

PHYSIOTHERAPIST

JOB DESCRIPTION

Hours:	Full-time
Contract:	Permanent
Location:	28-32 London Road, Bagshot, GU19 5HN

1.	Scope of the role	
	<p>The Physiotherapist is responsible for providing a comprehensive specialist physiotherapy service to Ascot Rehabilitation for patients requiring neuro-rehabilitation. The role holder will:</p> <ul style="list-style-type: none"> • Be an active member of the multidisciplinary neurology team, providing a comprehensive physiotherapy service to patients at Ascot Rehab. Work within professional standards and clinical guidelines, promote best practice and to undertake all aspects of clinical duties as an autonomous practitioner including assessing and treating own caseload of patients/clients and maintaining professional documentation. • Build up and maintain key relationships with referring embassies, including GPs, acute providers and insurance companies to ensure appropriate referrals and an understanding of the role of the Physiotherapy and the multi-professional team. • Be responsible for the supervision of rehabilitation assistants and Physiotherapy students. • Support self and service development through active participation in Continuing Professional Development (CPD) and by participating in any audit or research being undertaken by the service. 	
2.	Position in organisation	
	Reports to:	Head of Physiotherapy
	Accountable to:	General Manager and Head of Rehabilitation
	Responsible for: (Manager or supervisor)	NA
	Main relationships:	Patients, Head of Neuro Physiotherapy, General Manager and Head of Rehabilitation, All Employees, Consultants, Contractors and Temporary Workers
3.	Duties and responsibilities	
	<p>Clinical</p> <ul style="list-style-type: none"> • Undertake specialised uni-professional and multi-professional assessments. To develop and implement treatment plans for clients referred to the neurology services. These clients will present with a variety of complex multi-pathologies within specialist areas, including 	

neurological conditions, musculoskeletal conditions, age related disorders, learning disability and/or mental health diagnoses.

- To communicate relevant medical information, assessment details, advice and recommendations across agencies and with clients in compliance with Ascot guidelines for sharing of information and informed consent. These agencies include General Practitioners, Social Services, healthcare professionals, voluntary agencies, embassies and insurance companies.
- Be responsible for gaining valid, informed consent for assessment, treatment interventions and sharing of information in compliance with legal and professional guidelines. To be able to interpret and follow these guidelines in circumstances where clients do not have capacity to provide informed consent.
- Have working knowledge of clinical guidelines specific to the area you are working in and, with the guidance of your supervisor, to translate these guidelines into clinical practice.
- Perform uni-professional and multi-professional specialist assessments and re-assessments of treatment programmes using evidence-based outcome measures and in accordance with CSP Guidelines. This may be on a home visit, in a clinic, in a bedded unit or in a group setting.
- Following specialist assessment, to use advanced clinical reasoning, analysis, assessment and re-assessment skills and using a client-centred goal setting approach, to develop and provide individual physiotherapy treatments and programmes for clients. These treatment techniques may include using the biodex trainer for gait training, thera balance systems and functional electrical stimulation, manual physiotherapy treatment techniques or patient and carer education.
- Demonstrate compassion, empathy and sensitivity towards clients who may have complex emotional and physical conditions such as fear of falling, anxiety, pain and other physical, psychological and social concerns or when delivering unwelcome news around their condition or rehabilitation prognosis.
- Comply with local risk assessments when dealing with complex clients with challenging behavioral needs and high risk environments.
- Be responsible for organising and prioritising own caseload to meet service needs and to communicate with your supervisor if the service needs cannot be met.
- Prescribe appropriate equipment, to clients in order to maximise their independence. Ensure appropriate programmes for safe communication are in place for example splinting regimes and seating out regimes.
- Be responsible for the safe storage and safe moving and handling of equipment
- Work closely with other members of the multi-professional team e.g. Occupational Therapists, Speech and Language Therapists, Podiatrists, Pharmacists, Care Managers and Psychologists to provide a comprehensive, seamless service aiming to improve and maintain functional physical health for clients using the service.
- Work as a lone practitioner, within the guidelines of the Lone Working Policy, when performing home visits.
- Identify clients who need support from outside agencies, using clinical reasoning and analysis skills. To liaise with, and to refer clients to these services.

Management / Leadership

- Support the members of the team in the day-to-day operation of the service. This may include answering queries, contributing to team discussions, responding to client needs, delegating and supervising appropriate tasks to Rehabilitation Assistants and administrative staff, communicating with other team members and outside agencies and other operational activities

- Participate in the multi professional team meeting within each service area, actively contributing and chairing as required.
- To key work named patients and be responsible for co-ordinating family meetings, discharge planning and interim reports.
- Respond to inconsistent work patterns and to be able to manage a diary and re-prioritise as required.
- Be responsible for the supervision of Rehabilitation Assistants and Physiotherapy students.
- To be compliant with the Ascots complaints procedure and take appropriate action as necessary in accordance with the procedure.
- Initiate and participate in change management processes as needed.

Educational

- Develop, update and present occupational therapy specific education presentations to other health professionals, clients and carers.
- Assist other team members with service development and service promotion. Reviewing available resources to update evidence based clinical knowledge for individual and service development. To advise and educate referrers on these developments. To ensure that promotion leaflets are up to date. To assist in other service promotion activities as delegated by the supervisor
- Actively participate in In-service training programs by attendance at and by developing and teaching programs and presentations as rostered.
- Provide clinical supervision, appraisal and competency attainment for the rehabilitation assistants in the team, by providing theoretical and practical clinical training, education sessions and advice on client needs and treatments.
- Participate in the student placement program, and following appropriate training, be responsible for student supervision and teaching.
- Attend both the occupational therapy and Multi-professional in-service training programme and to be responsible for teaching of colleagues in this setting on a rotational basis.

Research and audit

- Through supervision and appraisal identify projects, for example research, audit or implementation of new research findings / best practice, and be responsible for completing these projects within an agreed time period.
- Responsible for completing and leading on designated clinical governance objectives and in conjunction with the team to review the objectives on a six monthly basis
- Support self and service development through active participation in Continuing Professional Development (CPD) and by participating in any audit or research being undertaken by the service.

Professional

- Be responsible for maintaining detailed and accurate patient treatment records in line with CSP and legal standards.
- Be responsible for complying with legal and professional confidentiality guidelines at all times.
- Be professionally and legally accountable for all aspects of own work ensuring that the standard of professional work meets professional standards and clinical guidelines.
- Actively participate in Ascot Appraisal Scheme, both as an appraiser and appraisee, by identifying key performance objectives and continuing education needs.

	<ul style="list-style-type: none"> Actively participate in both clinical and operational supervision sessions with your supervisor and to identify and develop professional, clinical and service needs. To display enthusiasm and interest in service development, and to demonstrate initiative and drive in providing services. Comply with the Ascot's Moving and Handling, Infection Control, Lone Working and Risk Assessment Policies at all times. <p>The duties outlined in this job description are not exhaustive. The Company reserves the right to add to or amend the responsibilities of this role as required with appropriate consultation.</p>
4.	General responsibilities
	<ul style="list-style-type: none"> To always abide by the organisations policies and procedures To always work to highest degree of integrity, respecting the confidentiality of the Company, our staff, our patients and any others associated with the businesses To immediately report any breaches of Company policies to HRD and senior management To contribute positively to Ascot Rehabilitation through the support our people, to provide the highest quality, rehabilitation services to those suffering from neurological conditions
5.	Decision making/ budgetary authority
	<ul style="list-style-type: none"> The Neuro Physiotherapist role carries a high degree of autonomy and decision making, although decisions may be referred to the Head of Neuro Physiotherapy for final approval The Neuro Physiotherapist is not responsible for any budgetary decisions

PERSON SPECIFICATION

Job Title: Neuro Physiotherapist

Factors <i>Essential/Desirable</i>	Criteria	Assessment*
Education/Qualification		
<i>Essential</i>	1.1 Diploma/degree in Physiotherapy Therapy 1.2 Current HPC registration 1.3 Evidence of up to date CPD portfolio 1.4 Involvement in Appraisal Scheme 1.5 Attendance at specialist short courses or equivalent CPD activities within the specialist areas of Adult Rehabilitation, Neurology, Older People Rehabilitation	1.1 C 1.2 C 1.3 IV/AF/P 1.4 P 1.5 P
<i>Desirable</i>	1.8 Post graduate degree in relevant area 1.9 Member of a Special Interest Group relevant to this post 2.0 Member of CSP	1.8 C 1.9 AF/IV 2.0 AF
Experience		
<i>Essential</i>		2.1 AF / IV

	2.2 Experience working at a Junior level in a wide range of clinical areas including, neurology, general rehabilitation, falls, elderly medicine.	2.2 AF / IV
<i>Desirable</i>	2.3 Experience of wide range of specialist services e.g. Falls services, wheelchair services, and learning disabilities.	2.3 AF / IV
	2.4 Experience working as the equivalent of a Band 6 Physiotherapist	2.4 AF / IV
	2.5 Experience of inpatient rehabilitation	2.5 AF / IV
	2.6 Experience of working in the NHS	2.6 AF/IV
Skills and Knowledge		
<i>Essential</i>	3.1 Skills in the assessment and treatment of adults with complex neurological conditions and multi-pathologies	3.1 IV / AF
	3.2 Knowledge and understanding of complex medical conditions including, neurology, multi-pathologies and falls	3.2 IV / AF
	3.3 Knowledge of role of Allied Health Professionals and interdisciplinary team working	3.3 IV / AF
	3.4 Ability to apply core occupational therapy skills across a range of clinical conditions within a client centered, goal setting	3.4 IV /AF
	3.5 Knowledge of outcome measures and evidence based practice relevant to Physiotherapy practice in neurology	3.5 IV / AF
	3.6 Knowledge of the National Stroke Strategy, Clinical Guidelines for Stroke and the National Service Framework for Long Term Conditions	3.6 IV/AF
	3.7 Ability to problem solve, prioritise and demonstrate clinical reasoning	3.7 IV/AF
	3.8 Good communication and report writing skills, in both verbal and written format	3.8 IV/AF
	3.9 Basic IT skills – Microsoft Word, Power point, Excel	3.9 IV/AF
	3.10 Teaching of junior staff / students, peers in in service training setting	3.10 IV/AF
	3.11 Knowledge and understanding of the role of Social Services and voluntary agencies	3.11 IV/AF
<i>Desirable</i>	3.12 Supervision of assistant / junior staff	3.12 IV/AF/P
	3.13 Supervision of Students	3.13 IV/AF
	3.14 Knowledge and experience in research and Audit	3.14 IV/AF
	3.15 Knowledge and understanding of National Service Framework for Older People, NICE Guidance and Clinical Guidelines for progressive conditions	3.15 IV/AF
	3.16 Knowledge and understanding of NICE and CSP Fallers Guidelines/ Stoke guidelines	
Other		
<i>Essential</i>	4.1 Personally and Professionally responsible	4.1 IIV/ AF
	4.2 Able to self-motivate	4.2 IV/AF

	4.3 Able to work as a team member 4.4 Flexible, adaptable and reliable 4.5 Able to work under pressure 4.6 Able to resolve situations of conflict 4.7 To be occupational health cleared for the role specified	4.3 IV/AF 4.4 IV/AF 4.5 1V/AF 4.6 IV/AF HC
<i>Desirable</i>		
* Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate		

I acknowledge that I have received, read and understood this job description:

Employee Name: _____

Employee Signature: _____

Date: _____