

BETSI CADWALADR UNIVERSITY HEALTH BOARD

Physiotherapy Service

Job Description

JOB TITLE	: Physiotherapist
GRADE	: Band 6
SALARY SCALE	: Band 6
HOURS OF WORK	: 15 hours a week. (Core hours to be confirmed, includes 7 day working and Respiratory On call)
DEPARTMENT	: Physiotherapy Department
BASE	: Glan Clwyd Hospital
ACCOUNTABLE TO	: Head of Physiotherapy Services
REPORTING TO	: Team Leader - Physiotherapy
RESPONSIBLE FOR	: Management of own caseload. Supporting the team leader and clinical specialist. Supervision of Rotational Band 6, Rotational Band 5, Support Staff

JOB PURPOSE

1. To carry out physiotherapy assessments and treatments; developing individualised therapeutic treatment programmes for a specialised caseload in the relevant clinical area. Patients may include those with physical and psychological problems in area of speciality; some of whom may have a level of complexity. Team leader; clinical specialist or advanced practitioners are available for clinical and managerial support.
2. To ensure a high standard of care for each patient working with patients, families or carers, multi-agency teams and disciplines involved.
3. To communicate with these patients, carers, agencies and other disciplines in an appropriate manner, often with sensitive information,

diagnoses or outcomes.

4. To supervise, teach and appraise peers, physiotherapists, physiotherapy assistants, technical instructors, students and other members of the multidisciplinary or multiagency teams.

5. To train and supervise patients, families or carers and staff from other disciplines or agencies to carry out programmes of care devised by the therapist.

6. To deputise and support the Clinical Team Leader as required in the daily management of the designated team.

DUTIES AND RESPONSIBILITIES

Patient care

24. To be professionally and legally responsible and accountable for all aspects of the practitioners' professional activities, undertaking clinical duties as an autonomous practitioner.

25. Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence based practice and treatment options using comprehensive clinical assessment, reasoning skills and knowledge of evidence based practice and developed treatment skills e.g. manual physiotherapy techniques, patient education, exercise classes, electrotherapy techniques and other alternative options.

26. To be competent in assessing and treating a wide range of conditions based on theoretical knowledge of anatomy, physiology and pathology, often in situations where conflicting evidence is present or absent.

27. To interpret and analyse clinical and non-clinical facts to form accurate diagnoses in a wide range of complex conditions guided by clearly defined principles or occupational policies.

28. To formulate accurate prognoses and recommend the best course of intervention, developing comprehensive intervention, care and discharge plans.

29. 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.

30. To communicate with patients and other members of Multidisciplinary Team to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, blind or who may be unable to accept diagnosis.

31. To be responsible for own patient care plans. Be prepared to be frequently consulted for advice and guidance by junior team members and other health care professionals and agencies both within and outside the Health Board.
32. To reassess patients continually and adjust treatment plans accordingly in order to progress treatments effectively and refer to other Health Care disciplines or agencies as appropriate.
33. To take every opportunity in line with Public Health Wales strategies (ECC) to offer Health Promoting advice in particular regarding activity; weight control and smoking cessation.
34. As part of pathway exit routes to identify activities or sporting opportunities for patients relevant to their needs, desires and ability.
35. To manage clinical and environmental risks within own patient case load and that of the designated team.
36. Work within Health Board clinical guidelines; CSP and HCPC standards of practice. To have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
37. To advise patients, employers and occupational health departments or other agencies and sectors as relevant on the appropriate time to return to work, education, sports and other activities for patients.
38. To assist in the co-ordination of interventions, which may include other disciplines or agencies; advise and educate patient /carers /relatives /other health professionals/agencies.
39. To be responsible for maintenance of accurate written clinical records; efficient use of diary (job plan) and records of clinical supervision, and supervision of the team's record keeping in your area of responsibility.
40. To compile comprehensive progress and discharge reports and to assist with legal reports and disability reports to medical referrers as appropriate.
41. To respond to patient/ carers concerns or complaints in a professional, courteous and timely manner in accordance with BCUHB policy.
42. To treat patients using specialist knowledge across a range of work procedures and practices, underpinned by theoretical knowledge and relevant practical expertise, supported by in-depth post-graduate study.
43. To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and physiotherapeutic and manual handling techniques.
44. To demonstrate highly developed dexterity, co-ordination and palpatory sensory skills for assessment and manual treatment of patients.

45. To represent physiotherapy service and / or individual patients at the multidisciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate physiotherapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.

46. To be responsible for the safe and competent use of all electrotherapy equipment, gym equipment and, patient appliances and aids by patients.

PROFESSIONAL

10. To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.

11. To be responsible for teaching student physiotherapists to graduate level on physiotherapeutic skills and knowledge within core clinical areas.

12. Teach, assess and contribute to the performance assessment and appraisal of junior and assistant staff.

13. Maintain and develop current knowledge of evidenced-based practice in the speciality area in which you work, developing specialist knowledge of particular conditions and patient types.

14. Participate in the staff appraisal scheme as an appraisee and appraiser and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.

15. Undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, audit and outcome measures, either individually or with more senior physiotherapists.

16. Be an active member of the in-service training programme by attendance at, and participation in, in-service training programmes, tutorials individual training sessions, external courses and peer review.

17. To be responsible for own personal professional development and keep abreast of new clinical practices and government guidelines in the areas of physiotherapy and related medicine.

18. To maintain a CPD portfolio reflecting personal professional development and ensure all members of designated team have a comprehensive performance plan.

Service Development

4. To contribute to discussions on service policy developments which impact on service users, and ensure recommended changes are implemented.

5. To ensure that designated staff implement policy and service development changes.

6. To ensure that quality standards and effectiveness of patient care are continually improved. Contribute proactively to service development; audit and research activity as required.

MANAGEMENT

Physical resources

1. To be responsible for competent use, repair and maintenance reporting of all electrotherapy equipment, hydrotherapy equipment, gym equipment and patient appliances and ensure that designated staff are competent prior to use of such equipment. To escalate any technical or safety issues, which require remedial action.
2. To be responsible for management and monitoring of stock levels in a designated area and identifying the need to reorder such items; delegating as appropriate.

Human resources

7. To delegate and supervise the work of physiotherapy staff, technical instructors, assistants and physiotherapy students within the designated area of responsibility. Ensure that our support staff are utilised to best effect and their time and skills are used efficiently and effectively.
8. To provide training and support for all members of the team and ensure effective supervision and assessment of clinical competency to ensure safe delivery of care.
9. To participate in the provision of specialised teaching to peers and junior staff on a wide range of subjects; this may be to large groups.
10. To assist the team leader in the efficient day to day management of the department including allocation of both staff and students within the teams
11. To deputise for the team leader in departmental management as required.
12. To hold delegated responsibility for monitoring and management of staff sickness; Performance appraisal, annual leave and supervision as requested by the Team Leader (Team Leader holds overall responsibility).

Information resources

1. To maintain an accurate and evaluative record keeping system (POMR) for own clinical caseload and to be responsible for ensuring that, junior staff and support staff are maintaining the departmental, health board and national standards.
2. To provide statistics and analytical reports regarding the designated service, using databases in an accurate and timely manner.

Planning and organisation

5. To plan and organise own time flexibly.
6. To assist in the organisation of the team rota including patient care over 7 days per week, training, supervision and meetings.

7. To ensure the smooth organisation of group classes including content, class numbers and outcome evaluation.

8. To co-ordinate training, audit and research activities internally or with external agencies.

COMMUNICATION

10. To effect timely correspondence with the team, and update the Team Leader regularly regarding operational, service and human resource issues to ensure effective communications in the area of responsibility.

11. Seek advice and support from team leader as necessary.

12. To be able to motivate and persuade others through communication skills, with the benefit of verbal and non-verbal skills, using written and electronic information where needed.

13. To demonstrate the ability to communicate complex and sensitive information to patient, carers and other staff, where there may be barriers to communication e.g. use of interpreters; excess noise or lack of privacy and ensure all members of the team do likewise. This may also include communication with parties who may frequently have complex emotional, psychological and physical conditions (including pain) such as deafness, dysphasia, depression, memory loss and altered personality due to their condition.

14. To maintain close links, communication and liaison between external agencies, all staff and people involved in patient care.

15. To resolve conflict and verbal complaints and to be well versed with the Health Board's formal complaints procedure.

16. To impart complex information to groups of people, for example in classes and training sessions, using a variety of methods of communication.

17. To clearly convey complex knowledge of techniques, biomechanics, anatomy and physiology to educate patients, carers and staff.

18. To promote good working relationships at all times.

QUALITY, RESEARCH and AUDIT

6. To participate in the department's ongoing audit and appropriate work related research/ evaluation projects.

7. To supervise, initiate and participate in evidence-based projects and professional presentations of junior staff, support staff and physiotherapy students

8. To keep abreast of evidenced-based practice by use of relevant literature, attendance at in-service training, external courses and database searches.

9. To ensure good working knowledge of national and local standards and monitor quality as appropriate.

10. To maintain close communication with agencies promoting research or policy development

EFFORT – Physical, Mental and Emotional

1. To carry out assessment and treatment of a wide variety of conditions, with moderate to intense physical effort involved for several long periods, on a daily basis, dependant on the individual needs of the patient.

2. To comply with the health board's manual handling policy and local therapeutic handling guidelines.

3. To work in an environment where the work patterns may be disrupted frequently by demands from patients, clinical staff, students and administrative support staff

4. To deal sensitively with distressing or emotional circumstances regarding patient care or staff e.g. imparting unwelcome and sometimes unexpected news of poor prognoses or protection issues.

5. To support colleagues when indicated in the management of challenging patients, changes in services or situations.

6. To deal with people exhibiting/suffering from musculoskeletal and neurological conditions that may lead to anxiety and aggressive behaviour.

7. To deal with patients, relatives, carers and staff whose physical and mental state contribute towards frequently unpleasant working conditions.

8. This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids including saliva, sputum, blood, vomitus, urine and faeces, unpleasant smells and occasional exposure to verbal and physical aggression.

9. To provide counselling and support to staff in the event of personal distress or anxiety.

Betsi Cadwaladr University Health Board

Person Specification

Job Title : Physiotherapist (7 Day Working)

Grade : Band 6

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> ☐ Degree or equivalent in Physiotherapy ☐ HCPC registration ☐ Evidence of CPD in Physiotherapy in the form of a detailed personal development portfolio. 	<ul style="list-style-type: none"> ☐ Membership of appropriate professional post-graduate training body ☐ Relevant Special/Clinical interest group membership ☐ Clinical educators course ☐ Bronze IQT 	<ul style="list-style-type: none"> ☐ Application form ☐ Certificates ☐ CV ☐ CPD
Experience	<ul style="list-style-type: none"> ☐ Significant Post Registration Experience ☐ Evidence of core rotations ☐ Experience of working in an NHS environment as physiotherapist and MDT/ multi- 	<ul style="list-style-type: none"> ☐ Experience of contribution to CNG or working parties. ☐ Experience in the relevant speciality 	<ul style="list-style-type: none"> ☐ Application form ☐ CV ☐ Interview ☐ References

agency working
where relevant

Skills

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| <input type="checkbox"/> Excellent clinical reasoning skills in physiotherapy | <input type="checkbox"/> Actively involved in research and contribution to evidence-based practice | <input type="checkbox"/> Certificates |
| <input type="checkbox"/> Ability to work autonomously within clinical area | <input type="checkbox"/> Able to run courses-internal/external | <input type="checkbox"/> CV |
| <input type="checkbox"/> Effective communication skills | <input type="checkbox"/> Good teaching and supervisory skills | <input type="checkbox"/> References |
| <input type="checkbox"/> Able to lead and participate in team working and training | <input type="checkbox"/> Ability to create presentations | <input type="checkbox"/> Interview |
| <input type="checkbox"/> Able to be self-motivated | <input type="checkbox"/> Research skills | <input type="checkbox"/> CPD portfolio |
| <input type="checkbox"/> Excellent verbal & written skills | <input type="checkbox"/> Coaching skills | |
| <input type="checkbox"/> Able to present information in a clear and | <input type="checkbox"/> PDR training | |