

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | **Team Lead Physiotherapist – General Medicine (Renal & Oncology)** |
| **Reports to** | **Head of Acute Physiotherapy** |
| **Band** | **6** |
| **Department/Directorate** | **Specialist Services** |

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| **JOB PURPOSE** |
| The post-holder is responsible for providing clinical expertise to the Physiotherapy team working across the Renal & Oncology wards. The post holder will work closely with the Physiotherapists and Occupational Therapists across the department to provide an effective interdisciplinary service for all patients within these specialist areas. This position is based at the Trust’s eastern services main site, the Royal Devon & Exeter Hospital (Wonford).  The post-holder will assess and treat patients with complex conditions including acute admissions and chronic and life-limiting cases. Clinical responsibilities include gathering comprehensive baseline data as part of the assessment process; developing and implementing patient specific plans; assessment and managing acute respiratory and rehabilitation problems; liaising with the multidisciplinary team to ensure safe and effective discharge or transfer to on-going services within the patient pathway as appropriate.  The post holder will support rotational band 5 and unregistered Therapy staff. They will be responsible for the induction and training of this staff group and ensuring that all staff have appropriate clinical skills through a process of objective setting, supervision and joint working. The post holder will also contribute to the training of new physiotherapy staff to meet the requirements for respiratory on-call. The post holder is responsible for ensuring that systems are in place to prioritise and manage the caseload. They will keep updated to ensure the service has a strong evidence base and is delivered in line with national guidance and in particular the management of falls. They will communicate with the Clinical Lead on a regular basis for example: to seek support with any problems/challenges; to share successes; and to provide regular performance feedback using a range of outcomes including patient satisfaction data.  There will also be some wider Therapy department responsibilities. Caseloads will be flexible and at times will involve the provision of service to other areas of the Trust. This post has a commitment to on call, bank holiday and weekend working. |
| **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; management and supervision of the physiotherapy team and students on placement. * To be responsible for teaching and leadership within the General Medicine Physiotherapy team * To deputise appropriately in the absence of the clinical lead physiotherapist on the rotation. * To be flexible to support occupational therapy and physiotherapy colleagues in ensuring safe and timely discharge when working in inpatient areas. * 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. |
| **KEY WORKING RELATIONSHIPS** |
| **Areas of Responsibility:**  Team leadership of the Physiotherapy team working across the General Medicine wards (Renal and Oncology)  **No. of Staff reporting to this role**: (If applicable)  1.0 WTE Registered Physiotherapy staff  1.0 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 high standard of Physiotherapy assessment, diagnosis and treatment, this may include complex cases, as an autonomous practitioner. * Implements policies and standards appropriately. * To work closely with the Clinical Lead in this area to ensure the smooth running of the therapy service in the absence of the Head of Service. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * To build and maintain strong working relationships with Physiotherapists across the service to enable efficient service provision and development of junior and unregistered staff. * 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 especially being able to escalate where acute deterioration is noted. * 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 discharge process. * To communicate effectively with patients and carers to maximise rehabilitation potential, enabling 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 enable effective discharge or prevent admission to hospital. |
| **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 |
| **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. * To be responsible for their own workload within the designated clinical area on a day-to-day basis. |
| **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 specialist assessment of patients, including those with diverse or complex presentations/multi pathologies, as an autonomous practitioner. * To use specialist skills to assess and treat patients with complex conditions within this specialist clinical field and support others to do so. * To frequently use 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** |
| * 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. |
| **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. |
| **HUMAN RESOURCES** |
| * To support 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 collect data reflecting the activity and performance of the inpatient General Medicine 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 |
| **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 team leadership |
| **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** | **Band 6 Team Lead Physiotherapist – General Medicine** |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Recognised Physiotherapy training  B.Sc. / B.Sc (Hons)  MSc Physiotherapy/equivalent  HCPC Registered  Clinical student supervision training  Evidence of post-graduate training / courses  Member of CSP / clinical interest group | E  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 respiratory care  Evidence of use of outcome measures  Evidence of team leadership & team working skills  Knowledge & experience in management of respiratory conditions and acute and chronic medical conditions across a range of areas including tracheostomy management  Evidence of clinical and teaching skills  Understanding of community services | E  E  E  E  E  E  E  E |  |
| **EXPERIENCE**  Post graduate NHS experience in core areas including acute and general medicine which includes respiratory assessment  Evidence of supervision of students/junior staff  Evidence of clinical and teaching skills including respiratory management  Evidence of staff appraisal & performance review  Evidence of standard setting and audit  Evidence of multi-agency working and complex discharge planning  Evidence of working between Primary & Secondary Care  Evidence of previous clinical innovative approaches  Evidence of previous involvement in audit/research | E  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  Evidence of flexible approach.  Able to complete respiratory on-call duties  Ability to work flexibly over 7 days including bank holidays and weekends  Car driver  Computer literate | E  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 | 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 |  |  |