
JOB DESCRIPTION

DATE: January 2019

REF NO: SSOTP-PH1038

JOB DETAILS

JOB TITLE: Specialist Physiotherapist – Adults

BAND: 6

HOURS: 37.5 hours

DEPARTMENT: CIS South West

LOCATION: Stafford

REPORTS TO: Physio – CIS Lead

ACCOUNTABLE TO: General Manager (Band 8b)

The post holder will be part of the Community Intervention Service (CIS) e providing Adult Physiotherapy and will work in a variety of settings.

This is a dynamic post that requires the post holder to work closely with uni / multidisciplinary teams/agencies in addressing a range of care/support issues across the spectrum of conditions, preventing unnecessary hospital admissions and improving the health and wellbeing of the population served. The nature of the service will be determined by local service specifications.

WORKING RELATIONSHIPS

INTERNAL: Physiotherapy Staff, OT staff, Professional Lead for Physiotherapy, Allied Health Professions Neighbourhood Lead, Professional Head for Allied Health Professions, Health Care Professionals, Social Care Lead

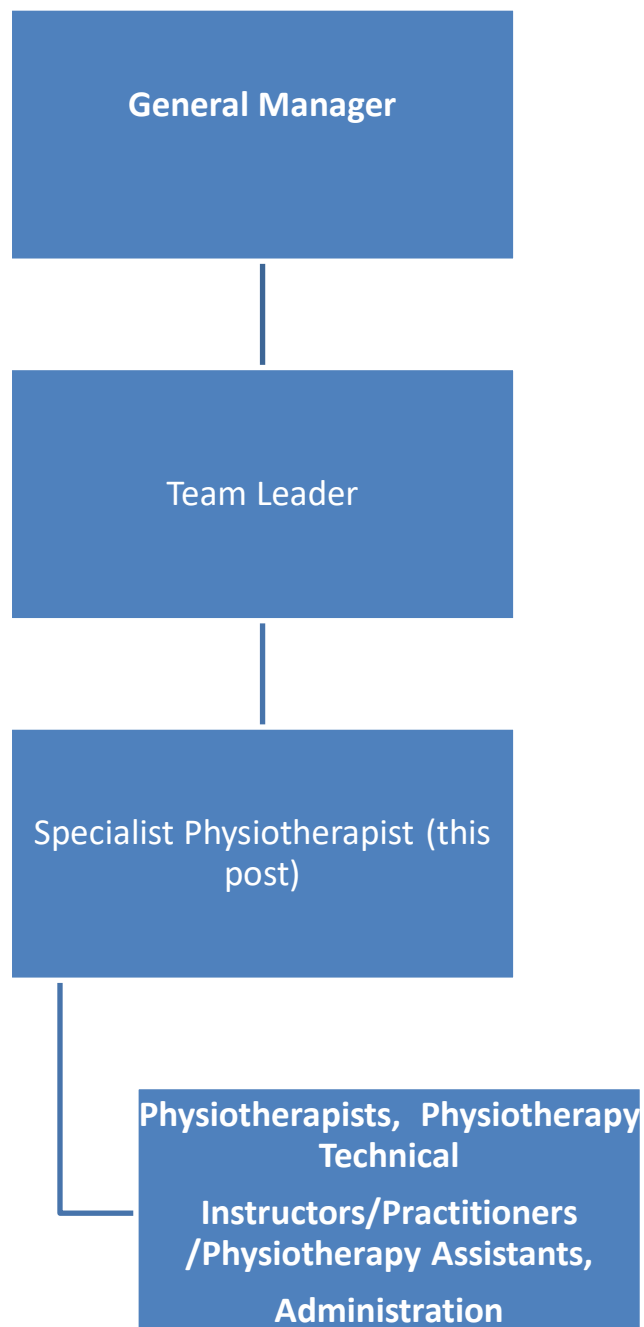
EXTERNAL: GPs, Practice Nurses, Consultants, MDTs, Educational establishments.

JOB PURPOSE.

- Be competent as appropriate to the requirements of the role.
- Be a Specialist Physiotherapist and have a detailed professional and clinical knowledge. The post holder will be a specialist practitioner and may work across various clinical specialities which will be in the form of either a static or rotational post.
- Be responsible for a defined population of service users in a variety of settings across the Partnership Trust including the community and hospitals.
- Be skilled in the assessment of complex/specialist care/support needs and in the development, implementation and evaluation of care/support packages.

- Have supervisory, training and leadership responsibilities where appropriate and will have some responsibility for team performance and service developments/improvements.
- Demonstrate initiative and be creative in finding solutions to problems.
- Work with the team leader undertaking delegated tasks in team management.

ORGANISATIONAL STRUCTURE



KEY RESPONSIBILITIES

Clinical

- To adhere to and apply the Health and Care Professions Council's (HCPC) standards of proficiency and the Chartered Society of Physiotherapy Code of Members' Professional Values and Behaviour and all other relevant guidance from the Partnership Trust.
- To be professionally accountable and responsible for all aspects of own work.
- To establish and maintain effective working relationships both within the Partnership Trust and with external organisations in order to meet service requirements and support and demonstrate the Trust's equality values.
- To assess new service user referrals and care/support needs. Assesses service users and formulates, develops, implements and evaluates programmes of treatment /care/support for individuals, families and carers. The specialist care/support plans may include the following:
 - Promoting independence/self-management and maintaining safety
 - Increased functional ability
 - Improvement in health and wellbeing including mental health
 - Interventions in disease/condition management
 - Prevention and reducing of health inequalities
 - Admission avoidance
 - Early supported discharge
 - Case management/ treatment /care plans
 - Palliative and end of life care
- To use professional knowledge and judgement to take into account the range of care/support packages and treatment options available. To consider each service user's personal circumstances and preferences in order to implement and adjust programmes of care and intervention.
- To maintain and develop skills and knowledge to deliver a range of interventions and sets an example of good practice to other team members including skill sharing.
- To maintain sensitivity at all times to the emotional needs of the service user and their carers offering reassurance and empathy, in particular when imparting potentially distressing information. This may be in regard to the nature/prognosis of their condition and implications of the same
- To work with individuals and carers who may find it difficult to engage with the service or aspects of the service resulting in uncooperative or challenging behaviour that has to be managed.
- To use professional knowledge, skills and expertise when working in changing environments and across professional boundaries.
- To maintain contemporaneous and accurate records as required by the Partnership Trust and in line with professional standards (HCPC/CSP). Support identified team members giving guidance and direction where appropriate.
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- To take responsibility for the safe use and transportation of equipment between locations. To work in non-purpose built rooms involving the necessity to move furniture, therapy equipment etc.

- To ensure that the skills of identified team members are appropriately deployed and that care is delivered by staff with the relevant education, expertise and competence.
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- To deliver a high standard of intervention, whilst managing the demands of unplanned aspects of the role using innovative problem solving techniques.
- To provide advice, education and training to service users, carers and professionals regarding the management and care/support of service users.
- To take accountability for allocated assessments, planning and implementation of care packages/ programmes of support, within their caseload.
- To provide professional and clinical support and leadership to identified team members. Supports in identifying training needs of staff and encouraging practitioners to develop skills in:
 - Critical thinking and reflective practice
 - Excellence in practice
 - Specialist knowledge and research based practice

Supervision

- To provide and receive regular supervision in order to support the continuous professional development of self and others.
- To contribute to the process of induction for new team members and other disciplines, as appropriate.
- To identify own training/educational needs as part of the supervision and appraisal process. Attains and maintains an agreed level of expertise through ongoing training and development.
- To have people management skills which incorporate compassionate and appreciative leadership.
- To set workload priorities for self, and oversee the workload of more junior team members and students as required.
- To provide training, undertake work based assessments and supervision of pre-registration students, typically for periods of 4-12 weeks as required.
- To contribute to service/policy development through active membership on working parties or professional forums.
- To undertake tasks concerning the day to day organisation and operation of the team, working with the team leader as required.
- To set priorities to achieve a balance between service user needs, supervisory duties, (may include staff work allocation, sickness cover and annual leave) and staff training within resource limitations.
- In collaboration with the team leader and/or specialist establishes clear goals and standards for the team/service in order to maintain and improve the quality of care/support.

- To work with the Team Leader/ Specialist / Professional Lead to identify clinical levels of expertise within the team, in order that talents, training and competences are identified and can be fully utilised.

Performance and Quality

- To collect and input statistical information as required within agreed timescales.
- To participate in and support the team in undertaking clinical audit.
- To contribute to, and actively promote the implementation, development and upholding of policies, procedures, guidelines and directives, along with relevant statutory measures and governmental directives.
- The post holder may be required to order stock or sign off expenses for staff.

JOB STATEMENT

The duties and role requirements are accurate at the time of creating this job description. However, it is anticipated that service developments may influence the role and require reasonable change/adjustments commensurate with the role. The post holder must act within the limits of their competence and authority.

Infection Control
Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to patients, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.
Learning and Development
As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory/mandatory training requirements of your role, and engaging in PDC / appraisal processes in line with Trust policy and guidance.
Health and Safety
As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability
As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational/National/Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.
Dignity at Work Statement
Midlands Partnership NHS Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.
Safeguarding Children and Vulnerable Adults
All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

PERSON SPECIFICATION

JOB TITLE: Specialist Physiotherapist – Adults	
DEPARTMENT: Adult Physiotherapy	BAND: 6

*Assessed by: A = Application I = Interview R = References T = Testing

ESSENTIAL CRITERIA	*	DESIRABLE CRITERIA	*
QUALIFICATIONS & TRAINING			
<ul style="list-style-type: none"> Degree in Physiotherapy or equivalent. Registration with HCPC 	A,I	<ul style="list-style-type: none"> Modules at Masters level Evidence of further clinical study 	A,I
EXPERIENCE			
<ul style="list-style-type: none"> Relevant experience to the role including assessment and management of various conditions within the area of clinical speciality. Ability to manage time and caseload effectively. Supporting service users, families and carers in dealing with issues within the area of clinical speciality. Working in a multidisciplinary team. 	A,I	<ul style="list-style-type: none"> Experience of negotiation and conflict management in clinical situations. 	A,I
SKILLS, KNOWLEDGE & ABILITIES			
<ul style="list-style-type: none"> Evidence of specialist clinical knowledge relevant to the post. Understanding of Information Governance, Data Protection, HCPC /CSP standards and Safeguarding Vulnerable Adults/Children. Awareness of relevant NSF's and NICE guidance. The necessary competences required to undertake this role will be provided (once ratified) as a separate document on appointment. They are 	A,I	<ul style="list-style-type: none"> Knowledge of relevant NSF's and NICE guidance. Understanding of wider NHS agenda and its application to the local context. 	

<p>derived from skills for health and aligned to national occupational standards. An element of these is given below:</p> <ul style="list-style-type: none"> ○ Basic IT skills ○ Initiate, and participate in networks and discussion groups ○ Provide leadership in your area of responsibility ○ Establish a diagnosis of an individual's health condition ○ Discharge and transfer individuals where appropriate ○ Enable other individuals to reflect on their own values, priorities, interests and effectiveness ○ Identify and evaluate opportunities for innovation and improvement <ul style="list-style-type: none"> • Able to disseminate information by giving formal and informal presentations. 				
PERSONAL ATTRIBUTES				
<ul style="list-style-type: none"> • Working across community settings and have the ability to travel within a geographical area to meet the requirements of the post. • Flexibility with working hours to enable 7 day working. • Relevant Specialist Post Graduate qualification and/or courses and/or development (e.g. professionally recognised courses in specialist area). 		A,I	<ul style="list-style-type: none"> • Attendance at relevant Special Interest Groups • Up to date field work/pre-registration student training. 	
JOB HOLDER		SIGNATURE		
		DATE		
MANAGER		SIGNATURE		
		DATE		