

**WALSALL HEALTHCARE NHS TRUST
JOB DESCRIPTION****Post Title** **Specialist Physiotherapist – Stroke Rehabilitation****Grade** **AfC Band 6****Reports to** **Team Leader****Responsible to** **Clinical Lead****Job Summary**

To work as static Band 6 Physiotherapist within the Integrated Community stroke Rehabilitation Services. To provide a high standard of physiotherapy service to the stroke rehabilitation services, this involves working alone as part of a multi-disciplinary team within residential and community settings.

Key Responsibilities

1. To undertake all aspects of clinical duties as an autonomous practitioner, including professional and legal accountability and managing clinical risk for all aspects of own work. Some aspects of work will involve delivery of the care as an individual practitioner or as part of a multi-disciplinary team. In most cases to be the sole health professional with responsibility for that patient's episode of care.
2. To undertake advanced physiotherapeutic assessment of patients with diverse or complex physical, psychological, cognitive and behavioural conditions in order to provide an accurate diagnosis and prognosis. To formulate and deliver an individualised physiotherapy treatment programme including therapeutic handling, patient education, provision of exercise (individual/group), and other options. This includes the appropriate selection of referrals for inclusion in a range of treatment programmes, one-to-one sessions using advanced treatment options, advanced communication, questioning and reasoning skills.
3. Supervision takes the form of regular formal training, clinical reasoning sessions and peer review. Access to advice and support from senior physiotherapists is available if required. Clinical work is not routinely evaluated or supervised.
4. To undertake as directed a collection of data for use in service audit and research projects within the Community Stroke Rehabilitation Team. To manage and undertake research in specific areas of clinical practice and service delivery using a range of research methodologies as part of MDT audit and Stroke Rehabilitation Services research initiatives. Make recommendations to clinical lead/manager of community stroke rehabilitation

services changes to practice by the team. May implement specific changes to practice.

5. To be responsible for safe and competent assessment, provision and use of physiotherapy equipment, patient appliances and aids by patients ensuring that junior staff/assistants/technical instructor attain competency prior to use.

Professional

1. To have good working knowledge of and ensure compliance with National and Local guidelines, policies and procedures. To keep up-to-date with clinical developments by the use of clinical databases and electronic technology.
2. To be responsible for maintaining own competency to practise, through CPD activities and to maintain a portfolio which reflects personal development. Maintain and develop current knowledge of evidence-based practise in the areas of rehabilitation, developing specialist knowledge of particular conditions and patient types.
3. Participate in the staff appraisal scheme as an appraisee and be responsible for complying with your agreed personal development programmes, tutorials, individual training sessions, external courses and peer review.
4. To take delegated responsibility for the teaching, supervision and co-ordination of junior staff, students (to graduate level), generic therapy assistants and care workers on a daily basis.
5. To work as an effective and responsible team member, arriving and leaving promptly, working effectively during agreed hours.

Organisational

1. To be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.

Communication with Patients

1. Assess patient understanding of treatment proposals; gain valid formal consent and jointly agreed goals. To have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
2. Communication will include imparting sensitive and comprehensive information relating to diagnosis, prognosis, physical and functional recovery and potential lifestyle adjustments to patients and their relatives. This may involve informing patients that they may be unable to return to their previous level of activity/work/leisure or remain at home safely.

3. Regular use of verbal and non-verbal communication tools to discuss complex information about underlying influences, prognosis, and progression of rehabilitation and treatment programmes with patient or carer. This will include patients who may have difficulties with regard to complex emotional, psychological as well as physical conditions relating to the presenting complaint. This client group includes those who have difficulties in understanding or communicating; the patient may be dysphasic, depressed, deaf, and blind or who may be unable to accept their diagnosis. Communication will involve use of skills in motivating, negotiating, counselling, training, empathising and reassuring.

Communication with Colleagues

1. To maintain accurate comprehensive and up-to-date documentation, in line with requirements of Single Assessment and CSP standards of practice and to monitor that of less experienced staff.
2. To be responsible for accurate and timely data input into the local data collection system.
3. To represent physiotherapy service, and/or individual patient to ensure the delivery of a co-ordinated multidisciplinary service presenting a positive impression of rehabilitation services and the Physiotherapy Service. This will involve advising the multi-disciplinary team (G.Ps, Nurses, Occupational Therapists, and Social Workers) on management of physical recovery and discussion of patient care, patient progress and involvement of discharge planning. Information will be provided in several formats including verbal feedback during multi-disciplinary case conferences, comprehensive written assessment and discharge summaries and via email.
4. Advice will be shared with Line Manager and rehabilitation services relating to service planning, changes of clinical practice, complaints and plaudits.
5. To take a shared approach to teamwork, understanding own role in rehabilitation services, MDT and the wider Walsall Healthcare Trust.

Communication External

1. External communication may include discussion with employers and related agencies regarding return to work issues. Discussion with multi-disciplinary team members regarding patient management including GPs, District Nurses, carer services and Social Services.

General Duties

1. To adhere to and promote the CSP code of ethics and professional conduct and in line with trust policy.
2. Adhere to trust guidelines regarding patient consent and confidentiality of information about patients, staff and health service business in accordance with data protection act.
3. To attend mandatory training in line with trust policy.

4. The post holder must at all times carry out his/her duties with regard to the Trust's Equal Opportunities and Diversity Policy.
5. To be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors and staff.
6. To ensure that all duties are carried out to the highest standard, and in accordance with current quality initiatives within the work area.
7. Any other duties that may be required from time to time.
8. This job description is not intended to be exhaustive and will be reviewed within 6 months of the inception of the service and to ensure that the arrangements meet the needs of the service.

Other Duties

The information supplied above is intended to summarise the key responsibilities and duties of the role. The post holder may be required from time to time to carry out other reasonable requests and duties as required, consistent with the responsibilities of their Banding and development as agreed between employee and manager.

Confidentiality and Data Protection

All employees who have access to personal data in relation to patients or employees will be aware of their responsibilities under the General Data Protection Regulation (GDPR) (EU) 2016/679. Any breach of the Regulation could result in disciplinary action being taken and criminal charges being brought against the individual who has breached the Regulation.

Health and Safety

Individual employees of Walsall Healthcare Trust and other NHS employees contracted to work on the organisation's premises have an equal responsibility, along with managers and supervisors, for maintaining safe working practices for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

All employees must adhere to their duties under the Health and Safety at Work Act 1974 and other associated safety legislation, including all new Health & Safety Regulations. In addition employees must comply with all the Trust's policies relating to Health & Safety and Risk Management to secure a safe workplace and will draw management's attention to any deficiencies and/or hazards, which might prove detrimental to themselves or others.

There is a general responsibility for employees to act sensibly and reasonably, and attend mandatory health and safety training sessions.

Clinical Governance

All employees are required to actively contribute towards the organisation's clinical governance systems, taking responsibility as appropriate for quality standards and work towards the continuous improvement in clinical and service quality.

Safeguarding

Children Walsall Healthcare NHS Trust, working with partner agencies, is committed to safeguarding children and promoting their welfare. All employees have a responsibility to ensure that children and young people are safe from abuse and harm, regardless of their role or where they work. Children include young people up to the age of 18 yrs.

Employees must comply with Walsall Local Safeguarding Board Child Protection Procedures and Trust Child Protection Procedures and recognise the importance of listening to children. All employees must attend child protection training relevant to their role and know how to seek advice or support from their manager or the Safeguarding Children team if required.

Vulnerable Adults

All employees have a responsibility to support the safety and well-being of vulnerable adults and to practice in accordance with legislation. Knowledge, skills and competency are to be maintained according to role and responsibilities in order to fulfil Vulnerable Adults responsibilities. All employees must comply with organisational and Walsall Local Authority Vulnerable Adults policies and procedures.

Equality and Diversity

The Trust is committed to promoting equality opportunities to achieve equity of access, experience and outcomes, and to recognising and valuing people's differences. All employees have an obligation to help achieve this through personal example, open commitment and clear action.

Each individual will take responsibility for promoting inclusive and accessible service provision, employee development and a culture that values and respects difference. All employees should be familiar with, actively promote and work within Equality and Diversity policies at all times ensuring that they do not unlawfully discriminate, either directly or indirectly, on the grounds of race or ethnicity, nationality, religion or belief, sex, marital or civil partnership status, sexual orientation, disability, gender reassignment, age, pregnancy/maternity or any other grounds.

This applies to all activities as a service provider and as an employer. All employees must adhere to the Equality Act 2010

Patient Experience and Public Involvement (PEPI)

The Trust is committed to gaining feedback from all patients using a variety of methods including electronic, paper based and verbal. Within this Trust that feedback is monitored by the patient experience group and used to ensure that future services meet the needs of the patients and demonstrate continuous improvement. Volunteer, staff and families participate in the collection of this data

Customer Care

The aim of the organisation is to provide patients and other service users with the best possible care and service, therefore all our staff are required at all times to put the patient and our service user first and to do their utmost to meet their requests

and needs courteously and efficiently.

Infection Control

Employees will work to minimise any risk to clients, the public and other employees from Healthcare Associated Infection including MRSA and *C. difficile* by ensuring that they are compliant with the Health and Social Care Act 2008 – Code of Practice (and as amended from time to time) for the prevention and control of Healthcare Associated Infections (The Hygiene Code); and by ensuring that they are familiar with the organisations Infection Control policies located on the Intranet.

Further responsibilities involve employees in ensuring that service users and members of the public are actively engaged (using a variety of methods) in appropriate service delivery, service development and decision making within their service area and the wider organisation. Determination of these responsibilities should be in conjunction with your line manager and delivered accordingly.

Smoking

The organisation operates a No Smoking policy.

Duty of Candour

There is also a contractual duty of candour imposed on all NHS and non-NHS providers of services to NHS patients in the UK to 'provide to the service user and any other relevant person all necessary support and all relevant information' in the event that a 'reportable patient safety incident' occurs.

The Duty of Candour is a legal duty on hospital, community and mental health trusts to inform and apologise to patients if there have been mistakes in their care that have led to significant harm

Duty of Candour aims to help patients receive accurate, truthful information from health providers

The NHS LA's duty of candour guidance seeks to demystify how health providers can deliver on candour, achieving a wholly transparent culture in health provision – being open when errors are made and harm caused

All NHS provider bodies registered with the Care Quality Commission (CQC) have to comply with a new Statutory Duty of Candour

Policies and Procedures

All employees need to be aware of the organisations policies, procedures and protocols relating to their service and work within the guidelines at all times.

Employees have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open 'no-blame' culture.

General Medical Council (GMC) Revalidation (Medical and Dental Staff only)

Revalidation is the process by which all licensed doctors are required to demonstrate on a regular basis that they are up to date and fit to practise in their chosen field and

able to provide a good level of care. This means that holding a licence to practise is becoming an indicator that the doctor continues to meet the professional standards set by the GMC.

Licensed doctors have to revalidate usually every five years, by having annual appraisal based on our core guidance for doctors, Good medical practice. This needs to be adhered to as per Trust Policies and Procedures. Failure to comply will result in being withdrawn from Medical practice.

Personal Development Review (PDR) (Medical and Dental Staff only)

A part of the revalidation process, all Medical and Dental Staff are required to have an effective IPDR every 12 months. This is a requirement for all staff and will need to be arranged by the individual.

PDR (All Staff)

The NHS Constitution requires organisations to provide staff with clear roles and responsibilities, personal development and line management, to support them to succeed.

An organisation-wide appraisal process that focuses on performance and personal development helps deliver this.

It is required for staff to have a yearly effective and meaningful appraisal with their Manager

Nursing and Midwifery Council (NMC) Revalidation (Nursing and Midwifery Staff only)

Revalidation is the process that all nurses and midwives in the UK will need to follow to maintain their registration with the NMC. Failure to revalidate will result in withdrawal from practice

Revalidation will help you as a nurse or midwife demonstrates that you practice safely and effectively. It will encourage you to reflect on the role of the Code in your practice and demonstrate that you are 'living' the standards set out within it.

Major Incident Planning and Business Continuity

Managerial post-holders, will be responsible for the development and delivery of major incident planning, business continuity and resilience. This will include ensuring there are effective and up to date plans that comply with legislation and guidance that meet the requirements of the Civil Contingency Act (CCA) for their area of responsibility