

JOB DESCRIPTION

JOB TITLE: Physiotherapist
BAND: Band 6
LOCATION: East Dorset Locality ICRT
RESPONSIBLE TO: Locality Service Manager
ACCOUNTABLE TO: Verna Goodey – Line manager

HOURS OF WORK: This is a Full Time post of 37.5 hours per week. The post holder will be required to work flexibly to meet the needs of the service

KEY RELATIONSHIPS: Patients and carers, team members, professional representatives of Primary, secondary, social, voluntary and independent care.

1. JOB PURPOSE:

1.1 To provide leadership and work within the MDT in the East Dorset Locality, specifically, with adults who have been referred to the team, through provision of a high standard of physiotherapy specialist assessment, and core assessment details of other multidisciplinary skills. Also as required support the Therapy staff within the two local community hospitals

1.2 Develop specialist care and/or rehabilitation programme, to promote and sustain independence/well being for the individual or carer in the relevant setting, which may be a community bed, patients home, residential or health care environment.

1.3 To undertake specialist physiotherapy and assessment and development of rehabilitation/care programmes for adults, many of whom have complex medical and social needs with the aim of improving independence, function, quality of life and preparing for discharge.

1.4 Contribute towards the development of physiotherapy within Intermediate Care. Through devising and implementing service change and to audit and evaluate both physiotherapy and multi-disciplinary practice. Monitor standards of practice.

1.5 To support the MDT lead on the ward

2. MAIN DUTIES AND RESPONSIBILITIES

- 2.1 Be responsible and accountable for all aspects of the practitioner's professional activities in accordance with the Chartered Society of Physiotherapy (CSP) clinical practice.
- 2.2 Work within specific guidelines of the clinical area.
- 2.3 To work both in the community setting and within community hospital.
- 2.4 Support the Lead and senior clinicians taking responsibility for patient care on a flexible working basis
- 2.5 Respond to Rapid Response referrals and be able to undertake the initial comprehensive multi-disciplinary assessment and specialist assessments as appropriate as per rota
- 2.6 Work with patients who have a range of conditions, including neurological, musculoskeletal, cardiovascular and respiratory, sometimes over a period of weeks
- 2.7 Undertake specialist clinical physiotherapy assessment, carry out diagnostic procedures and interpret the results for patients with multi-faceted rehabilitation problems.
- 2.8 Develop an appropriate care/rehabilitation programme.
- 2.9 Participate in joint assessment of patients and complete and maintain multi-professional records as required.
- 2.10 Formulate, evaluate and reassess individualised goal orientated plans, agreed with the patients, carers and other members of the multi disciplinary team with appropriate review dates, and participate at case conference.
- 2.11 Delegate patient care in accordance with staff competencies.
- 2.12 Ensure that medical instructions are understood, adhered to and recorded.
- 2.13 Be aware of the role of health educator and participate in health promotion, utilising clinical expertise and resources available.
- 2.14 Participate in provision, training and use of equipment to junior members of staff, patient and carers.
- 2.15 Demonstrate sound understanding of clinical governance, clinical risk and ensure the implementation of evidence/research based practice to meet local needs.
- 2.16 Ensure junior members of the team work to established standards of clinical practice and undertake regular clinical supervision sessions in line with trust policy.
- 2.17 Participate in ongoing professional development activities, keeping up-to-date with clinical developments implementing change to clinical practice accordingly.
- 2.18 Respect the patient's property.

3. Managerial

- 3.1 Be responsible for day-to-day supervision/co-ordination of staff within the team in the absence of the Therapy Lead.
- 3.2 Support the team leader to ensure effective co-ordination and planning of multi-disciplinary activities with other professionals and agencies.
- 3.3 Contribute to the managerial issues of Integrated Community Rehabilitation including development and implementation of team policies.
- 3.4 Contribute towards the implementation of local and national initiatives such as falls, medication management and care of the vulnerable older person.
- 3.5 Support professional colleagues to access the most appropriate service by problem solving and directing referrals to the most appropriate level of care.
- 3.6 Be responsible for clinical supervision for junior clinical staff.
- 3.7 Undertake delegated management tasks such as PDR assessor, interviewing.
- 3.8 Achieve the effective daily management of a caseload of patients, prioritising clinical work and balancing other patient related and professional activities in accordance with team standards.
- 3.9 Be part of the wider Intermediate Care teams and attend professional meetings and other clinical meetings in the community.

4. Communication

- 4.1 Establish and maintain effective, collaborative working with colleagues in primary/secondary care, social services, voluntary and independent sectors.
- 4.2 Communicate effectively with all other disciplines involved in the patient's care, both in hospital and in the community thus ensuring a multi-disciplinary and holistic service.
- 4.3 Participate in case conferences/meetings and liaise with other disciplines to achieve comprehensive, effective and holistic ongoing care management planning for the patient.
- 4.4 Demonstrate the ability to communicate information, sometimes of a complex and sensitive matter and respond appropriately to patients, carers and staff.
- 4.5 Maintain accurate records according to the individual team's format and ensure that all reports and discharge summaries of the team are completed and sent in accordance with team policy to facilitate prompt access by colleagues.
- 4.6 Ensure timely and effective communication with the Team Leader on all team matters.

5. Budgetary

- 5.1 Be aware of financial limitations and provide a service in consideration of resources available.

6. Education

6.1 Be responsible for and actively record own professional development and to be proactive with regard to learning from other physiotherapists and multi-disciplinary team members.

6.2 Will be required to; deliver training to peer groups and other members of the ICRT.

6.3 Contribute to the education of multi-disciplinary groups, patients and carers as appropriate.

6.4 Participate in orientation programmes of observation for professional visitors as required.

7. Research and Development

7.1 Participate in measurement of team's effectiveness through ongoing monitoring and evaluation of service provision.

7.2 Attend and participate in team meetings.

7.3 Assist in the development and emerging models of Integrated Community Rehabilitation.

7.4 Participate in the building of care pathways to promote smooth transfers of care.

7.5 Participate with other key partners in the implementation of National Service Framework for older people.

7.6 Ensure that developments in service are effectively communicated to local stakeholder organisations, staff and public.

7.7 Participate in appropriate work related research projects and in clinical trials as required.

Environmental Factors

Working conditions are likely to provide exposure to unpleasant conditions, e.g., smells, noise, dust, body fluids, faeces, vomit, emptying commodes, urinals and catheter bags, and aggressive behaviour.

SECTION B: TERMS AND CONDITIONS OF SERVICE

1. Dorset HealthCare has a range of clinical, operational, financial, health & safety, risk management, human resource, equality & diversity and other policies, procedures and guidance, copies of which can be found on the Trust Intranet or obtained from the line manager or Human Resources Department. The post holder is expected to be aware of all policies, procedures and guidance which applies to them and to observe their provisions at all times.
2. Employment in this post is subject to a Disclosure & Barring Service criminal records Disclosure. The post holder may be required to undertake a Disclosure application at any time during employment.
3. Staff are not permitted to smoke on Dorset HealthCare premises, either inside or outside, or inside Trust vehicles.

4. Staff are expected to undertake all mandatory training and refresher training appropriate to their role. This may include preventative management of violence and aggression (PMVA) and/or breakaway techniques, and cardio-pulmonary resuscitation (CPR). If in doubt as to which mandatory training applies to this post, advice should be sought from the line manager.
5. All staff who are required to handle food and drink other than for their own consumption must comply with the Food Safety and Hygiene (England) Regulations 2013.
6. Dorset HealthCare is committed to promoting the welfare of children and vulnerable adults. Staff are expected to be aware of, and comply, with their roles and responsibilities in relation to safeguarding vulnerable groups.
7. Staff are expected to observe the highest standards of care and conduct and to engage constructively with managers, colleagues, patients/service users/carers and others in the course of their duties.

SECTION C: CORE ATTRIBUTES AND BEHAVIOURS

Staff are expected to adhere to and demonstrate Dorset HealthCare's Core values and behaviours at all times.

Values

Our values underpin all that we do and provide a sense of direction to people, teams and the Trust overall.

1. **Respect and dignity**
We value each person as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits. We take what others have to say seriously. We are honest about our point of view and what we can and cannot do.
2. **Commitment to quality of care**
We earn the trust placed in us by insisting on quality and striving to get the basics right every time: safety, confidentiality, professional and managerial integrity, accountability, dependable service and good communication. We welcome feedback, learn from our mistakes and build on our successes.
3. **Compassion and kindness**
We respond with humanity and kindness to each person's pain, distress, anxiety or need. We search for the things we can do, however small, to give comfort and relieve suffering. We find time for those we serve and work alongside. We do not wait to be asked, because we care.
4. **Improving lives**
We strive to improve health and wellbeing and people's experiences of the NHS. We value excellence and professionalism wherever we find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.
5. **Working together for patients**
We put patients first in everything we do, by reaching out to staff, patients, carers,

families, communities, and professionals outside the NHS. We put the needs of patients and communities before organisational boundaries.

6. **Everyone counts**

We use our resources for the benefit of the whole community and make sure nobody is excluded or left behind. We accept that some people need more help, that difficult decisions have to be taken – and that when we waste resources we waste others' opportunities. We recognise that we all have a part to play in making ourselves and our communities healthier.

Behaviours

Our behaviours provide a guide to how we can bring our values to life and constantly remind us that how we do things is as important as what we do and achieve.

7. **Positive**

Embracing change and feedback, utilising constructive feedback to make improvements and promoting achievements of the Trust and others.

8. **Proactive**

Challenging unacceptable behaviour, showcasing learning and innovation, actively encouraging ideas and involvement from others.

9. **Supportive**

Being attentive, encouraging and helping others, giving and receiving feedback to enable people, teams and services to develop.

10. **Respectful**

Empowering people to voice their opinion, introducing yourself and ensuring language is professional and inclusive.

11. **Reliable and trustworthy**

Being open and transparent, acknowledging errors, being honest about limitations and not over-promising.

SECTION D: CHANGES

This document represents a description of the job, and the skills, knowledge, experience and attributes required, at the date of issue.

Dorset HealthCare will periodically review this job description and person specification to ensure that it continues to meet service needs and will involve the post holder/s in the review process with the aim of reaching agreement on any reasonable changes which may be required. In the event that agreement is not achieved, Dorset HealthCare reserves the right to insist on reasonable changes following consultation with the post holder.