

Job Description

Job Title:	Senior Physiotherapist
Band:	6
Base:	You may be required to work in other designated locations of the Trust as well as your primary base. In particular, flexibility is required across the three main hospital sites (Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital). If your initial location is one of these sites excess travel reimbursement would not apply for a permanent or temporary change of base.
Reports to:	Band 7 Team Leader
Accountable to:	Head of Therapy Services

Find out more about working with us:

<https://www.leicestershospitals.nhs.uk/aboutus/work-for-us/>

<p>Job Summary</p>	<ul style="list-style-type: none"> • To be part of the Physiotherapy team serving neurology, stroke and medical rehabilitation. • To carry a clinical caseload: working to national and local guidelines and Service priorities with those who may have complex needs including physical, psychological and communication difficulties • To support the team leader and operational functions of the team and supervise other team members. • To promote independence and facilitate optimum function, working with patients, families and carers and the multi-disciplinary team to achieve agreed outcomes for patients. • To increase and consolidate existing clinical knowledge and skills in neurology /stroke rehabilitation.
---------------------------	---

KEY WORKING RELATIONSHIPS

Internal:

- Physiotherapy Team members
- Therapy Management Team
- Multi-disciplinary Team

External:

- Community Services
- Health and social care
- Primary and secondary care
- Equipment Service Provider
- Voluntary sector
- Education and work institutions
- Patients and Carers

KEY RESULT AREAS

COMMUNICATION

Job Title:
 Date Finalised:

- To maintain high, professional standards of verbal and written communication for self and staff for whom responsible.
- To promote and maintain good working relationships and communication with members of the multi-disciplinary team.
- To liaise with members of the multi-disciplinary team and other Physiotherapists regarding the provision of treatment of patients.
- To liaise with Social Services and other agencies as appropriate according to patient needs.
- To attend ward rounds, case conferences and multi-disciplinary team meetings as required.
- To provide written reports of assessments / treatment carried out as necessary.
- To maintain accurate and timely written and electronic patient records

RESPONSIBILITIES

Patient Care

- Be responsible for managing a complex clinical caseload from assessment to discharge/transfer of care.
- To provide appropriate education to patients and carers in order to encourage patient participation in the management of their condition either on an individual or group basis
- To liaise with, and involve patient's carers with patient's treatment as appropriate
- Evaluate and process referrals in order to ensure the patient receives appropriate and timely intervention
- Set outcome related goals with the patient which are consistent with the standards of the department in order to meet the needs of the patient
- To use specialist techniques for the handling of patients with physical deficits often within confined spaces
- Plan, deliver and progress treatment interventions using clinical reasoning and decision making skills in order to work towards and achieve identified patient goals

- In the absence of the Band 7, to have delegated responsibility for the management of the Physiotherapy referral and appointment systems and clinical caseload and ensure patients receive high standards of intervention at all times in accordance with the Chartered Society of Physiotherapy Code of Professional Conduct.
- Apply knowledge of Physiotherapy in order to deliver appropriate treatment interventions and facilitate appropriate clinical decisions
- To liaise with Social Services, NHS Community Physiotherapists and other community agencies with regard to treatment, equipment provision and/or support for patients.
- To maintain patients records including collection of TIARA data according to department/service procedures and any other statistical information as requested by individual units.
- To provide written reports of assessments/treatment carried out for clinics and/or inclusion in medical notes as appropriate.

RESPONSIBILITIES

Staff / HR / Training and Development

- To facilitate annual appraisal and personal development planning for members of the Physiotherapy Team.
- To supervise members of the Physiotherapy Team providing professional guidance and advice.
- To actively participate in the education and training of Physiotherapy staff as appropriate including leading on specific mandatory training initiatives e.g. manual handling, infection control, child protection, health and safety.
- As Clinical Educator to deliver pre-registration training to Physiotherapy students within the clinical setting. To participate in the training of students and staff from other professions as appropriate.
- To be responsible for the advancement of personal skills and knowledge in a clinical and managerial context and to attend post registration training in order to maintain own and others CPD.
- To participate in recruitment and retention of Physiotherapy staff as necessary.

- To participate in the induction of Physiotherapy Staff
- Deliver education and training to Physiotherapy staff as part of Team Development training and/or cascading of information following training received.
- Undertake appropriate training and development to maintain high quality of service including Team Development training
- To participate in post-graduate training as appropriate
- To actively participate in the training of students and staff from other professions.
- Take responsibility for maintaining up to date Mandatory training.
- To participate in research and development projects as opportunities arise.

RESPONSIBILITIES

Service

- Under the supervision of the Senior Therapist contribute to the development of service standards, including clinical audit.
- To contribute to Service developments within the Team
- To promote the role and values of the Physiotherapy Service both generally and within UHL, to patients, carers, other healthcare professionals, prospective Physiotherapy employees and visitors to the service area eg. Attendance at careers events, observer days, open days.
- In collaboration with the Band 7, to assume a key role in projects and initiatives internal and external where appropriate, in conjunction with colleagues eg. Team Development Training, CSP specialist section group.
- To be aware of medical and therapeutic developments impacting on Physiotherapy and healthcare delivery.
- To liaise with colleagues/ and work across site if appropriate in order to ensure the provision of a seamless equitable service
- To maintain a sound theoretical knowledge base.
- To contribute towards the promotion and development of new evidence based techniques, ideas and regimes within the service area.
- To participate in weekend, Bank holiday and respiratory rotas as required.

GENERAL DUTIES

- To share responsibility for team areas and departmental tidiness.

- To assist in the maintenance of stock levels and care of equipment.
- To adhere to University of Leicester NHS Trust policies and procedures including specific Occupational Therapy policies and procedures.
- To observe confidentiality of patients and employing authority's business at all times
- To carry out all professional duties in accordance with the CSP Code of Professional Conduct.
- To adhere to specific legislation affecting particular area of responsibility.
- To assist in the ordering, maintenance and distribution of stock, stock records and care of equipment under guidance from senior colleagues e.g. splinting and wheelchair equipment.
- Any other duties mutually agreed relevant between the post holder and Therapy Lead of the speciality.

In addition to the key job responsibilities detailed in this job description all employees at UHL NHS Trust are expected to comply with the general duties detailed below:

- All employees are subject to the requirements of the Health & Safety at Work Act. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.
- All employees are subject to the requirements of the Data Protection Act and must maintain strict confidentiality in respect of patient's and staff's records.
- All employees must comply with the Trust's equality and diversity policies and must not discriminate, against individuals or groups on the basis of their age, disability, gender, marital status, membership or non membership of a trade union, race, religion, domestic circumstances, sexual orientation, ethnic or national origin, social and employment status, HIV status, or people who are undergoing or have undergone gender re-assignment, marriage and civil partnership, Pregnancy and Maternity or any other grounds which cannot be shown to be justifiable.
- This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

- In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.
- Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base

GENERAL

This job description indicates the main functions and responsibilities of the post. It is not intended to be a complete list. You may be required to undertake other duties from time to time as we may reasonably require.

You will be required to maintain compliance with all statutory and mandatory training requirements.

The link to the Trust's policies and procedures is:

<https://secure.library.leicestershospitals.nhs.uk/PAGL/SitePages/Home.aspx>

Person Specification

Post: Senior Physiotherapist
Band: 6

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
Commitment to Trust Values and Behaviours	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
Training & Qualifications	Diploma/BSc PT. HCPC Registration	Member of relevant special interest group. Clinical Educators course	Application Application Application
Experience	Recent clinical postgraduate experience in adult neurological rehabilitation. Ability to assess and treat adults with various neuromuscular conditions including MS, CVA, PD, HI and CP. Demonstrates appropriate use	Experience in acute neurology	Application/Interview Interview Application

Job Title:
Date Finalised:

	<p>of PT interventions relevant to clinical setting, including use of core skills</p> <p>Experience of delegation to support workers and junior staff</p> <p>Respiratory on call and weekend experience Demonstrates good presentation skills</p> <p>Demonstrates knowledge of relevant guidelines, legislation and wider issues relating to role</p>	<p>Demonstrates evidence of computer skills</p> <p>Experience of supervising staff</p>	<p>Application/Interview</p> <p>Application/Interview</p> <p>Interview</p>
<p>Communication and relationship skills</p>	<p>Demonstrates effective written, verbal and non-verbal communication</p> <p>Demonstrates knowledge of effective team working</p> <p>Demonstrates a professional</p>		<p>Application/Interview</p> <p>Interview</p> <p>Interview</p>

	attitude	Demonstrates leadership skills	Interview
Analytical and Judgement skills	Demonstrates evidence of flexibility/initiative and risk management	Demonstrates knowledge of the clinical audit process	Interview
	Demonstrates awareness of own abilities and needs		Interview
	Awareness of own development needs		Interview
Planning and organisation skills	Demonstrates effective coping skills for dealing with pressurised and unexpected situations including preparation for interview		Interview
	Demonstrates effective prioritisation and organisational skills		Interview
	Demonstrates a flexible approach to meet service needs		Interview

Physical skills			
Other requirements specific to the role	<p>Expresses enthusiasm for post and desire to work in clinical areas</p> <p>Evidence of continuing personal and professional development</p>	<p>Demonstrates awareness of issues impacting on PT</p>	<p>Application/Interview</p> <p>Application/Interview/Portfolio</p> <p>Interview</p>