

JOB DESCRIPTION

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| **JOB DETAILS**  |
| **Job Title**  | **Rotational Physiotherapist (Rotational across Acute & Community Service settings)** |
| **Reports to**  | **Head of Acute Physiotherapy / Clinical Lead Physiotherapist** |
| **Band**  | **5** |
| **Department/Directorate**  | **Specialist Services / Community Services** |

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| **JOB PURPOSE**  |
| The post holder is responsible for providing physiotherapy assessment, diagnosis & treatment; and education & advice to patients, carers and members of the multidisciplinary team. There will be liaison with family, carers and external agencies to ensure safe and effective discharge of patients from the acute trust and/or appropriate transfer of care. This is a developmental post as part of a rotational scheme, supported by experienced specialist physiotherapists. Rotational specialities may include: general, acute or respiratory medicine, healthcare for older people, intensive care & paediatrics, surgery, amputee rehabilitation, trauma & orthopaedics, MSK outpatients, neurology, acute stroke, neuro-rehabilitation and community based rehabilitation across Exeter, East and Mid Devon. The specific caseloads will be flexible across community, in-patient and out-patient clinical areas within the Trust. This will include ward based work, clinics, patients’ homes / other residential settings. The post is based across the relevant community sites and acute hospital sites of Wonford and Heavitree and driving is essential. The post also holds a requirement to participate in the ‘on-call’ service and will include regular weekend and bank holiday commitments across seven days which may be required as overtime. |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * To be responsible for their own workload within the designated clinical area; for the assessment and treatment of patients on a day-to-day basis, including acute respiratory deterioration.
* To rotate to a different area of Physiotherapy on a 6 monthly basis
* To be flexible to support occupational therapy and physiotherapy colleagues in ensuring safe and timely discharge when working in inpatient areas.
* To attend and contribute to training sessions to ensure continued professional development
* To actively assist in the smooth running of the service throughout the Royal Devon University Healthcare NHS Foundation Trust.
* To provide service to other areas of the Trust when operational pressure require it.
* To provide cover at weekends and Bank Holidays on a rota participating in seven day working as required.
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| **KEY WORKING RELATIONSHIPS**  |
| **Areas of Responsibility:**To provide physiotherapy to patients in a range of specialist areas across the acute and community hospital settings**No. of Staff reporting to this role**: Not applicableThe 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:

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| **Internal to the Trust**  | **External to the Trust**  |
| * Head of Acute Therapy Services
* Head of Acute Physiotherapy
* Community Physiotherapy Leads
* 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
* Community equipment providers
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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 high standard of Physiotherapy assessment, diagnosis and treatment as an autonomous practitioner.
* Implements policies and standards appropriately.
* To work closely with the Clinical Lead and Team Leads in the area to ensure the smooth running of the therapy service in the absence of the Head of Service.
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| **COMMUNICATION/RELATIONSHIP SKILLS**  |
| * Establish effective communication networks with patients, carers, other health and social care workers and other agencies.
* Work with patients referred with a range of needs and at times cognitive and communication problems.
* Provide clarity and explanations to patients and carers regarding diagnosis and impact on lifestyle.
* Work with patients/carers to motivate and obtain compliance with jointly agreed plan of treatment and care.
* Discuss sensitive and potentially life changing circumstances with patients and carers.
* Attend Board Rounds, multidisciplinary meetings (lead where appropriate) and case conferences providing appropriate information to the healthcare teams to ensure that there is an integrated approach that benefits patient’s overall care and discharge plans.
* Promote awareness of the therapy role within the team, negotiating priorities where appropriate.
* Contribute to Trust wide networking and communication, which aims to share best practice and consistency in service delivery across the Trust.
* Obtain patient consent and work within a legal framework with patients who lack capacity to consent to treatment.
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| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Frequently use 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 the MDT 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 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
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| **PLANNING/ORGANISATIONAL SKILLS** |
| * Plan patient care without direct supervision.
* Plan, organise and prioritise own workload and guide the workload of support staff as appropriate.
* Exercise good and effective personal time management, punctuality and consistent reliable attendance.
* Co-ordinate patient appointments or ward-based treatment
* Organise therapy home visits, to include liaison with patients, carers and transport services if required.
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| **PATIENT/CLIENT CARE**  |
| * Complete assessments of allocated caseload in ward or home circumstances, establish premorbid level of function and current level of personal and domestic activities of daily living in routine cases to advise on level of functional independence.
* Undertake respiratory assessments and deliver a range of interventions in ward and community-based environments and support the on-call rota.
* Complete routine physiotherapy assessments of physical, cognitive and perceptual function using a range of standardised and non-standardised assessment tools.
* Undertake routine assessments eg for pressure care and be able to make appropriate recommendations for prescription.
* Provide appropriate rehabilitation for physical, cognitive, and perceptual impairments and to teach adaptive performance methods, reinforce skills and learning, and to build self-esteem and confidence as necessary.
* Liaise with Adult Community Services regarding equipment provision, adaptations, care packages and alternative placements with the support of senior staff.
* Carry out routine home visits to identify risks, assess level of independence, and to determine future care needs and document appropriately.
* Assess and provide a range of ADL equipment and giving training on its use if required to routine cases.
* Liaise 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) supported by senior specialist staff.
* Provide appropriate and timely information to all relevant members of the healthcare team regarding patients’ therapeutic progress.
* Reassess patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning supported by senior specialist staff.
* Set realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures with guidance from senior specialist staff.
* Identify non-routine cases and discuss these with senior staff.
* Identify specific problems/needs; develop goals and appropriate treatment plans in partnership with the patient and others.
* Facilitate the discharge process as appropriate using the strengths-based assessment process.
* Work with patients, carers, other professionals and agencies to meet identified needs.
* Provide teaching and guidance to both patients and carers as required.
* Maintain accurate and timely patient records and reports using agreed standard formats.
* Ensure that referrals are dealt with in a timely manner, taking into consideration clinical priorities in case management.
* The post holder is expected to comply with trust infection control policies & conduct themselves at all time in a manner as to minimise the risk of health care associated infections.
* To ensure patient and staff safety during assessment and treatment.
* To participate in the Trust-wide rota for ‘on-call’ and emergency physiotherapy cover and planned weekend work in any location.
* To maintain competencies for weekend working as per the Association of Chartered Physiotherapists in Respiratory care guidelines through regular in-service training.
* When working on the weekend respiratory cover rota, as an autonomous practitioner, undertake assessment and treatment of acutely ill patients with respiratory problems who may have a complex presentation; providing advice to medical and nursing staff and other multi-disciplinary team members regarding patients’ respiratory condition.
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| **POLICY/SERVICE DEVELOPMENT**  |
| * To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapists.
* Keep up to date with relevant therapy, Trust and Health and Social Care developments in liaison with the Area Professional Lead and other colleagues.
* To maintain competencies for assessment and treatment of respiratory conditions through regular in-service training.
* Participate in the implementation of policy and service developments.
* Actively participate in meetings to represent the department as required.
* Participate in the planning, reviewing and development of therapy services.
* Report any incident/untoward incidents/near misses to the Manager in accordance with Trust policy.
* Be aware of, and follow the Health and Safety at Work Act and local/national guidelines.
* Be aware of and follow Trust policies and procedures.
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| **FINANCIAL/PHYSICAL RESOURCES**  |
| * To work closely with the Clinical Lead Physiotherapist 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.
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| **HUMAN RESOURCES**  |
| * Be prepared to share areas of knowledge and experience both formally and informally.
* Determine priorities of own time, balancing clinical, professional and organisational demands.
* Be prepared to give work talks/demonstrations.
* Take a flexible approach in supporting colleagues during times of caseload pressures.
* Supervise assistants and students as necessary.
* Participate in the training and induction of other staff/students as appropriate.
* Ensure registration with the Health and Care Professions Council is maintained and evidenced to the manager.
* Assist support staff in planning their time and activity.
* Participate in supervision and appraisal process, identifying own areas of development.
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| **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 undertake the keeping of accurate records of patient treatments and statistical data as required.
* To submit regular data about activity levels as required.
* To participate in team and department audit activity and peer review to ensure best practice. To participate in team and department audit activity and peer review to ensure best practice.
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| **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
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| **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.
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| **PHYSICAL EFFORT** |
| * Manually handle equipment (wheelchairs, health care equipment) and furniture frequently, following ergonomic risk assessment as per statutory training and service risk assessments.
* Treatment will necessitate working in restricted positions or limited space.
* Ability to travel to other locations as required meeting time constraints
* Manual therapeutic handling of patients in relation to assessment, treatment and rehabilitation.
* 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
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| **MENTAL EFFORT** |
| * Frequent concentration during assessment and treatment and analysis of outcomes of interventions
* Manage competing demands of providing services daily.
* Read and decipher patient information.
* Work in an unpredictable pattern when required.
* Frequent mental effort when undertaking assessment and treatment.
* Identify strategies to motivate patients to comply with their treatment plan.
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| **EMOTIONAL EFFORT** |
| * Frequently supporting patients and family with the distressing or emotional impact of traumatic injury, terminal diagnoses and pain.
* Work with patients in the aftermath of bad news.
* Work with patients with mental health problems and occasional challenging behaviour.
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| **WORKING CONDITIONS** |
| * Exposure to bodily fluids
* The working environment will frequently be noisy and at times contain unpleasant odours
* Work in a variety of settings according to patient needs including patients own home which can often involve hot/cold temperatures, cluttered, noisy and unhygienic environments.
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| **OTHER RESPONSIBILITIES**  |
| Take part in regular performance appraisal.Undertake any training required in order to maintain competency including mandatory training, e.g. Manual HandlingContribute 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 infectionAs 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.
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| **APPLICABLE TO MANAGERS ONLY**  |
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| **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** | **Band 5 Rotational Physiotherapist** |

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| **QUALIFICATIONS/SPECIAL TRAINING:**Recognised Physiotherapy trainingBSc/MSc Physiotherapy or equivalentHCPC registered or applying for or in final trainingMCSP  | **E****E****E****D** | **E****E****E****E** |
| **KNOWLEDGE/SKILLS:**Evidence of:- Verbal & /or written interpersonal communication skillsOrganisational skills incl. prioritisation, time managementSafe fundamental clinical skillsAssessment and intervention skillsClinical reasoning skillsProblem solving skillsUnderstanding of acute and community assessment and treatment | **E****E****E****E****E****E****E** | **E****E****E****E****E****E****E** |
| **EXPERIENCE:**Evidence of undergraduate placements in Respiratory, M/skeletal, Neurology specialtiesEvidence of working within ward based, out-patient and community settingsEvidence of acute respiratory care experience eg ITU/HDU Evidence of relevant NHS workCurrently working in NHS in rotational scheme | **E****D****E****E****D** | **E****E****E****E****E** |
| **PERSONAL ATRIBUTES:**Enthusiastic about the post across acute and community servicesMotivated to work at RD&E Foundation TrustValues of inclusion, empowerment, integrity and compassion Evidence of treating patients with respect & dignityTeam skillsFlexible & adaptable approachDemonstrating initiative | **E****E****E****E****E****E****E** | **E****E****E****E****E****E****E** |
| **OTHER REQUIREMENTS:**Ability to undertake On call/emergency rota dutiesAbility to work flexibly over 7 daysAbility to travel between locations meeting time restraints and / or holds a valid driving licence and access to road worthy vehicle. | **E****E****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 | 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 | Y |  |  |  |
| Challenging behaviour | Y/N |  | Y |  |  |