**JOB DESCRIPTION**

**Physiotherapist Band 5**

Hours: As per contract. Saturday morning and some out of hours working may be required.

Contract: Permanent following a 6 month probationary period

Location: Wendover, Buckinghamshire

Reports to: Band 7 or 6 Specialist Physiotherapist

Accountable to: Chief Executive and trustees

Line Manages: Technical instructors, Rehabilitation Assistants

Internal Relationships: Senior Leadership Team, Trustees, Clinical staff, Oxygen Treatment volunteers, staff colleagues, patients and visitors etc.

External Relationships: A range of professionals across all disciplines

**Job Purpose**

The Physiotherapist will:

* Manage a caseload of patients with a range of needs, using evidence based, patient centred principles to assess, plan, implement and evaluate interventions.
* Supervise assistants and students
* Participate in the planning, development and evaluation of the therapy service.

The post holder will receive professional support and guidance from their line manager and Deputy Head of Integrated Clinical Services.

**Duties and Responsibilities**

The Physiotherapist will be responsible for the following tasks and activities:

* Manage own caseload without direct supervision.
* Prioritise, assess and treat patients, taking an evidence based and reflective practice approach, using a wide range of modalities and skills in order to maximize patient/client independence.
* Identify specific problems/needs; develop goals and appropriate treatment plans in partnership with the patient and others.
* Work with patients, carers, other professionals and agencies to meet identified needs.
* Provide teaching and guidance to both patients and carers as required.
* Evaluate patient progress and modify treatment if required.
* Maintain accurate and timely patient records and reports using agreed standard formats.
* To be professionally and legally accountable for all aspects of clinical work including the management of patients.
* To provide comprehensive progress reports to colleagues and referring GPs, and other patient services.
* To assess patients understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework.
* To manage clinical risk within own patient caseload.
* To work within the CSP and HCPC clinical guidelines where appropriate, and to maintain knowledge of national and local standards.

**Personal Development**

* To actively participate in an annual performance review (appraisal), regular supervision and the development and implementation of a personal development plan.
* To complete and maintain a current CPD folder
* To take responsibility for own professional development ensuring mandatory training is in date.
* To attend any training as requested.

**Code of Conduct**

* To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
* To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
* To always promote quality and safety of patients, visitors and staff.
* To follow the Centre’s code of conduct
* To display actions and behaviours that represent the Centre values

**Equal Opportunities/Diversity**

* To be aware of the legislation around equality and diversity and provide equality of treatment and opportunity to employee’s, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

**Health & Safety**

* To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
* To co-operate with the organisation to ensure that statutory and departmental regulations are adhered to.
* Report accidents, incidents and near misses, implementing corrective action where necessary.

**Infection Control and hand hygiene**

* To comply with policies for infection control and prevention such as hand hygiene, decontamination policy, uniform and workwear code and standard precautions policy to reduce the spread of healthcare-associated infections (HCAIs).

**Confidentiality and Data Security**

* To comply with GDPR 2018, the Data Protection Act 1998, NHS Confidentiality guidelines (e.g. Caldicott, GMC.) and any code of practice on Confidentiality and Data Protection, as accepted by the organisation.
* To ensure that all information collected, stored and used is done so in compliance with the above Acts and any relevant Policy.
* To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the organisations business. This obligation shall continue in perpetuity.
* To raise any matters of concern with the Head of Clinical Services.

**Safeguarding**

* To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
* To support the organisation in ensuring service users are protected from abuse, or the risk of abuse and their human rights are respected and upheld.
* To ensure any safeguarding concerns are reported promptly to the named Safeguarding Lead.
* To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

**Other**

* To be aware of and work in line with all policies and procedures.
* To carry out any other tasks as reasonably directed.
* All staff and volunteers at the Chilterns MS Centre agree to adhere to the Charity’s Code of Conduct.

This job description should be regarded only as guidance to the duties required and is not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holder.

Signed……………………. Date…………………..

(Post holder)

Signed …………………… Date…………………..

(Manager)

**Person Specification**

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| --- | --- |
| **Education, Qualifications & Training** | |
| Diploma/Degree in Physiotherapy | E |
| Registered with HCPC | E |
| Evidence of CPD | E |
| Relevant clinical courses | D |
| **Experience** | | | |
| Experience of working in a multi-disciplinary team | E | | |
| Evidence of varied Clinical experience during training as a student or within existing role | E | | |
| Evidence of Neurological Clinical experience as a post-graduate physiotherapist | E | | |
| Evidence of experience of assessing and treating patients in Hydrotherapy | D | | |
| Working with Volunteers | D | | |
| Working in a charitable organisation | D | | |
| **Skills & Knowledge** | |
| Excellent verbal and written communication skills | E |
| Ability to empathise with people facing difficult situations. | E |
| Ability to motivate and influence others in their health choices. | E |
| Able to nurture and maintain relationships with individuals. | E |
| Ability to work as part of a team as well as on own initiative. | E |
| IT Literate | E |
| **Personal Qualities** | |
| Ability to work as team member | E |
| Approachable and a good listener | E |
| Empathetic | E |
| Reliable | E |
| Flexible | E |
| Ability to deal with challenging behaviour | E |
| Awareness of self – strengths and weaknesses | E |
| Ability to motivate self and others | E |
| Good attendance record | E |
| Good sense of humour | E |
| **Other** | | |
| Passes DBS Check | E | |
| Flexible/adaptable to changing working patterns (work will include weekends and possibly evenings) | E | |