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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 – Elective Orthopaedics** |
| **Reports to** | Head of Acute Therapy Service |
| **Band** | 7 |
| **Accountable to** | Head of Acute Therapy, RD&E Specialist Services |

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| **JOB PURPOSE** | |
| The post holder is responsible for the clinical leadership and management of the physiotherapy team working within the Elective Orthopaedic service including Day Case and the Aftercare team based on the acute Exeter site.  The post holder will carry a clinical caseload of complex patients across the wards; ensuring assessment and treatment of all patients from pre-assessment and prehab; same day mobilisation, pre-op and post op rehabilitation to deliver a rapid flow of patients through the service and timely follow-up. This will include delivering a joint school. In addition, the role will take responsibility for the Aftercare team ensuring timely assessment and provision of advice and splints as required.  The post-holder will provide management and supervision of the physiotherapy team; and the communication of the rehabilitation process and related information to patients and relatives. They will be responsible for the therapy provision in terms of performance, outcomes and service delivery.  The post holder will lead the training and development of less experienced staff, undergraduates and other professionals as required and be responsible for the development and delivery of a safe and effective, evidenced based service across 7 days.  The post holder will facilitate resolutions of workload/staffing issues, ensuring risk assessments are completed and providing information to the Head of Physiotherapy & Occupational Therapy as required. This post will work closely with the Clinical Leads for the NGH and Trauma.  The post will be across 7 days including weekends and bank holidays. | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Head of Acute Therapy (RD&E) * Matron and nursing teams * Consultants, Medical Staff * SPOA and discharge co-ordinators * G.Ps and other community practitioners * Social services staff * Hospital discharge facilitators, Intermediate and community services. | |
| **ORGANISATIONAL CHART** | |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * The post-holder will be responsible for delivering a proactive rehabilitation service for elective Orthopaedic patients with a focus for Day 0 mobilisation and timely LOS and ensuring appropriate Day Case discharges and Aftercare follow-up. * Responsible for teaching and leadership within this team, supporting the physiotherapy teams to deliver an efficient and high standard service to elective orthopaedic in-patients and Aftercare. * They will be flexible to support their colleagues in ensuring safe and timely discharge. * To actively assist in the smooth running of the service alongside Trauma colleagues * Determine the most effective deployment of staff resources and negotiate/delegate specific duties across the template; manage Healthroster. * 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 compilation of rotas * Demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation. | |
| **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 discharge process. * To communicate effectively with patients and carers to maximise rehabilitation potential, ensure understanding of their condition, the rehab pathway 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. * Be responsible for reports and correspondence that concern patients in a professional and timely manner. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, as an autonomous practitioner. * To develop, implement and evaluate highly 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 ensuring all pre-assessment information is accurate and the patient is prepared for the operative journey and to reassess patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. * Demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| * To organise and manage the therapy team ensuring effective cover for all ward areas, Day Case and Aftercare managing shifts across 7 days; joint school, pre-assessment and post-op follow up. * 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 their 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 provide highly specialised assessment and demonstrate advanced clinical reasoning in the assessment and rehabilitation of patients * 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 for both acute and long term conditions. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice particularly in relation raid high quality orthopaedic pathways. * 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 therapy staff and non-registered staff ensuring effective pre and post op rehab programmes are carried out to maximise benefit to patients across IP elective ortho and Aftercare. * To be 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 departmental 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 Physiotherapy & Occupational 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 using EPIC. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To undertake any additional duties commensurate with this grade as required. * 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. | |
| **FREEDOM TO ACT** | |
| * They will be responsible for the management and supervision of the therapists at NGH and will ensure appropriate service provision on a daily basis. * 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.  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**  B.Sc. / B.Sc (Hons) / MSc Physiotherapy  HCPC Registered  MSc or relevant post grad qualification or equivalent experience  Clinical supervision training  Equipment prescriber  Member CSP | **E**  **E**  **E** | **D**  **D**  **D** |
| **KNOWLEDGE & SKILLS**  Demonstrates an ability to prioritise and co-ordinate the workload across an in and out patient service efficiently and effectively  Evidences a broad in-depth range of clinical knowledge and highly specialist skills in elective orthopaedics including Day Case and out-patient clinics.  Demonstrates evidence of teaching skills to a range of professionals  Is able to demonstrate excellent time management skills  Demonstrates excellent organisational/delegation/prioritisation skills  Knowledge of IT opportunities to support EO pathway  Student supervision / mentors’ course  Evidence of audit and/or research | **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **EXPERIENCE:**  Able to evidence senior team leadership experience across a physiotherapy service  Demonstrates working at senior / specialist level within the Acute NHS  Evidence of managing complex clinical caseload IP/Aftercare  Evidence of advanced clinical reasoning skills  Proactive management of EO caseload  Evidence of supervising junior staff and students  Evidence of communication skills with bed management team and hospital discharge facilitators  Experience of Healthroster | **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **PERSONAL ATTRIBUTES**  Demonstrates an ability to work on own initiative as well as part of a team  Demonstrates an ability to motivate staff by providing a positive role model  Able to assume additional managerial responsibility and prioritise this accordingly  Demonstrates a willingness to work flexible shift patterns and weekends as and when required  Ability to problem solve and show initiative | **E**  **E**  **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 | Y/N |  |  |  |  |
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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 | 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 |  |  |  |  |
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| **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 |  |  |  |
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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 |  |  |  |  |
| 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 |  |  |