

JOB DESCRIPTION

JOB TITLE:	Senior Physiotherapist (Learning Disabilities)
BAND:	Band 6
LOCATION:	Bournemouth Community LD Team, Hillcrest
ACCOUNTABLE TO:	Band 7 LD Physiotherapy Lead
LINE MANAGER:	Health team lead / Integrated team manager
KEY RELATIONSHIPS:	Clients and Carers Learning Disabilities Physiotherapy Team Community Learning Disability Teams Trust Learning Disability Team GP's Social Services Hospital Departments and Services Private and Voluntary, Residential and Day Care Providers Wheelchair Services
HOURS OF WORK:	This is a part time post of 25 hours per week. The post holder will be required to work flexibly to meet the needs of the service.
DURATION IF TEMPORARY:	Fixed term until July 2018 (Maternity cover)
JOB PURPOSE:	<ol style="list-style-type: none">1. To work as part of the multi-disciplinary team to provide a specialist Physiotherapy Service2. To liaise with other agencies and promote collaborative working.3. To manage a caseload of patients including complex needs, using evidence based / patient centred principles to assess, plan, implement and evaluate interventions.4. To supervise Physiotherapy students on practice placement.

MAIN DUTIES AND RESPONSIBILITIES:

1. CLINICAL

- 1.1 To work flexibly in effectively prioritising their physiotherapy caseload.
- 1.2 To identify the ongoing needs of clients.

- 1.3 To work with clients / carers and other team members to identify physiotherapy specific and multi-disciplinary goals using the individual service design process and specialist physiotherapy assessment tools.
- 1.4 To plan and implement goal orientated patient centred Physiotherapy treatment programmes.
- 1.5 To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
- 1.6 To delegate implementation of Physiotherapy treatment programmes to care staff, carrying out training and reviews as necessary.
- 1.7 To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs.
- 1.8 To demonstrate effective communication with patients, carers, health workers and other agencies.
- 1.9 To offer physiotherapy advice as appropriate to clients, carers, members of MDT and external agencies.
- 1.10 To promote awareness of the role of the physiotherapist within the team, negotiating priorities where appropriate.
- 1.11 To participate in client / carer education programmes as required
- 1.12 To undertake three observed practice sessions each year with your clinical supervising physiotherapist

2. MANAGERIAL

- 2.1 To occasionally take on the role of case manager for those clients with only a physiotherapy need.
- 2.2 In line with local and professional guidelines review and reflect on own practice and performance through effective use of professional supervision and appraisal.
- 2.3 To work with your supervisor to identify professional development needs

3. ADMINISTRATIVE

- 3.1 To keep up-to-date written / electronic records in accordance with professional, Trust and team standards.
- 3.2 To provide specialist Physiotherapy reports relevant to practice settings.

4. HUMAN RESOURCES/WORKFORCE

- 4.1 To supervise Physiotherapy students on practice placement within the Learning Disabilities Physiotherapy service.
- 4.2 A personal development plan will be agreed with the post holder in order to develop the skills and knowledge required to carry out the responsibilities set out in the job description.

- 4.3 Clinical supervision will be carried out monthly and managerial supervision will be carried out quarterly.
- 4.4 To actively participate in the team in – service training programme.
- 4.5 To attend external courses as possible and relevant to the service, within the constraints of the budget available.
- 4.6 To actively participate in team meetings.

5. FINANCE/RESOURCES

- 5.1 To work within the CTPLD budget.
- 5.2 To monitor the use of equipment within the locality
- 5.3 To advise senior staff of maintenance requirements of equipment held

6. RESEARCH & DEVELOPMENT

- 6.1 To demonstrate the ability to critically evaluate current research and apply it to practice.
- 6.2 To facilitate audit projects relevant to Physiotherapy and / or service area
- 6.3 To demonstrate ongoing development through participating in internal and external development opportunities, recording learning outcomes in a portfolio.

7. POLICY & SERVICE DEVELOPMENT

- 7.1 To participate in the delivery of the Physiotherapy development plan within the locality
- 7.2 To inform senior staff of relevant service issues in the locality to ensure a consistent service to clients

8. INFORMATION / DATA RESPONSIBILITIES

- 8.1 To complete statistical data as required.
- 8.2 To use both Health and Social Care information systems as necessary.
- 8.3 To maintain confidentiality standards as laid down by the Trust in accordance with Caldicott principles.

9. PROFESSIONAL RESPONSIBILITIES

- 9.1 To maintain State registration with the Health and Care Professions Council, completing a portfolio on a weekly basis.

- 9.2 To comply with the CSP Standards of Physiotherapy Practice, national and local policies and procedures.
- 9.3 To apply specialist skills and knowledge in order to establish professional competence to practise as a Physiotherapist.
- 9.4 To demonstrate the ability to reflect on ethical issues.
- 9.5 To maintain confidentiality standards as laid down by the Trust in accordance with Caldicott principles
- 9.6 To take responsibility for and carry out appropriate procedures to implement the Dorset Healthcare Trust and Learning Disabilities Service Clinical Governance framework on an individual and team basis.
- 9.7 To apply national guidelines / legislation applicable to the Learning Disabilities Service.
- 9.8 To take joint responsibility with other Band 6 staff to maintain and monitor the team against CSP Service Standards

10. **GENERAL**

- 10.1 The post holder will be expected to adhere to the Trust's Health and Safety Policies including attendance at mandatory Lone Worker Training.

11. **ENVIRONMENTAL**

- 11.1 The post holder will be expected to adhere to the Trust's Health and Safety Policies including attendance at mandatory Lone Worker Training.
- 11.2 The post holder may be required to concentrate for sustained periods, e.g. when compiling complex physiotherapy reports.
- 11.3 A personal alarm and mobile phone will be provided and will be carried during working hours. End of the day call in procedures will be followed.
- 11.4 A copy of the post holders weekly timetable will be logged with the on call admin person as well as the team person on call for the week, by 10:00 Monday morning each week.
- 11.5 The post holder may be required to process distressing information relating to service users, e.g. Providing information relating to adult abuse safeguarding alerts.
- 11.6 The post holder will be required to maintain sustained physical effort, for short periods of time when carrying out physiotherapy programmes
- 11.7 The post holder may be required to transport patients between Trust premises and other venues in their own vehicle.

TERMS & 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.

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.

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.