**JOB DESCRIPTION – Neuro Physiotherapist**

**TITLE:** Neurological Physiotherapist

**SALARY:** £32,000- £38,000 Dependent upon Experience

**LOCATION:** Surrey and Hampshire

**HOURS:** As agreed

**ACCOUNTABLE TO:** Adam Poulter – Director.

**CONTACT INFORMATION:** 07817495791, [adam@foundationsphysio.com](mailto:adam@foundationsphysio.com).

**JOB SUMMARY:**

* To work as an autonomous practitioner to provide neurological physiotherapy assessment, treatment and goal setting to a designated caseload of patients within the community setting or clinics.
* To supervise rehabilitation assistants and provide peer support to other team members.
* To liaise with other health care professionals, carers and relatives. .
* To participate in CPD and other developmental activities.

**Values**

* To strive to achieve the best possible results for each of your patients in all circumstances.
* To place the patient at the centre of their care with an empowering and empathetic approach to therapy.
* To value each person as an individual, respect their aspirations, beliefs, commitments, and seek to understand their priorities, needs, abilities and limitations.
* To deliver honest, clinically based feedback to patients and their families, discuss and manage expectations of treatment whilst maintaining motivation and engagement.
* To strive to improve patient health and well-being and create positive experiences of physiotherapy.
* To be innovative in your practice and openly discuss service development ideas with the team.
* To earn the trust placed in you by insisting on quality and striving to get the basics right every time: safety, confidentiality, good communication, professionalism and dependable service.
* To welcome feedback, learn from your mistakes and build on your successes.
* To respond with kindness to each person’s needs, anxieties, pain, and desires. To search for the things you can do, however small, to increase each person’s quality of life.
* To help the team maintain an open, honest and enthusiastic culture to the service, patients we treat and other professionals we work with.

**Clinical Responsibility**

* To undertake patient specific physiotherapy assessments, to a range of patients including those presenting with Stroke, PD, MS, MND, Brain Injury, CP, GBS, in addition to elderly/orthopaedic and other long-term conditions.
* To utilise a range of clinical outcomes to measure, monitor and evaluate the quality of patient care
* To effectively apply clinical reasoning skills to rehabilitation and disability management of patients presenting with a range of physiotherapy needs.
* To identify patient impairments, activity limitations and participation needs and use this to underpin goal setting and treatment planning.
* To work alongside patients and carers to identify relevant and achievable goals.
* To apply and demonstrate competent, safe working practices in all aspects of daily role. This includes moving and handling, use of equipment, environmental and clinical risk assessment, infection control, working within scope of practice and following relevant policies and guidance applicable to role.
* To demonstrate flexible and transferable clinical skills, to enable clinical effectiveness in community and clinic settings.
* Attend review meetings with case managers/families and other professionals as required.
* Prescribe or refer for custom made splinting and off the shelf products as appropriate.
* To work alongside and refer as appropriate to health, social, statutory, and voluntary services.
* Manage patient long term health and wellbeing – self management and enabling independence.
* To discuss service and treatment options to potential clients and/or their relatives/carers.
* To provide comprehensive assessment/rehabilitation reports including recommendations for case managers, insurers, Primary Care Trusts, private organisations and local authorities as required.
* To ensure that clients are involved in the planning and prioritisation of their rehabilitation plans wherever possible.
* To provide support, consultation and advice on relevant physiotherapy issues to patients and carers.
* To adapt practice to meet individual patients’ circumstances, including due regard for cultural, social, and linguistic differences in addition to their cognitive and physical disabilities.
* To demonstrate a high level of clinical effectiveness by use of evidence based practice.
* To contribute to patient care and service delivery by developing skills beyond ones’ own professional training.
* To work within your own scope of practice and seek peer support from the senior therapists where required.

**Communication**

* To use appropriate and adaptable communication and interpersonal skills with patients and carers, to maximise rehabilitation potential and understanding of their condition.
* Communication skills of persuasion, motivation, education and gaining informed consent will be used with a variety of patients each presenting with differing communication needs.
* To provide specialist spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals in order to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
* To communicate effectively and collaboratively with all health and social care sectors to ensure delivery of a co-ordinated service. This will include case conferences, joint sessions and documentation.
* To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack the capacity to consent to treatment.
* To act as a neurological physiotherapist providing consultation and advice to peers in own profession, colleagues and other professionals in the wider health and social care settings.
* To deliver complex, sometimes unwelcome, concepts and ideas, to clients and carers. This requires high levels of communication skills with clients who may have severe cognitive and physical impairment or may be in a highly emotional state.
* To support diagnosis of terminal, progressive and non-recovering conditions in a skilled and empathetic way.
* To respond in a timely manner and liaise with relevant services when a client’s condition or situation changes.
* To be aware of barriers to effective communication and seek support from the senior therapy team or other services when appropriate.

**Development and Service Improvement**

* To have an active role in the planning, development, coordination, delivery and evaluation of the physiotherapy service in line with evidence-based practice, specialist clinical and national guidelines.
* To advise directors and suggest solutions about issues affecting service delivery.
* To be aware of and implement clinical policies and protocols.
* To make recommendations for, and lead service development projects as required.
* To be responsible for ensuring a high level of quality assurance over the clinical services with which you are involved.

**Leadership**

* To contribute to the day-to-day co-ordination of the physiotherapy service in terms of your own caseload and support other team members with their caseload as required.
* To support and motivate your peers.
* To support the development of rehabilitation assistants and more junior team members as required.

**Staff Management**

* To provide supervision, advice and peer support to junior staff, rehabilitation assistants, students and colleagues when required.
* To share your knowledge and skills with your peers in the form of training, peer reviews and informal meetings.
* Delegate appropriate patients to junior staff and rehabilitation assistants and monitor progress.
* Support the directors with the induction of new therapists and assistants as required.

**Documentation**

* To keep accurate, concise and timely patient records, reports and statistics at all times in line with departmental, professional and legal standards.
* To provide written education, self-management guidance and home exercise programmes to all appropriate patients
* To maintain information governance requirements when documenting, transferring, and sharing patient information.
* Independently prepare reports for patients, case managers or solicitors.

**Financial Responsibility**

* To assess and identify new equipment as appropriate based on clinical need.
* To ensure clinical timetabling is efficient, responsive, and appropriate to patient need in addition to the unpredictable needs of the physiotherapy service.

**Teaching, Training and Professional Development**

* To participate in the teaching and training of more junior staff and other professionals as required.
* To maintain a Clinical Professional Development Portfolio and a Personal Development Plan, according to professional standards, that documents the progress of gaining clinical expertise required for improving standards for self and service.
* To be able to demonstrate own clinical skills to a range of personnel including clients, carers, professional colleagues, and other agencies.
* To be responsible for complying with all mandatory training requirements.

**Professional**

* To always comply with the Chartered Society of Physiotherapy and HCPC codes of professional conduct.
* To be responsible for personal continuous professional development through self-education, reflective practise, maintaining a CPD portfolio and active participation in local and post graduate courses as agreed in your personal development plan.
* To develop the integration of evidence-based practise, specialist neurological treatment techniques, therapeutic handling skills and specialist knowledge of particular conditions.
* To participate in the appraisal system as appraisee and be responsible for fulfilling your agreed objectives and personal development plan.

This job description is not meant to be exhaustive and reflects only the current and anticipated responsibilities of the post. The successful applicant will be expected to work flexibly in order to meet the overall needs of the position. If you have any questions regarding the job description please contact 07817495791.

Further projects and targets specific to your role within the service will be identified in your yearly personal development plan.