

JOB DESCRIPTION

Job Title:	Senior Physiotherapist
Responsible To:	Chief Executive
Hours:	Full time 37 hours
Salary:	Negotiable
Location	Based at our therapy centre but with travel to all sites
Annual Leave:	Full time: 20 days holiday plus 8 statutory days.

EQUAL OPPORTUNITIES STATEMENT

Condover College is committed to becoming an equal opportunities employer. It is committed to promoting equal opportunities and preventing discrimination. This policy applies both to service delivery and to its own employment practices. You will be willing and able to demonstrate commitment to Condover College's Equal Opportunities Policy.

GENERAL DESCRIPTION

To lead on:

- Maintenance and Development of Physiotherapy within the organisation.
- Maintenance and Development of the skills and competencies of the Physiotherapy team.
- Partnership working with local NHS professionals.

To provide specialist input into:

- Assessment of individual learner's Physical skills and provision of therapeutic intervention.
- Provision of safe and appropriate Physiotherapy programmes for each learner as appropriate.

MAIN DUTIES AND RESPONSIBILITIES

1. Physiotherapy - The lead therapist oversees and takes part in:

1.1. Pre-entry assessment of each prospective learner.

- 1.2. Initial assessment of each learner leading to provision of a detailed physiotherapy programme if required. This document informs the learner's communication passport, care plan and related documents and education baseline assessment.
- 1.3. Regular review and update of the physiotherapy programme and related documents.
- 1.4. Setting physiotherapy therapy goals for learners to be included in their individual education and care plans, monitor their progress and update as appropriate.
- 1.5. Direct therapy provision as part of the education programme and opportunities programme including within the learners homes.
- 1.6. To 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 clients and maintaining professional documentation

2. Physiotherapy Team

- 2.1. The post-holder will be a member of the Management Team and represent the organisation as required.
- 2.2. Supervision of physiotherapy and/or physiotherapy Assistants, including supporting newly qualified therapists.
- 2.3. Annual Appraisal of physiotherapy and/or physiotherapy Assistants.
- 2.4. Attend regular supervision within the organisation and with a suitable external clinical supervisor agreed between therapist and Line Manager.
- 2.5. Ensure CPD for all members of the physiotherapy team to meet the needs of the organisation.
- 2.6. The post-holder will regularly liaise with the Chief Executive Officer to agree the division of their time between the various duties and localities – the division being driven by the exigencies of the service.
- 2.7. Supervision of physiotherapy students on Clinical Placements with the organisation.

3. Hydrotherapy

- 3.1. For any learners with potential or identified need for Hydrotherapy, ensure timely assessment.
- 3.2. Provide and update annually Hydrotherapy Programmes for all learners when appropriate.
- 3.3. Monitor Hydrotherapy programmes throughout the organisation and ensure recommendations are being followed appropriately.

3.4. To provide training and support for staff to support Hydrotherapy for the organisation

4. Additional Responsibilities

4.1. To liaise with local health professionals and to refer learners for specialist assessments or treatment as appropriate.

4.2. To follow all legislation, guidelines and regulations relating to the Physiotherapy of the learners and to also follow the organisation's policy and procedures.

4.3. To act as an informal advocate on the learners behalf.

4.4. To assist in supporting our learners in their physical and emotional needs (including the provision of intimate personal care when required)

4.5. To be involved in the teaching of independence skills to encourage the emotional, personal and social development of the learners. This may involve working anti-social hours.

4.6. To undertake risk assessments when appropriate

4.7. To maintain confidentiality in line with legislation.

4.8. To contribute to the protection of the vulnerable adults.

Policies and Procedures

These duties are not absolute and may be altered in line with the changing needs of the service. Any such changes will normally be discussed and agreed with the postholder.

Policies and Procedures

Name (Print): _____

Signed: _____

Dated: _____

PERSON SPECIFICATION

Position: Senior Physiotherapist

Factors	Essential	Desirable
Skills and abilities	<p>Ability to apply core physiotherapy skills across a range of clinical conditions with a person centred, goal setting approach</p> <p>Ability to problem solve, prioritise and demonstrate clinical reasoning.</p> <p>Collaborative working with colleagues and other agencies</p> <p>To demonstrate reliability, commitment and consistency in working with adults with disabilities</p> <p>Ability to communicate clearly and effectively, in both verbal and written format incl. report writing skills.</p> <p>Organisational skills</p> <p>To engage and work constructively and sensitively with adults with disabilities</p> <p>To work on own initiative, be personally and professionally responsible and able to self-motivate</p> <p>Ability to be flexible, adaptable and reliable.</p> <p>Understand and maintain confidentiality</p> <p>To demonstrate the ability to work as part of a team</p>	<p>Ability to complete risk assessments</p> <p>Able to create and deliver training</p> <p>To be able to communicate effectively with the learners with the use of Makaton</p>

Factors	Essential	Desirable
Knowledge relevant to the post.	<p>Knowledge of current best practice in physiotherapy for people with learning disabilities</p> <p>A working knowledge of relevant legislation and guidance e.g. Safeguarding, Mental Capacity Act</p> <p>Effective team working</p>	<p>Knowledge of outcome measures and evidence based practice associated with physiotherapy.</p>
Experience.	<p>Experience in assessing and treating service users with a variety of physical conditions, communication deficits and challenging behaviour.</p> <p>Hydrotherapy experience</p>	<p>Experience in working in many different areas of physiotherapy</p>
Qualifications	<p>Diploma/Degree in Physiotherapy</p> <p>Current HCPC registered</p> <p>Evidence of up-to-date CPD portfolio</p>	<p>Membership of ACPPLD</p> <p>Membership of ACPAT</p> <p>Hydrotherapy qualification</p>
Any other requirements.	<p>Driving License</p>	<p>Own transport</p>