**Band 5 Physiotherapist**

**Working pattern:** 37.5 Hours/Week

**Hours of Work:** TBC

**Day of work** Monday to Friday

**Pay (Agenda 4 Change)**: £24,907 to £31,365

Plus Performance Review bonuses pa

Plus NEST pension

**Locations:** Lymden Hydrotherapy and Physiotherapy Centre (LHAPC) Eastnor Road, Reigate RH2 8NE

Community work in and around Surrey

**Specialty/Function:** Physiotherapy (Paediatrics, Neurology, Musculoskeletal Learning Disabilities, Elderly. Aquatic Physiotherapy)

**Accountable to:** LHAPC Management Team and Dr Heather Epps

**Pension available: Yes**

**CPD We actively promote and financially support ongoing relevant training for staff. Taught Element of ATACP Foundation Course and Aquaepps advanced aquatic physiotherapy will be funded with consideration of ATACP accreditation.**

**JOB PURPOSE:**

* To work as a Band 5 Physiotherapist participating as a member of our team, managing a clinical caseload with the support of our senior clinicians or the management team as required.
* To support the team in providing a high-quality physiotherapy service to our clients, their families or carers under the direction of our senior clinicians.
* To deliver physiotherapy treatment in the hydrotherapy pool, physiotherapy treatment rooms and our clients homes, and to maintain associated records as an autonomous practitioner.
* To promote our companies to other agencies and the general public, and when appropriate to educate the team working with your client including, but not exclusive to, educational staff, sports therapists, personal trainers, care support workers and other therapists.
* To work closely with our NHS colleagues to deliver an integrated and joined-up approach and service.
* To support training and development of physiotherapy clinical practice and service. To undertake clinical audits and evaluation of evidence-based practice as required.
* To keep accurate timesheets and ensure service provision is in line with the funding bodies contractual hours with the company.

**JOB STATEMENT**

* To provide physiotherapy and related assessments and treatment of our clients presenting with a range of conditions and ages.
* To undertake all aspects of clinical duties as an autonomous practitioner, managing own caseload and time under the direction of our senior clinical staff.
* To maintain appropriate records and data inputting in line with GDPR.
* To deliver physiotherapy training, if required, to care support workers, families, and external agencies ensuring competence in performing duties within their agreed scope of practice.
* To undertake audit as required by the company to further own and company’s clinical practice, development and business model, making recommendations for changes.
* To comply with company policies including those related to the reduction of the spread and infection risk of Coronavirus, COVID-19 or other viruses.

**DUTIES AND RESPONSIBILITIES:**

**CLINICAL:**

* To be professionally and legally responsible and accountable for a designated patient/client caseload and to decide priorities for own work area, balancing other patient related and professional demands. aspects of practitioner’s professional activities. To seek support and advice from more senior colleagues when required.
* To work within scope of practice.
* To manage clinical risk within own caseload.
* To have responsibility for own professional actions, demonstrating knowledge and skills to manage a caseload, evidencing problem-solving, reasoning skills and independent judgment.
* To demonstrate clinical reasoning skills to undertake risk assessments for patients/clients and those attending the pool with them, within the clinic and pool environment, and within the client’s home or in the community.
* To establish and maintain a high standard of clinical expertise and care for the clients under your management, and support the team working with the client to do likewise.
* To assess the patient/client’s capacity, gain valid informed consent and have the capacity to work within a legal framework with those who lack capacity to consent to physiotherapy and related interventions.
* To supervise and support the physiotherapy assistants.
* To develop and undertake physiotherapy interventions and treatments in line with the best available current evidence, for example, APCP, ACPPLD, ATACP, ATOCP and national guidelines. This may involve assessment of physical, cognitive and perceptual ability, using standardised or non-standardised assessment tools.
* To be responsible for maintaining own competency to practice through continuing professional development activities including attendance at relevant training courses as identified within the Personal Development Plan.
* To meet potential requirements of flexible working as part of potential changes in service re-design or to support staffing difficulties.
* To maintain Chartered Society of Physiotherapy (CSP) membership and adhere to guidelines and standards set by the CSP
* To maintain state registration with the Health and Care Professions Council (HCPC) and to provide evidence of that registration bi-annually upon request.
* To supervise, train, advise, support and educate, families, carers, support workers and the team working with your clients/patients in the delivery of physiotherapy based interventions, exercises and programmes, the safe use of specialist equipment e.g., use of hoist or standing frame, manual handling advice, falls prevention, and the donning and doffing of orthotics.
* To develop programmes and guidelines for families, carers, support workers and the team working with your clients to deliver.
* To undertake any other duties as may be deemed appropriate.

**COMMUNICATION AND DOCUMENTATION:**

* All communication, documentation and data management will be in line with the GDPR requirements. Training and direction on following GDPR will be given by LHAPC.
* To communicate specialist assessment, treatment, advice, plans and outcomes to your line manager and the appropriate disciplines, our referrers, and those who instruct us, in the form of IT systems, medical records, reports and letters only when requested and agreed by your line manager or the management team.
* Ensure that these are compliant with professional and company standards, using company templates and not disclosing until agreed by your line manager or a member of the management team.
* To not release any information about our clients/patients without the consent of your line manager or a member of the management team.
* To ensure that reports and summaries are completed and sent in accordance with company requirements and are password protected or use a secure, encrypted server.
* To generate reports for analysis of our service, and to make recommendations for change or improvement, if requested.
* To effectively communicate with our clients, the team around the client/patient, NHS physiotherapists, carers, health care professionals, our staff, and all relevant agencies to maximise rehabilitation potential and to ensure understanding of the condition and therapeutic process.
* To identify and employ suitable verbal and non verbal communication skills with out patients/clients and those supporting them, who may have difficulties in understanding and communication.
* To demonstrate a high degree of empathy, reassurance and sensitivity when communicating, teaching and providing instruction to relatives, care support workers, other professionals, and external agencies.
* To familiarise self with physiodiary, to log entries and liaise with the management team regarding advance booked physiotherapy treatment sessions.

**PROFESSIONAL ETHICS:**

* To be accountable for own professional behaviour adhering to the Professional Bodies Code of Ethics, the Professional Code of Conduct, the Health and Care Professions Council, standards of proficiency and Good Practice for Physiotherapy and APCP, ACPPLD, ATACP Guidelines for Good Practice (updated 2021). To refrain from any behaviour or activity that may damage your profession or the or company’s reputation or undermine public confidence in LHAPC or Physiotherapy.
* To apply ethical principles and anti-discriminatory practice, respecting diversity.
* To be professionally and legally responsible and accountable for all aspects of own work, including the management of clients in your care ensuring and maintaining confidentiality of clients, their families or carers, physiotherapy assistant. company operations, and colleagues at all times.

**TRAINING:**

* To assist in the identification of training needs for physiotherapy assistant and any carers/support workers that may attend the clinic with your client or with whom you support in the clients home.

**LEADERSHIP AND SUPERVISION:**

* To ensure good working practices and the delivery of an effective and efficient service.
* To provide effective and professional leadership through the use of clinical expertise to offer advice, supervision and assistance to physiotherapy assistant, care support workers, anyone attending with your client and external agencies.
* To demonstrate excellent time management, punctuality and consistently reliable attendance acting as a role model within the company.
* To promote a positive image, establishing appropriate professional networks, providing a high profile of LHAPC within the industry, and with our referrers and other professionals.

**CLINICAL GOVERNANCE, QUALITY, STANDARDS:**

* To assist in responding to complaints within the service when applicable, and adhering to company policies.
* To take responsibility for developing and maintaining professional and clinical standards to a high level of expertise for self and others.
* To demonstrate a sound understanding of Clinical Governance and Risk Management and its application to the work situation.
* To be responsible for and actively record own personal professional development. To keep abreast in understanding and knowledge of all new developments, which are applicable to specific physiotherapy treatments.
* To keep up to date with digital skills and new technologies.

**HEALTH AND SAFETY:**

* To adhere to and promote Health and Safety policies and procedures and those specific to area of work and responsibility.
* To adhere to all mandatory training requirements and duty to conduct self and undertake duties, in a safe manner so as not to endanger themselves and others around them, attending all mandatory training.
* To be aware of Health and Safety aspects of your work and implement any policies which may be required to improve the safety of your work area, including prompt recording and reporting of accidents and incidents to your line manager and management team.
* To be responsible for ensuring the effective selection and use of all treatment resources available, including regular checking/testing of pool water chemical levels and pool water quality, hoists, postural management, gym, physiotherapy and pool equipment prior to use and maintenance reporting to LHAPC, the case manager, family, carer or manager of the home, as well as competence and safe use of equipment by others.
* To continually undertake risk assessments in all aspects of your clients care and adhere to company policies, including but not exclusive to those relating to Coronavirus, COVID-19.

**EFFORT AND HEALTH AND SAFETY FACTORS**

* Long periods of intense concentration are required regularly throughout the day
* Occasional exposure to bodily fluids
* Disposal of clinical waste
* Use of computer and VDU screen
* The ability to cope with all aspects of manual handling as demanded by the job role – may include, but not exclusive to, assisting adult neurologically impaired patients to stand transfer, working on the floor with children and babies, assisting adults into and out of standing frames, evacuating a person from the pool in an emergency situation.
* At times working with distressed service users who may come across as hostile or confused, or have difficulty communicating, posing a risk to themselves of the safety of others.

**Additional Employee Responsibilities:**

**Infection control**

As an employee, you will work to minimise any risk to clients, the public and the poolside assistant from Healthcare Associated Infection including MRSA and *C* Difficileby ensuring they are compliant with the Health Act 2006 – Code of Practice For The Prevention and Control of Healthcare Associated Infections (They Hygiene Code); and by ensuring you are familiar with LHAPC infection control polices (including COVID-19) and all current safe working practices.

**Confidentiality**

As an employee, you have a responsibility to maintain the confidentiality of any confidential information which comes into your possession regarding clients, their families or carers, employees or any other business relating to the company. Confidential information means any information which would, if disclosed to a competitor, damage the interests of the company, and accordingly shall include but shall not be limited to prices, client or customer names or information, client demographic, market demographic, software and working practice information, margins, pricing and billing policies, price and cost data, internal personal and financial information, quoting procedures, medical records, special arrangements with suppliers, legal services, case managers, and General Practitioners, special arrangements with and requirements of particular clients, pricing strategy, sales and marketing strategy, details of PCT, LEA, School and County Council contracts, details of any confidential discussions in respect of possible future clients or referrals, research and development activities and plans for new products, sites or services.

**Health & Safety**

As an employee, you have a responsibility to abide by all of the safety practices and codes provided by LHAPC and have an equal responsibility with management for maintaining safe working practices for the health and safety of yourself and others. All employees working at LHAPC must comply with the companies Health & Safety Policy, Emergency Action Plan, Normal Operating Procedure and Fire Policy. All employees must attend Health & Safety and Manual Handling training as required or as directed by LHAPC management team.

**Quality Assurance**

As an employee of LHAPC, you are a member of a company that endeavours to provide the highest quality of aquatic physiotherapy services to our clients and those that instruct us, contract and use our services. You are an ambassador of the company and, as such, are required to ensure that high standards are maintained at all times. As an employee you have a responsibility for data quality. All employees are accountable for the quality of data they input into company systems and/or document in paper-based records, and must ensure that it is accurate, complete, valid and timely at all times.

**Equal Opportunities**

As an employee you have a responsibility to ensure that all people that you have contact with during the course of your employment, including, but not exclusive to clients, patients, relatives and staff working with your client are treated fairly and equally.

**Risk Management**

As an employee you have a responsibility for the identification of all risks which have a potential adverse effect on the ability of LHAPC to maintain quality of care and the safety of patients, clients, family members, staff and the team working with your client, and for the taking of positive action to eliminate or reduce these risks. It is the duty of every employee to disclose any areas of concern that might affect the emotional or physical wellbeing of your client. All such concerns should be reported to the Dr Heather Epps or the management team who will then take the appropriate action.

**Safeguarding**

LHAPC has a responsibility to safeguarding and promoting the welfare of the clients, who may be vulnerable that use our services. LHAPC expects all staff to share this responsibility. As part of the selection process for this post you will be required to undergo an Enhanced Disclosure and Barring Service Check. If you are successfully appointed, you will receive confirmation of which checks and/or registration you are required to undertake. It is the duty of every employee to disclose any areas of concern that might affect the emotional or physical wellbeing of the client/child or young person. All such concerns should be reported to Dr Heather Epps or the management team of LHAPC who will then take the appropriate action.

**The job description is subject to change and may be reviewed by the Management Team in conjunction with the employee.**