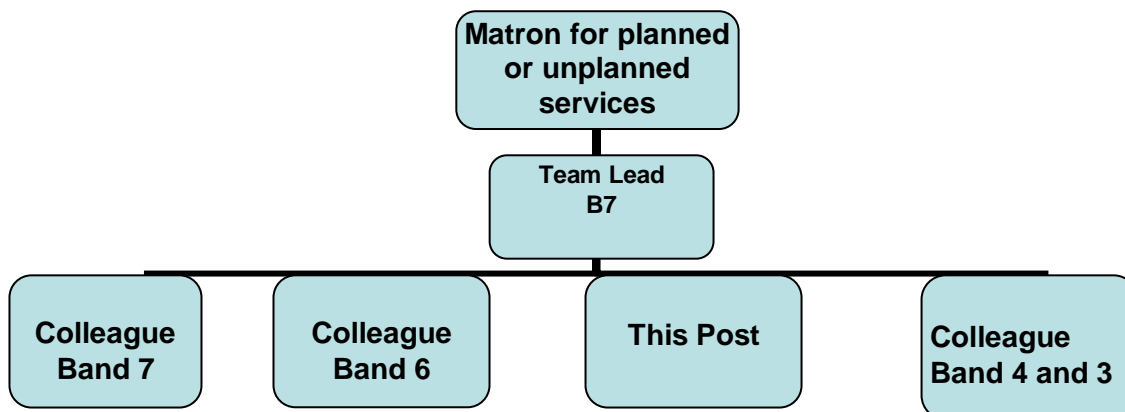
2. Job Purpose

- To independently assess patients referred to the rotation speciality to determine clinical diagnosis and treatment indicated and maintain records as an autonomous practitioner within a variety of clinical settings
- To manage a clinical case load to a high professional standard and seek guidance from senior colleagues when necessary
- To work as part of multi-disciplinary and multi-agency teams as required in each clinical area.

3. Role of Department

The physiotherapy service provides a county wide service to GP clusters. The specialist teams provide assessment and treatment for adults with a variety of presentations and conditions. The presentations will vary depending on the area of clinical practice. Patient Interventions may occur within an out-patient or an in-patient Intermediate care setting or within the patients own home depending on the area of work.

4. Organisation Chart



5. Minimum qualifications, knowledge, training and experience required for the post.

- Degree or equivalent graduate diploma in physiotherapy
- Current Health Professions Council Registration
- Basic IT skills
- Current full UK driving licence

6. Duties

1. Manage a personal caseload by undertaking assessment and treatment that is evidence based within a commissioned framework. To organise this efficiently and effectively with regard to clinical priorities and use of time.
2. To supervise, delegate and progress within the scope of competence the treatment plans to appropriate support staff
3. To agree with patients an individual physiotherapy management and treatment plan using clinical reasoning and utilising a wide range of treatment skills.
4. To devise accurate prognoses, recommend appropriate intervention and develop comprehensive discharge plans.
5. To be professionally and legally responsible and accountable for all aspects of own work, including the management of patients in your care.
6. To ensure a high standard of care by effective communication with patients, carers, GPs and other health professionals.

7. Develop and consolidate personal knowledge and skills demonstrating the evidence in a CPD portfolio.
8. To be an active member of the in service training programme by attending staff meetings, training sessions, external courses and reflective practice.
9. Demonstrate continuous appraisal of personal practice and acts on indicators for change.
10. Demonstrate a sound understanding of clinical governance and risk management and apply to work situation.
11. To be involved in the evaluation of clinical services including the development, implementation and monitoring of clinical standards and outcome measures.
12. Act as a clinical resource for the PCT and the wider health, social care and educational communities.
13. Give practical guidance and support to colleagues in the management of a clinical caseload associated with the speciality.
14. Identify professional and service delivery issues and notify managers/area leads.
15. Maintain a personal development plan and seek opportunities to acquire necessary knowledge and skills to maintain and develop professional competency.
16. Respond positively to organisation change and be flexible with work practices depending on need.

7. Skills Required for the Post

Communication and relationship skills

- Communicate condition related information to patients that may be sensitive and complex.
- Communicate with general practitioners, other health professionals and carers to ensure effective outcomes
- Membership of multidisciplinary teams and attending team meetings when appropriate
- Develop and maintain membership of clinical networks appropriate to the field of practice.

Analytical and Judgement Skills

- To agree with patients/carers/other professionals an individual management and treatment plan using clinical reasoning.

Planning and Organizational Skills

- Time management demands of a variable case load with occasional interruptions.

Physical Skills

- Uses up-dated and appropriate physiotherapy techniques in the treatment of a diverse patient load

8. Responsibilities of the Post Holder

Patient/Client Care

- Manage a personal caseload by undertaking assessment and treatment that is evidence based within a commissioned framework. To organise this efficiently and effectively with regard to clinical priorities and use of time.

Policy and Service Development

- Contribute to the development of evidence-based practice within the service.
- To participate in the development of a service structure to deliver best practice.

Financial and Physical

- To be responsible for maintaining a stock of therapy equipment and its safe administration in the treatment of patients in your care.

Human Resources

- Contribute to the development and training of students and assistants.

Information Resources

- Ensure service performance data is collected as agreed and when submitted is accurate and timely.
- Ensure relevant administration, personnel and safety policies are adhered to.

Research and Development

- To be active in the development of a research culture in the service.
- To contribute to a culture of learning, review and continuous improvement in therapy practice.
- To contribute to the evaluation of the outcomes of relevant research material and participate in a process in which the clinical service responds to advances in knowledge and recommendations for best practice.

9. Freedom to Act

- Is accountable for own professional actions and recognizes professional boundaries through interpretation of both clinical and professional policies.
- Works within defined departmental and national policies/procedures.

10 Effort & Environment

Physical Effort

- Use highly developed physical skills to undertake complex assessment and manual therapy treatment
- Working in restricted postures while undertaking treatment techniques for periods of 15 – 60 minutes.
- Work in patient's homes may involve cramped and restricted working areas.
- Driving on a regular basis to fulfil clinical and training commitments.
- When working on community placements, there is a necessity to carry physiotherapy equipment

Mental Effort

- Maintain high levels of concentration throughout working day.
- To be flexible to the demands of the service/environment, including unpredictable work patterns/deadlines and interruptions.

Emotional Effort

- Frequent exposure to distressing circumstances
- To support patients and carers in the acceptance of realistic treatment goals that may not match the patient's expectations
- To show empathy when working with patients and carers who may have complex and life changing conditions.
- To decide priorities for own work area balancing other patient related and professional demands

Working conditions

- Work independently and autonomously NHS premises, private residential/nursing homes and/or patients homes where the layout may compromise working practices

- Ability to be flexible to cover the needs of the service including weekends and Bank Holidays on a rota basis.
- Daily exposure to body odours.
- Frequent exposure to blood, urine, and faeces during a treatment session

Person Specification

Post of Rotational Physiotherapist

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	<ul style="list-style-type: none"> ▪ Degree or equivalent postgraduate diploma in Physiotherapy ▪ Current Health Professions Council Registration ▪ Basic IT skills ▪ Full UK driving licence 	A A A I	<ul style="list-style-type: none"> ▪ Member of Chartered Society of Physiotherapists 	A
Previous Experience (Nature & Level)	<ul style="list-style-type: none"> ▪ Experience of working in the NHS as a qualified or student Physiotherapist ▪ Knowledge of Clinical Governance activities 	A A	<ul style="list-style-type: none"> ▪ Experience of working in primary care 	I
Evidence of Particular: - Knowledge - Skills - Aptitudes	<ul style="list-style-type: none"> ▪ Good communicator in a variety of levels and methods. ▪ Self-motivation. ▪ Able to prioritise own workload ▪ Able to respond appropriately within a team. ▪ Up-to-date knowledge base. 	I I I I I	<ul style="list-style-type: none"> ▪ Ability to critically appraise and evaluate clinical research, reports or papers 	I

Specific Requirements	<ul style="list-style-type: none"> ▪ Able to work contracted as required by service ▪ Able to work across different sites. ▪ Ability to respond and adapt to changes. ▪ Ability to work under pressure. ▪ Excellent team worker. • Ability to be flexible to cover the needs of the service including weekends and Bank Holidays on a rota basis 	I I I I I		
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A = Application

I = Interview

Job Description Agreement

Job Title:

Area:

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

Signature

Date

Job Holder:

Name:

Line Manager:

Name: