

OLDER ADULTS INPATIENT MENTAL HEALTH

JOB DESCRIPTION

Job Title:	Specialist Physiotherapist
Grade:	BAND 6
Hours:	Part Time 0.2 FTE (7.5hrs/ week)
Salary:	£40,701- £48,054 pro rata inc HCAS
Location:	Ellington Ward, Mental Health Centre, Northwick Park Hospital, Harrow HA1 3UJ

In order to meet the needs of the Trust's service, you may be required from time to time to work outside your normal place of work. The Trust reserves the right to change your normal place of work to any other location within the Trust.

Responsible To: Ward matron and clinical supervisor

Accountable To: Ward manager and ward matron

Responsible for: Own case load of older adult patients in an inpatient setting.

To attend ward rounds/ team meetings on behalf of the physiotherapy team.
To take a lead in quality projects and developments agreed with ward managers and matron.

Key Relationships: This post involves working closely with the inpatient MDT including doctors, nurses, OT and others, the older adult Community Mental Health Teams (CMHT/HTT), patients and carers, older adult social care services and relevant other statutory and voluntary organisations

Job Purpose:

- Working as a specialist physiotherapist within an older adult inpatient MDT, providing coordinated rehabilitation and condition management as part of an inpatient pathway. This can be from point of early diagnosis through to end of life care.
- To provide specialist holistic and physiotherapeutic assessment of patients with diverse and complex physical, cognitive, psychological and neurological presentations in an inpatient setting. To develop and deliver individualised treatment programmes.
- To provide physiotherapeutic advice and support to other professions within the wider multidisciplinary team and external agencies.
- To undertake all aspects of clinical duties, which are within your scope of practice, as an autonomous practitioner.
- To hold responsibility for own caseload working without direct supervision. Supervision takes the form of regular 1:1 clinical and managerial sessions, formal training, clinical reasoning sessions, peer review, case conferences and multi-disciplinary team discussion.
- To undertake evidence-based audit and service improvement projects to develop own and team's clinical practice. Make recommendations for changes to practice, and may contribute or lead the implementation of specific changes to practice or service developments.

CNWL TRUST VALUES

Central and North West London NHS Trust expects all Band 6 Physiotherapists to act in a way that shows you understand our core values and are willing to put them into practice with service users, their family and carers and also other staff members.

As a Band 6 Physiotherapist we expect you to show COMPASSION, contribute to a caring and kind environment and recognise that what you do and say helps to makes the lives of others better.

We expect you to RESPECT everyone and acknowledge and welcome people's differences rather than ignore them or see them as problematic.

We expect you to EMPOWER others and continually try to provide information, resources and support to help others make their own decisions and meet their own needs.

We expect you to work in PARTNERSHIP and behave in a way that shows that you recognise that commissioners and users of our services are the people who generate and pay for our work.

As a Band 6 Physiotherapist we expect you to role model these values and contribute to ensuring that they are embedded in the practice of the team.

KEY RESPONSIBILITIES:

CLINICAL

- To provide a high standard of clinical care for the patients under your management, and to be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care and that of rehabilitation assistants or students under your direct supervision.
- To undertake the comprehensive assessment of patients, including those with a complex presentation/multi-pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate assessment/diagnosis of their condition.
- To implement strategies to empower patients and families/carers to take a lead role in their rehabilitation and long-term management of their condition.
- To formulate, deliver and evaluate individual physiotherapy treatment programmes based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, reasoning skills and knowledge of a variety treatment skills.
- Formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans.
- Assess patient understanding of treatment proposals, gain valid informed consent, and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating.
- To manage clinical risk within own caseload and that of rehabilitation assistants or students under direct clinical supervision.
- To be responsible for the safe and competent use of all appropriate equipment.
- To be involved in the possible development and running of groups that are physiotherapy specific.

PROFESSIONAL

- To advance own and others continuing professional development (CPD) by keeping abreast of new evidence, trends and developments in older adult care.
- To maintain accurate, comprehensive, and up-to-date documentation, in line with legal and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters.
- To be an active member of the in-service training programme by attending, feeding back and delivering presentations and training sessions, and attending relevant external courses and using reflective practice.
- To communicate effectively and work collaboratively with medical, nursing, therapy and social care colleagues to ensure delivery of a coordinated multidisciplinary service. This will include case conferences, patient reviews and discharge planning.
- To participate in the staff appraisal scheme and Personal Development Plan (PDP) as appraisee and appraiser and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.
- To undertake the measurement and evaluation of your work and current practices using Evidence Based Practice projects, audit and outcome measures, either individually or with clinical specialist or manager and to make recommendations for change.
- To demonstrate a sound understanding of Clinical Governance, Risk Management and CQC requirements and apply to work situation.
- To be responsible (with support from line manager) for the day-to-day management, education, and appraisal of physiotherapy students during placements.

MANAGERIAL

- To be responsible for a designated area of work, and to plan and organise efficiently and effectively with regard to patient management and use of time.
- To decide priorities for own work area, balancing other patient related and professional demands. To plan your own caseload to meet service and patient priorities, including readjusting plans as situations change and providing support to other team members as needed.
- To line manage, supervise and appraise any junior/assistant staff where appropriate.
- To collect appropriate data and monthly statistics for the use of the department and CNWL NHS Foundation Trust.
- To be aware of Health and Safety aspects of your work and implement any policies that may be required to improve the safety of your work area, including your prompt recording and reporting of incidents/accidents to senior staff, and ensuring that equipment use is safe and that you and others are competent.
- To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate and to follow the general professional guidelines and standards from the Chartered Society of Physiotherapy and Health and Care Professions Council (HCPC).

PERSONAL RESPONSIBILITY

In order to fulfil the job responsibilities and the environment in which these responsibilities are carried out the job holder is required to:

- Maintain the highest standards of care and service, taking responsibility not only for the care you personally provide, but also for your wider contribution to the aims of your team and the

NHS as a whole.

- Be aware of and follow at all times the relevant national and local codes of practice in relation to their role and function. You are required to maintain your HCPC registration and if requested you are required to provide your manager with documentary evidence.
- Protect the confidentiality of personal information that you hold unless to do so would put any one at risk of significant harm. Keep accurate and professional records and information about staff, patients and clinical care, using the document based and computer-based systems in operation in the Trust. Work in accordance with local policies and procedures and the statutory frameworks, which govern confidentiality and data protection, information sharing and disclosure.
- Take every practical step to ensure the Health and Safety at work for you, your team, and others; ensure compliance with health and safety standards and legislation; attend all relevant Health and Safety mandatory training.
- Take responsibility for attending and participating in all mandatory and essential training to ensure the safe and efficient functioning of the Trust and/or safety and wellbeing of other staff and the patients for whom you provide services.
- Participate in the appraisal process on an annual basis, in accordance with the appraisal and supervision policies to explore and identify development needs to ensure that you are able to fulfil your job role and meet all objectives set through the process.
- Be familiar with and comply with, Trust policies and to attend mandatory training for infection prevention and control and hand hygiene in order to reduce the spread of healthcare-associated infections. To be compliant with all measures known to be effective in reducing healthcare-associated infections, including correct uniform and dress code policy, the use of personal protective equipment policy and safe procedures for using aseptic techniques.
- Safeguard and promote the welfare of children and vulnerable adults by being aware of and working in accordance with statutory guidance and local policies and procedures and attending training to a level required to ensure that you are competent to fulfil your responsibilities.
- Not discriminate against patients or staff and to adhere to equal opportunities and human rights legislation; act in ways that support equality, value diversity and respect human rights
- Abide by locally agreed policies and procedures and ensure you familiarise yourself with such policies which can be found on the Trust intranet; our preferred method of communication.

ORGANISATIONAL COMMITMENT

Central and North West London NHS Foundation Trust is committed to providing quality health services, tailored to the needs of individuals, public and private organisations, delivered close to home. Our services are designed to increase wellbeing and provide opportunities for recovery. We want our employees to feel valued, challenged and supported.

Our commitment as an employer and in accordance with the NHS constitution is to provide you with:

- Clear roles and responsibilities and a rewarding job so that you can make a difference to patients, their families and carers' and communities.
- Personal development, access to appropriate training for your job and line management support to succeed.
- Support and opportunities to maintain your health, wellbeing and safety; and an environment free from harassment, bullying or violence.
- A good working environment with flexible working opportunities, consistent with the needs of patients and with the way that people live their lives.

- Fair treatment that is free from discrimination.
- Opportunities to engage in decisions that affect you and the services you provide, individually, through representative organisations and through local partnership working arrangements.
- Opportunities to enable you to be empowered to put forward ways to deliver better and safer services for patients and their families.

(Reference NHS Constitution January 2009)

Rider Clause

This is an outline of the postholder's duties and responsibilities. It is not intended as an exhaustive list and may change from time to time in order to meet the changing needs of the Trust and department.

Supplementary Information

Job Flexibility

The postholder will be required to work flexibly, providing assistance as and when necessary, which may involve them in a developing role.

Working Relationships

The working relationship between all members of staff should be mutually supportive, with staff deputising and covering for each other when appropriate. Please refer to the codes of conduct that are expected which can be found on Trustnet.

Health and Safety

Central and North West London NHS Foundation Trust has a Health and Safety Policy applicable to all employees. Employees must be aware of the responsibility placed on them under the Employment Rights Act 1996, to ensure that agreed safety procedures are carried out, and to maintain a safe environment for employees, patients and visitors.

Safeguarding

Central and North West London NHS Foundation Trust is committed to safeguarding children and adults, so all staff are expected to work in accordance with Trust and partner agency policies and procedures and seek advice and training where appropriate.

Improving Working Lives

Central and North West London NHS Foundation Trust is committed to the principles of Improving Working Lives and all managers are encouraged to follow Improving Working Lives practices.

Consideration will be given to all requests for flexible working in line with Trust policy.

Staff Involvement

Central and North West London NHS Foundation Trust is committed to involve staff at all levels in the development of the organisation.

Managers should ensure that staff are encouraged and involved in organisational and service developments including business planning and they are able to influence discussions, which affect them and their working conditions.

All managers should engender a culture of openness and inclusion so that staff feel free to contribute and voice concerns. They should develop and implement communication systems that ensure staff are well informed and have an opportunity to feedback their views.

Smoking

Central and North West London NHS Foundation Trust acknowledges its responsibility to provide a safe, smoke free environment to its employees, patients and visitors. In expressing its commitment to the prevention of smoking related diseases, the Trust has a No Smoking policy and all Trust buildings and vehicles are designated as smoke free areas.

Alcohol

Employees are expected to be aware of and understand that Central and North West London NHS Foundation Trust has a policy on alcohol and the consumption of alcohol. Alcohol is not permitted whilst on duty.

Trust Sustainability Green Plan Pledge

CNWL are committed to a sustainable future and to improving the social and environmental well-being of our care community. We are dedicated to environmental improvements that embrace a sustainable future that require a shared understanding of our ambitions. Please see the Trust Green Plan - Caring Today and Tomorrow; Carbon-Free available on the Trust Intranet.

Confidentiality

Employees should be aware that the Trust produces confidential information relating to patients, staff and commercial information. All employees have a responsibility for ensuring the security of information and to comply with the Data Protection Acts, Access to Health Records and Computer Misuse Act and Trust policies. Disclosure of personal, medical, commercial information, systems passwords or other confidential information to any unauthorised person or persons will be considered as gross misconduct and lead to disciplinary action which may include dismissal.

Equal Opportunities

All employees of Central and North West London NHS Foundation Trust are expected to be aware of and adhere to, the provision of the Trust's Equality, Diversity and Human Rights policy (Employment), Equality, Diversity and Human Rights policy (Service Delivery), Disability policy (Employment) and Disability policy (Service Delivery), and to carry out their associated duties and responsibilities under these policies. As a Two Ticks employer, the Trust guarantees to interview all disabled applicants who meet the minimum essential criteria for a vacant post.

Grievances, Disputes, Disciplinary and Other Industrial Relations Procedures

Central and North West London NHS Foundation Trust has grievance, disputes, disciplinary and other industrial relations procedures. Employees are required to make themselves aware of these procedures, copies of which are available on the Trustnet, from your manager and the Human Resource Directorate.

Personal Development

The postholder is expected to co-operate in activities which line management believes will contribute to personal and/or to team growth. This includes attending supervisory sessions and training modules, both at their work base and other selected venues of instruction.

Conflict of Interest

Employees are expected to declare any private 'interest or practice', which might conflict with their NHS employment, and be perceived to result in actual or potential financial or personal gain.

Working Time Regulations

The Working Time Regulations 1998 require that you should not work more than an average of 48 hours each week i.e. no more than 816 hours in a 17-week period. To work more than 48 hours you must have management authorisation and you will be required to sign an opt out agreement.

The Trust policy has a limit of 60 hours per week and all staff must ensure a 24-hour rest period is taken in every 7 days.

Conditions of Employment

The Trust will screen all staff who will be working with children or vulnerable adults and police checks will be carried out on all staff appointed to posts, which have access to children or vulnerable adults.

This will also apply if role develops to include access to children or vulnerable adults.

Terms and Conditions

The terms and conditions of service associated with this position are those agreed by the Trust.