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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** | Clinical Lead Physiotherapist – Community Rehabilitation |
| **Reports to** | Therapy Manager – CMO |
| **Band** | 7 |
| **Division** | Community Care Group |

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| **JOB PURPOSE** | |
| Provide highly specialist assessment, diagnosis, treatment and advice to patients and their carers. The specialist area is Community Rehabilitation and includes a wide range of acute and chronic cases, some having highly complex presentations.  Lead the Community Rehabilitation Physiotherapy team providing leadership, development and governance in relation to the clinical area and supporting other clinicians regarding patient treatment and management.  Be part of an interdependent, multidisciplinary team ensuring that therapy input is integrated into the patient’s overall care plan.  Work with the Therapy Manager to lead and develop the service in line with patient need and trust wide developments and to help provide an equitable service across the Trust.  The Clinical Lead Physiotherapist will be based in the community setting, with a designated based of either Crediton Community Hospital or Okehampton Community Hospital  The post holder will fulfil all tasks and work as part of a team. To meet the needs of the service, the post holder may be required to work in other areas as appropriate as directed by the line manager. The post holder will work closely with the Clinical Lead Occupational Therapist in addition to the locality leads for Urgent Community Response and Community Nursing  The post holder will be willing to work flexibly and support the 7 day, Senior Community Clinician On-Call Rota | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Community Rehabilitation Professional Lead, and ACP Rehabilitation (Community) * Community Services Manager * Therapy Manager * Physiotherapy, Occupational Therapy, Rehabilitation Support Workers and Community Rehabilitation Admin teams * GPs and other community practitioners * Social services staff * Trust Hospital discharge facilitator, Intermediate and community services | |
| **ORGANISATIONAL CHART** | |
| Community Services Manager – CMO (8B)    Therapy Manager – CMO (B7) \*line manager  Clinical Lead Occupational Therapist (B7)  Clinical Lead Physiotherapist (B7) \*this post    Community Physiotherapist/Occupational Therapist (B6)    Community Physiotherapist/Occupational Therapist (B5)    Rehabilitation Support Workers/Apprentices (B3/4)  **\*Community Rehabilitation Professional Lead provides professional leadership for community teams** | |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| **Caseload Management:**  This post requires caseload management which will vary according to location and complexity. There will be a responsibility to provide advice to patients with highly complex and specialist needs as well as carers and other disciplines.  Provide support to other registered and non-registered staff regarding effective caseload management and monitoring strategies.  Provide direct support and guidance to registered and non-registered staff with potentially challenging cases/situations, particularly where reassessment may be required.  The post holder will pass on and also encourage others to share their skills/knowledge within both formal and informal environments.  To have responsibility for the development of therapy staff, support staff and students.  **Budget:**  To be responsible for the use of resources in the most efficient and effective way.  To authorise spending on equipment (core items) from Community Equipment Store catalogue to a value of £5,000 [2008] following authorisation training.  **On-call and week-end working responsibilities:**  This role includes being added to the Senior Clinician (Community) On-Call rota. On-call and weekend working rotas are in addition to normal working hours. These rotas are currently covering Community Rehabilitation, Urgent Community Response, Community Nursing, and Community Hospitals, and may change to include other locations as services develop. The oncall rota encompasses evening and weekend work, alongside a requirement to work on bank holidays recompensed in line with Agenda for Change.  All B7 community clinical staff are expected to participate in the on-call or weekend working rotas and take fair share of bank holiday working. | |
| **COMMUNICATION/RELATIONSHIP SKILLS** | |
| Ensure effective communication takes place at all times, taking a team approach to patient care and service needs.  Lead and attend multidisciplinary meetings, case conferences and visits as appropriate, to ensure that there is an integrated approach that benefits patient’s overall care and discharge plans.  Be proactive in giving talks/demonstrations regarding your work to therapy colleagues and others.  Write comprehensive reports regarding patient assessment, treatment outcomes and recommendations to GPs, consultants, other health and social care colleagues and other members of the multidisciplinary team.  Read and interpret a range of patient medical, medication, social history and social care plans.  Read and interpret a range of policy and guidance, both local and national.  Provide information, advice and clinical expertise to team members and managers.  and work within a legal framework with patients who lack capacity to consent to treatment | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| Undertake a comprehensive, holistic highly specialist clinical assessment of patients presenting with highly complex multifactorial problems using advanced analytical and investigative skills and clinical reasoning.  Use clinical judgment to access further diagnostics, treatment etc.  Interpret highly complex information e.g. medical notes and clinical findings.  To provide advanced specialist advice and second clinical opinion to other colleagues e.g. GPs.  To actively manage clinical waiting times to meet patient need and Trust priorities.  Work in collaboration with other teams in order to support a consistent and equitable service across the Trust.  Lead and participate in the operational planning and implementation of policy and service development within the team, helping to set priorities.  Lead clinical changes that contribute to the development of patient pathways.  Propose changes to improve practice in line with local and national guidelines.  Undertake risk assessment, using clinical judgement and provide accurate feedback to the team as necessary e.g. in relation to lone working.  Apply clinical reasoning skills after assessment to decide appropriate treatment plan and approach | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| Manage an individual caseload of highly complex patients effectively and efficiently.  Take part and lead group sessions  Plan organize and prioritize own work load and guide the work of support workers and junior staff as appropriate.  Work with the team to deliver the most effective service within the resources available to meet patient needs  Exercise good personal time management, punctuality and consistent, reliable attendance  Co-ordinate patient appointments  To be involved in longer term strategic planning in area of expertise. | |
| **PHYSICAL SKILLS** | |
| To be computer literate and able to use electronic systems including MyCare  Ensure access to road worthy vehicle with appropriate car insurance, and valid driving licence.  Demonstrate awareness and ability to drive within the geographical area in a safe and appropriate manner. | |
| **PATIENT/CLIENT CARE** | |
| Manage own highly complex caseload and treatment programmes to a high standard expected of an experienced clinician without day to day clinical supervision. Support is available through the clinical supervision programme and from more specialist or skilled staff in a particular area.  Prioritise, assess and treat highly complex patients referred, taking an evidence-based and reflective practice approach, using a wide range of modalities and skills in order to maximise patient/user independence.  Identify specific problems/needs, and develop goals and highly specialist treatment plans in partnership with the patient and others.  Evaluate patient care in the specialty and be proactive in developing services to meet national and local standards.  Evaluate patient/user progress, and modify treatment/input if required.  Maintain accurate and timely patient records and reports using agreed standard formats  Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.  Comply with trust infection control policies and conduct him/herself at all time in a manner as to minimise the risk of health care associated infections. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| Keep up to date with professional and related Health and /Social Care developments in liaison with Community Rehabilitation professional lead  Support the team to keep updated in developments in the NHS and Social care, leading in the specialty.  Identify opportunities to improve the service, taking account of resources available, discussing your ideas with colleagues and managers.  Participate in the operational planning and implementation of policy and service development within the specialty, leading on priorities in your area and coordinating across organisational and professional boundaries.  Propose and lead changes to improve practice in line with local and national guidelines.  Be aware of and follow the Health and Safety at Work Act and local/national guidelines, reporting any incidents using the correct procedures.  Ensure that staff are aware of, and follow Health and Safety at Work Act and national/local guidelines and are aware of correct procedures for reporting incidents.  Report any accidents/ untoward incidents/ near misses to self, patients or carers to the manager in accordance with Trust policy | |
| **FINANCIAL/PHYSICAL RESOURCES** | |
| Support the manager in the best use and monitoring of allocated resources.  Assess, prescribe and order equipment and other resources.  Ensure safe and efficient use of stock and equipment. Ensure equipment has appropriate checks made. Report any equipment defects, taking action to ensure any such equipment is withdrawn from service.  Demonstrate and instruct the use of equipment to ensure safety.  Understand and apply the eligibility criteria for services | |
| **HUMAN RESOURCES** | |
| Work collaboratively with the manager to ensure training and continuing professional development for all team members and planning for the appropriate workforce.  Participate in clinical supervision as supervisor and supervisee.  Participate in staff appraisal as appraiser and appraise.  Participate in and be proactive in leading and teaching at training sessions for staff and other agencies.  Be involved in the recruitment of therapy and rehabilitation staff in the team / cluster in accordance with HR policies, terms and conditions to maintain an effective workforce capable of meeting the objectives of the service.  Undertake the full range of clinical leadership tasks including communication, staff involvement, workforce planning, appraisal, training and development, and performance management.  Actively share areas of knowledge and experience both formally and informally.  Ensure that HCPC registration is maintained and evidenced to the manager.  Work with the manager to ensure clinical cover across the locality is maintained especially at times of service pressure. | |
| **INFORMATION RESOURCES** | |
| Contribute to the collection of statistical data in order to monitor and develop team activity using electronic and paper methods.  Monitor and evaluate the information available.  Maintain accurate and timely patient records using agreed standard formats. | |
| **RESEARCH AND DEVELOPMENT** | |
| Maintain an up to date knowledge of all areas of clinical practice using a variety of CPD methods and to maintain a CPD portfolio.  Lead on clinical governance activities e.g. audit, research, service reviews.  Take a lead role in clinical development e.g. journal clubs, special interest groups, peer review groups and other activities to share and expand specialist knowledge across the service.  Provide support and leadership to the team members to participate in clinical governance activities e.g. audit, research, clinical reviews.  Adhere to all professional standards of practice and organizational policies and procedures | |
| **FREEDOM TO ACT** | |
| To work as an advanced practitioner in the community/ hospital setting (as appropriate) without immediate supervision.  Lead specialist in clinical area of work which may be across more than one team/cluster.  Adhere to professional and organisational standards of practice.  Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.  Initiate and lead specific projects as required | |
| **OTHER RESPONSIBILITIES** | |
| 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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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Recognised Physiotherapy training  B.Sc. / B.Sc (Hons) / MSc Physiotherapy/equivalent  HCPC Registered  Relevant post graduate courses  MSc or relevant post grad qualification or equivalent experience  Clinical supervision training | **E**  **E**  **E**  **E** | **D**  **D** |
| **EXPERIENCE:**  Post graduate NHS experience in core areas including acute respiratory and rehabilitation  Previous leadership experience  Evidence of supervision of registered staff  Evidence of multi-disciplinary team working and complex discharge planning and patient management  Evidence of clinical supervision and teaching skills  Evidence of staff appraisal & performance review  Evidence of developing standards and competencies  Evidence of working between Primary & Secondary Care  Evidence of previous clinical innovative approaches  Evidence of previous involvement in audit/research  Ability to prioritise and co-ordinate the workload across the service efficiently and effectively to cover in-pts, clinics and home / school visits | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D**  **D** |
| **PERSONAL ATTRIBUTES**  Demonstrates working at senior / specialist level within the Community NHS  Evidence of managing complex clinical caseload in acute medicine and respiratory  Evidence of experience of managing long term and life limiting conditions showing excellent communication skills  Evidence of advanced clinical reasoning skills  Evidence of communication skills with bed management teams and hospital discharge facilitators  Experience in managing and supporting a team of staff  Experience of recruitment and interviewing techniques  Skills in complex discharge planning  Evidence of clinical and teaching skills | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Ability to work flexibly over 7 days including bank holidays and weekends as part of the Senior Clinician On-Call Rota  Car driver  Computer literate – ability to work with EPIC systems  Ability to provide support to on-call respiratory Physiotherapists | **E**  **E**  **E**  **E**  **E** |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
|  | | | | | |
| **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** |  |  |  |  |  |
|  | | | | | |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N | y |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N | nnthr |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y | Y |  |  |  |
| Animals | N | y |  |  |  |
| Cytotoxic drugs | 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 |  |  | Y |  |
| 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 |  |  |