

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | **Clinical Lead Physiotherapist – Acute Medicine & Neurology** |
| **Reports to** | **Head of Acute Physiotherapy** |
| **Band** | **7** |
| **Department/Directorate** | **Specialist Services** |

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| **JOB PURPOSE** |
| The post holder is responsible for the joint operational, clinical leadership and management of the in-patient therapy services, with the principle focus on the physiotherapists on the acute medical wards, cardiology and acute neurology. They will hold a mixed clinical caseload, based on the Royal Devon and Exeter NHS Foundation Trust, Wonford site. The post holder will also provide advice to other teams in the Trust about patients with these specialities in other inpatient ward areas.  The post holder will provide highly specialist assessment and interventions for a complex caseload demonstrating advanced clinical reasoning skills including respiratory and tracheostomy management and the management of falls. Specific knowledge of acute medical and neurological conditions is important for the role. In addition, there will be an acute caseload of older patients admitted with a range of acute medical and mobility problems. They will take a lead in multi-disciplinary activities. They will have highly developed specialist knowledge and communicate complex condition related information to patients, relative and carers working to ensure the service perform according to Trust and service standards. This role will include supporting complex rehabilitation and assisting in facilitating timely discharges to be achieved by the service.  The post holder will work closely with the team leads to support team organisation and prioritisation processes. They will deputise for the Therapy Manager alongside other clinical leads; provide advice in relation to Physiotherapy matters; and facilitate the resolution of workload/staffing issues. They will provide information to the Division on key issues of safety, effectiveness, and the patient and staff experience; and will be responsible for the collation and evaluation of relevant performance data.  The post holder will lead the training and development of less experienced staff, undergraduates and other professionals as required. This includes ensuring that all staff have appropriate knowledge and skills through a process of supervision, objective setting and training. They will participate in Divisional and Speciality based service development activities.  The post holder will be willing to work flexibly across seven days as required including weekends and bank holidays and provide on-call respiratory support. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * To undertake highly specialist assessment of patients, including those with diverse or complex presentations/multi pathologies, as an autonomous practitioner, utilising specialist skills and advanced clinical reasoning. * To support the physiotherapy team to provide timely acute assessment of respiratory condition, and appropriate rehabilitation and discharge for acute and chronic long-term conditions. * To ensure appropriate rehabilitation is delivered to all patients with identified needs in line with latest available evidence. * To support complex inter-ward transfers across the Trust and assisting in facilitating complex discharges in a timely manner. * To develop and maintain effective communication pathways between all internal and external agencies associated with the provision of effective quality care and its delivery. * To represent the service at appropriate meetings and develop effective working relationships with colleagues within all clinical areas, encouraging joint working and the sharing of good practice amongst the multidisciplinary team. * To lead the training and development of less experienced staff, undergraduates and other professionals as required to enable to provision of an effective and resilient Physiotherapy service. * To complete clinical supervision and annual performance review for Band 6 Physiotherapists working within Acute Medicine & Neurology, providing constructive criticism where appropriate to improve clinical practise * To operationally manage the registered and unregistered Physiotherapy staff working across Acute Medicine & Neurology, overseeing the management of sickness, professional behaviour and staffing provision (alongside the Head of Physiotherapy where appropriate). |
| **KEY WORKING RELATIONSHIPS** |
| **Areas of Responsibility:**  Clinical and operational leadership of the Physiotherapy team working across Acute Medicine & Neurology (working jointly with the Clinical Lead Physiotherapist for Acute Neurology)  **No. of Staff reporting to this role**: (If applicable)  3.0 WTE Registered Physiotherapy staff  2.4 WTE Unregistered Support staff    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis  In addition, the post holder will deal with the wider healthcare community, external organisations and the public.  This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Head of Acute Therapy Services * Head of Acute Physiotherapy * Clinical Lead Physiotherapists and Occupational Therapists (OT) * Physiotherapists, OTs and Support workers * Consultants, Medical Staff, ward managers and nursing staff * Hospital Discharge Team * Community Rehabilitation and Urgent Community Response Teams | * GPs * Care agencies | |  |  | |  |  | |  |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| * Responsible for ensuring confidentiality is maintained at all times in accordance with the data protection act, Trust policy and good practice. * To undertake a very high standard of Physiotherapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner. * Implements policies and standards appropriately. * To work closely with all Clinical Team leads to ensure the smooth running of the therapy service in the absence of the Head of Service. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * Be able to motivate and engage patients with a range of complex conditions/disabilities to adhere to treatment programmes and work towards treatment goals. * 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 and carers to progress rehabilitation and treatment programmes. This will include patients and carers who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, and blind, have a learning disability or who may be unable to accept diagnosis. * Managing patients with difficult social, emotional, or mental health states. * Dealing with patients, carers and family who may be distressed or angry or confused. * Treating patients who may have suffered from abuse. * Occasionally delivering unwelcome news to staff and dealing with disciplinary and grievance procedures * To provide specialist advice on patient care to other health, social, educational and voluntary sector services, when necessary, as part of patient care. This may involve challenging or requesting changes to treatment programmes/care plans set by other professionals. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Frequently use advanced clinical reasoning skills and expertise to provide an accurate diagnosis of a patient’s condition * Frequently Interpret and act on investigation results to aid diagnosis and the management plans of patients and link closely with GP’s and Consultants around appropriate patient care. * Continually evaluate patient progress, reassessing and altering treatment programmes as required. * Analyse clinical and social information from a range of sources and integrate into assessment and development of care plan/treatment plan. * To be responsible for the collection and collation of activity and statistical data and evaluate as required, including TARN data. * To be responsible for the safe and competent use of all specialist equipment patient appliances and aids by patients. * To be responsible for monitoring of evidence based therapeutic interventions. * To manage clinical risk within own patient case load and support more junior staff to do so |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * To be jointly responsible for the clinical and operational leadership of the Acute Medicine and Neurology physiotherapy teams and ensure that clinical supervision is in place for all staff within the designated areas. * To be professionally and legally accountable for all aspects of own work. To hold responsibility for own clinical caseload and be responsible for a defined area of the service, working without direct supervision. * Represent service and/or individual patients at multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate therapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning. * Participate in joint working with appropriate experts/agencies |
| **PATIENT/CLIENT CARE** |
| * To directly facilitate assessment, planning, implementation, and evaluation of the evidence-based care, including health promotion for unwell patients. * To frequently undertake highly specialist assessment of patients, including those with diverse or complex presentations/multi pathologies, as an autonomous practitioner. * To use highly specialist skills to assess and treat patients with complex conditions within this specialist clinical field and support others to do so. * To frequently use advanced clinical reasoning skills and expertise to provide an accurate diagnosis of their condition. * Formulate and deliver individualised treatment programmes based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills. * Deliver therapeutic interventions to optimise individuals' physical activity, mobility, fulfilment of personal goals and independence. * Formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans and setting personalised goals for each patient. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Evaluate service provision and develop evidence-based practice, progressing change as needed, within own service area. * Critically appraise evidence from diverse sources to make informed judgements about its quality and application to practice. * To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapists. * Responsible for commenting on and the development where appropriate of trust and clinical policies within their sphere of responsibility. * Represent the organisations in the development of local, regional, and national clinical strategies and guidelines where required |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * To work closely with the Head of Physiotherapy to ensure equipment and resource levels remain appropriate to maintain service delivery at all times. * Demonstrating an awareness of the financial restrictions within which the Therapy department operate. |
| **HUMAN RESOURCES** |
| * To lead the training of registered and unregistered Physiotherapy staff to deliver an effective evidenced based service * Ensure the Trust appraisal process that identifies in conjunction with appraiser your personal development and training needs are in place. * Responsible for maintaining and conducting oneself in a professional manner towards service users, carers, colleagues, and other agencies. * To contribute to the clinical supervision/instruction of staff and students working within the clinical area. * The post holder as an individual is required to understand their responsibility for respecting and promoting issues of equality, diversity in accordance with good practice and legislation. * To assist in the recruitment of departmental staff (selection and interview) as necessary. * To actively assist in the smooth running of the whole physiotherapy service throughout the RDUH NHS Foundation Trust. |
| **INFORMATION RESOURCES** |
| * To be responsible for ensuring confidentiality is maintained at all times in accordance with the data protection act, trust policy and good practice. * To be responsible for recording personally generated information relating to patient care and management of staff. * To actively contribute to the review, update and development of documentation resources used by the Physiotherapy service. * To monitor data collection and analysis reflecting the activity and performance of the inpatient Physiotherapy service. |
| **RESEARCH AND DEVELOPMENT** |
| * To maintain own and others’ awareness of relevant research evidence related to the area of practice and work with others in applying this to practice * To participate in relevant research activities * Promote and participate in Clinical Audit to develop and establish standards. |
| **PHYSICAL SKILLS** |
| * Computer and keyboard skills are required to complete patient documentation, produce reports and presentations * Requires skills for the input of clinical information to the electronic patient record and all other administrative tasks undertaken. * Requires accurate manual clinical skills to deliver effective clinical interventions to patients. |
| **PHYSICAL EFFORT** |
| * Frequent sitting or standing in difficult positions throughout shift. * Frequent handling of bariatric patients and patients with reduced mobility requiring maintenance of up to date manual handling training to enable advanced patient handling |
| **MENTAL EFFORT** |
| * Frequent concentration during assessment and treatment and analysis of outcomes of interventions * Balancing the competing priorities associated with workload and staffing plans |
| **EMOTIONAL EFFORT** |
| * Frequently supporting patients and family with the distressing or emotional impact of traumatic injury, terminal diagnoses and pain. |
| **WORKING CONDITIONS** |
| * Exposure to bodily fluids * The working environment will frequently be noisy and at times contain unpleasant odours |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are expected to comply with Trust Infection Control Policies and conduct themselves 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.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **APPLICABLE TO MANAGERS ONLY** |
| Leading the team effectively and supporting their wellbeing by:   * Championing health and wellbeing. * Encouraging and support staff engagement in delivery of the service. * Encouraging staff to comment on development and delivery of the service. * Ensuring during 1:1’s / supervision with employees you always check how they are. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| 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. |
| **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.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff. |

PERSON SPECIFICATION

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| **Job Title** | **Clinical Lead Physiotherapist – Acute Medicine & Neurology** |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Recognised Physiotherapy training  B.Sc. / B.Sc (Hons)  MSc Physiotherapy/equivalent  HCPC Registered  Relevant training or qualification in leadership or equivalent experience  Clinical student supervision training  Member of CSP / clinical interest group | E  E  E | D  D  D  D |
| **KNOWLEDGE/SKILLS**  Proven organisational, delegation and prioritisation skills.  Established and proven communication skills.  Evidence of significant specialist experience and knowledge within defined clinical areas of Acute Medicine & Neurology  Specialist knowledge and skills in specific therapeutic approaches including the management of tracheostomy patients  Evidence of ability to prioritise workload and manage stress in self and others.  Knowledge of health and safety requirements.  Analytical skills in assessing both clinical and generic health and safety service risks.  Working knowledge and experience of application of legislation and guidelines relevant to the role.  Project management skills. | E  E  E  E  E  E  E  E | D |
| **EXPERIENCE**  Significant post qualification experience in acute respiratory physiotherapy, inpatient rehabilitation and discharge planning for adults  Demonstrates working at senior / specialist level within the Acute NHS  Experience of working with patients with complex and challenging needs in a range of environments including service setting  Proven clinical leadership skills.  Experience of providing clinical education / training to registered and unregistered Therapy staff  Proven IT skills with application to practice, presentation and education  Experience of service development and change processes.  Experience of complex interaction with stakeholders to ensure effective working. | E  E  E  E  E  E | D  D |
| **PERSONAL ATTRIBUTES**  Able to inspire and lead on new developments.  Strong commitment to teaching and learning.  Be committed to on-going personal and service development  Enthusiastic, reliable, intuitive, imaginative, and progressive in approach to care  Demonstrates a willingness to work flexibly as and when required | E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  Demonstrates evidence of Trust values  Ability to travel independently where required  Occupational health clearance satisfactory to the Trust  Full UK driving licence  Ability to work weekends, bank holidays and provide support to on-call staff | E  E  E  E | D |

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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 | Y/N | N |  |  |  |
| Blood/body fluids | Y/N |  | Y |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | Y/N | N |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N | N |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  | Y |  |  |
| Animals | Y/N |  | Y |  |  |
| Cytotoxic drugs | Y/N |  | Y |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | Y/N | N |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N | N |  |  |  |
| Dusty environment (>4mg/m3) | Y/N | N |  |  |  |
| Noise (over 80dBA) | Y/N | N |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N | N |  |  |  |
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| **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 |  | Y |  |  |
| Electrical work | Y/N | N |  |  |  |
| Physical Effort | Y/N |  |  | Y |  |
| Mental Effort | Y/N |  |  | Y |  |
| Emotional Effort | Y/N |  |  | Y |  |
| Working in isolation | Y/N | N |  |  |  |
| Challenging behaviour | Y/N |  | Y |  |  |