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***“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”***

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| **JOB DETAILS** | |
| **Job Title** | Team Lead Physiotherapist:  Trauma & Orthopaedics |
| **Reports to** | Clinical Lead |
| **Band** | 6 |
| **Accountable to** | Head of Acute OT & Physiotherapy |

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| **JOB PURPOSE** | |
| The post-holder is responsible for providing leadership & clinical expertise to the physiotherapy team across the Trauma & Orthopaedic wards and Day Surgery Unit at the Princess Elizabeth Orthopaedic Centre situated on the Royal Devon & Exeter Hospital site (Wonford).  The post-holder is responsible for their own workload within the designated clinical area including the assessment and treatment of patients on a day-to-day basis and providing patient focused rehabilitation. The caseload will include early elective orthopaedic rehabilitation, multi-trauma, post ITU rehabilitation and spinal injury. They will be flexible to support their colleagues in ensuring safe and timely discharges.  The post-holder is responsible for their own caseload within the designated clinical area; for themanagement and supervision of the physiotherapy team and assistance with compilation of the staffing rota. This post will be part of the integrated service working alongside the nursing and medical teams.  The post will be across 7 days including weekends and bank holidays. | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Head of Acute Therapy * Matron and nursing teams * Consultants, Medical Staff * SPOA and discharge co-ordinators across the SW region * G.Ps and other community practitioners across SW * Social services staff * Hospital discharge facilitators, Intermediate and community services. * Voluntary agencies and other community care providers | |
| **ORGANISATIONAL CHART** | |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * The post-holder will be responsible for teaching and leadership within this team working alongside the therapy team and other staff at the Royal Devon & Exeter to deliver an efficient and high standard service to Trauma & Orthopaedic patients. * Support and deputise in absence of Clinical Lead. * They will be flexible to support their occupational therapy and physiotherapy colleagues in ensuring safe and timely discharge. * To actively assist in the smooth running of the service across the Trauma & Orthopaedic template * The post-holder is responsible for their own caseload; for the assessment and treatment of patients on a day-to-day basis**;** management and supervision of the physiotherapy team and assistance with compilation of rotas. * Show understanding of governance and risk assessments | |
| **COMMUNICATION/RELATIONSHIP SKILLS** | |
| * To maintain a close liaison with other members of the multidisciplinary team through effective communication regarding patient treatment aims, progress and discharge planning (providing written reports and referrals as appropriate). * To provide appropriate and timely information to all relevant members of the healthcare team regarding patients’ physiotherapy requirements and changes in progress. * To liaise and co-ordinate with other professionals to ensure that physiotherapy interventions are an integral component of the patients’ multidisciplinary care package and actively support and promote the rehabilitation pathway and discharge process. * To communicate effectively with patients and carers to maximise rehabilitation potential from pre-assessment to post-op follow-up, ensure understanding of their condition and a safe and efficient discharge. * To provide specialised advice to clinicians outside of the Trust for continued patient rehabilitation/management to ensure effective discharge across the SW. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To undertake a high standard of physiotherapy assessment, diagnosis and treatment of patients across the trauma & orthopaedic pathway which may include highly complex cases as an autonomous practitioner. * To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis for both acute and long term conditions. * To be responsible for the safe use and provision of equipment and to report any necessary repairs which need to be undertaken. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning and outcome measures. | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| * To organise own workload providing expert assessment and treatment as required, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently. * To be responsible for setting realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures. * The post-holder is responsible for his/her own workload within the designated clinical area on a day-to-day basis. | |
| **PHYSICAL SKILLS** | |
| * To be computer literate and able to use electronic systems including EPIC * Understand the opportunities for technology and Apps to support rehabilitation * Ensure access to road worthy vehicle with appropriate car insurance, and valid driving licence if required. * Demonstrate awareness and ability to drive within the geographical area in a safe and appropriate manner. | |
| **PATIENT/CLIENT CARE** | |
| * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. * To ensure patient and staff safety during treatment and be able to take appropriate decisions with regards to risk for discharge. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To contribute to and work within a safe working environment * To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis from pre-assessment, providing pre-hab intervention, joint school, post-op treatment and follow-up. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice particularly in relation to the trauma & orthopaedic pathway. * To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapy * To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate * Maintain personal safety by following lone working policy and respect property and equipment within the working environment in accordance with trust and team guidelines * To participate in team and department audit activity and peer review to ensure best practice. * To take responsibility for own on-going clinical professional development. | |
| **FINANCIAL/PHYSICAL RESOURCES** | |
| * To be aware of budget for equipment prescription appropriate to banding | |
| **HUMAN RESOURCES** | |
| * To be responsible for the supervision of and appropriate delegation of caseload to other staff and non-registered staff ensuring effective rehab programmes are carried out to maximise benefit to patients * To be jointly responsible for the on-going professional and clinical development of the therapy team, teaching formal in-service and 'on the job' training sessions as appropriate. * To carry out personal performance reviews for staff. * To ensure up-to-date and timely reviews of personal professional development plans and objectives. * To be jointly responsible for induction of new staff to the team. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To keep Head of acute Therapy informed of any matters that could have relation to the effectiveness and efficiency of the service. | |
| **INFORMATION RESOURCES** | |
| * To undertake the keeping of accurate records of patient treatments and statistical data as required. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To undertake any additional duties commensurate with this grade as required by the hospital. * To participate in team and department audit activity and peer review to ensure best practice. | |
| **FREEDOM TO ACT** | |
| * They will be responsible for the management and supervision of therapy team across the Orthopaedic unit, liaising with the Clinical Leads at all times. * They will provide advice, direction and support to other teams across the SW as necessary. * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner. | |
| **OTHER RESPONSIBILITIES** | |
| To take part in regular performance appraisal.  To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  To contribute to and work within a safe working environment  The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection  As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal. | |
| **APPLICABLE TO MANAGERS ONLY** | |
| Evidence that supporting employee health and wellbeing is included in any documents outlining the skills and knowledge that line managers need.  Proportion of line managers whose job descriptions include supporting employee health and wellbeing.  This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. | |
| **THE TRUST- VISION AND VALUES** | |
| Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:  Compassion  Integrity  Inclusion  Empowerment  We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.  We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.  We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. | |
| **GENERAL** | |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.  The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462. | |

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| **Post** | **Team Lead Physiotherapist: T&O - PEOC** |
| **Band** | **6** |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  B.Sc. / B.Sc (Hons) / MSc Physiotherapy  HCPC Registered  Relevant post graduate training or equivalent experience  Clinical supervision training  Equipment prescriber  Member CSP | **E**  **E**  **E** | **D**  **D**  **D** |
| **KNOWLEDGE & SKILLS**  Organisational skills: prioritisation, time mgt.  Evidence of Interpersonal skills, verbal & written communication  Evidence of complex clinical reasoning skills and goal setting in trauma & orthopaedics  Evidence of use of outcome measures  Evidence of team leadership & team working skills  Knowledge & experience in management of trauma & orthopaedic conditions  Skills in pre-assessment, treatment, rehab and discharge planning  Evidence of clinical and teaching skills  Understanding of community services  Understanding of technology and Apps to support rehab | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **EXPERIENCE:**  Post graduate NHS experience in core areas including trauma & orthopaedics  Evidence of supervision of students/junior staff  Evidence of staff appraisal & performance review  Evidence of standard setting and competencies  Evidence of multi-agency working / complex discharge planning  Evidence of working with non-qualified staff  Evidence of previous clinical innovative approaches  Evidence of previous involvement in audit/research | **E**  **E**  **E**  **E** | **D**  **D**  **D**  **D** |
| **PERSONAL ATTRIBUTES**  Evidence of ability to work as Team member  Motivated towards development of others  Ability to problem solve and show initiative | **E**  **E**  **E** |  |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Ability to work flexibly over 7 days including bank holidays and weekends  Car driver  Computer literate – ability to work with EPIC systems | **E**  **E**  **E**  **E** |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | Y/N | Y |  |  |  |
| Contact with patients | Y/N |  |  |  | Y |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y/N |  | Y |  |  |
| Laboratory specimens | N |  |  |  |  |
|  | | | | | |
| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | Y/N | y |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N | nnthr |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  |  |  |  |
| Animals | Y/N | y |  |  |  |
| Cytotoxic drugs | Y/N |  |  |  |  |
|  | |  |  |  |  |
| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | Y/N | Y |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N | Y |  |  |  |
| Dusty environment (>4mg/m3) | Y/N | Y |  |  |  |
| Noise (over 80dBA) | Y/N | Y |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N | Y |  |  |  |
|  | | | | | |
| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y/N |  |  | Y |  |
| Heavy manual handling (>10kg) | Y/N |  |  |  | Y |
| Driving | Y/N |  | Y |  |  |
| Food handling | Y/N | Y |  |  |  |
| Night working | Y/N |  |  |  |  |
| Electrical work | Y/N |  |  |  |  |
| Physical Effort | Y/N |  |  | Y |  |
| Mental Effort | Y/N |  |  | Y |  |
| Emotional Effort | Y/N |  |  | Y |  |
| Working in isolation | Y/N |  |  | Y |  |
| Challenging behaviour | Y/N |  | Y |  |  |