

PHYSIOTHERAPY SERVICE

JOB DESCRIPTION

JOB TITLE:	Senior Physiotherapist – MSK (static)
POST:	Band 6
TEAM:	Working in integrated MSK services across ELHT. As service demands dictate this could be within any of the sites and service areas
SPECIALTY:	MSK – Outpatients
BASE:	ELHT
Accountable To:	The service manager for the relevant specialty
Responsible To:	The relevant physiotherapy team leader
Job Location:	Various locations across East Lancashire

Job Purpose:

Provide a high standard of specialist physiotherapy input to the designated physiotherapy team. Hours may be required to be worked over 7 days between 08.00am and 08.00pm, depending on service need.

Job Statement

Perform advanced physiotherapeutic assessment of patients with diverse presentations and complex physical and psychological conditions, to provide a diagnosis and develop and deliver an individualised treatment programme.

Hold responsibility for own caseload and be responsible for a defined area of the service or a particular patient type, working without direct supervision. Supervision consists of formal training and clinical reasoning sessions and peer review. Access to advice and support from a more senior physiotherapist is available if required, clinical work is not routinely evaluated.

In the absence of the senior clinician, supervise, educate and assess the performance of physiotherapy students; this would be to a graduate standard and involve working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification.

Undertake evidence-based audit and contribute to research projects to further own and team's clinical practice. Make recommendations to clinical lead/manager of service for

improvement to practice by the team. Lead the implementation of specific changes to practice or contribute to service protocols as agreed with the team leader.

Specific Duties and Responsibilities

Clinical

Be professionally and legally accountable for all aspects of own work, including the management of patients in your care.

Undertake a comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies; use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition.

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

Take delegated responsibility from the Band 7 physiotherapist for managing patients with particular conditions and be responsible for providing specialist physiotherapy assessment and treatment plans for patients with these conditions.

Formulate accurate prognosis and recommend best course of intervention, developing comprehensive discharge plans.

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.

Use a range of verbal and non-verbal communication tools to communicate effectively with patients 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.

Evaluate patient progress, reassess and alter treatment programmes if required.

Manage clinical risk within own patient caseload.

Work within Trust clinical guidelines and Chartered Society of Physiotherapy guidelines and have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.

Be responsible for maintaining accurate and comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards of practice.

Supervise junior physiotherapists and assistants' record keeping system according to professional and the physiotherapy service standards.

Represent physiotherapy service and/or individual patients at any multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multi-disciplinary service, and integrate

physiotherapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.

Be responsible for the safe and competent use of all electrotherapy equipment, gym equipment and patient appliances and aids by patients and ensure that junior staff/assistants attain competency prior to use.

All physiotherapists working within this Trust are appointed on a District wide basis and may be asked, should circumstances so dictate, to work in any Physiotherapy unit within the district at any time.

Professional

Be responsible for maintaining own competency to practice through Continuing Professional Development activities and maintain a portfolio which reflects personal development.

Be responsible for teaching student physiotherapists to graduate level on physiotherapeutic skills and knowledge within core clinical areas as required.

Be responsible for teaching, assessment and contributing to the performance assessment and appraisal of newly qualified physiotherapists and physiotherapy assistant staff, as required.

Maintain and develop current knowledge of evidence based practice in the relevant clinical areas, developing specialist knowledge of particular conditions and patient types.

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 colleagues.

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

Undertake as directed the collection of data for use in service audit and research projects. To manage and undertake research into specific areas of clinical practice and service delivery using a range of research methodologies as part of multi-disciplinary team audit and departmental research initiatives.

Provide support, guidance and training to junior physiotherapists and assistants, assessing and evaluating competence.

Organisational

Responsible for the supervision and co-ordination of junior staff and assistants on a daily basis.

Ensure that your own practice and that of staff under your supervision meet the required professional standards of physiotherapy practice.

Be responsible for the safe and competent use of gym, electrotherapy and hydrotherapy equipment by patients and by junior and student physiotherapists, through teaching, training and supervision of practice.

Deputise for the Band 7 in their absence, taking responsibility for operational management of the team, allocating and organising the work of junior and assistant staff to meet service priorities on a daily basis.

Be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.

Undertake any other duties that might be considered appropriate by the Physiotherapy Managers.

Comply with the Trust Manual Handling Policy and local therapeutic handling guidance at all times.

Deal sensitively with patients who have high levels of anxiety and aggression caused by pain, dementia or limited mobility.

Ensure that personal actions and conduct comply with all relevant Trust Policies and Procedures e.g. Health and Safety, Tobacco Control Policy, equal opportunities, confidentiality, the Data Protection Act (1998), Moving and Handling Regulations.

HEALTH AND SAFETY

To observe the Health and Safety at Work regulations by: -

1. Comply with safety instructions/policies laid down by the Trust.
2. Use in a proper and safe manner, the equipment and facilities provided.
3. Refrain from the wilful misuse or interference with anything provided in the interests of Health and Safety and any action, which might endanger yourself and others.
4. Ensure compliance with the Trust's Health and Safety policy.

STANDARDS OF CONDUCT

All members of the Trust have a mandatory obligation to be aware of and abide by the following:

Risk Management

It is a standard element of the role and responsibility of all staff of the Trust that they fulfill a proactive role towards the management of risk in all their actions. This entails the risk assessment of all situations, the taking appropriate actions and reporting incidents, near misses and hazards.

Records Management/Data Protection Act

As an employee of the Trust, you have a legal responsibility for all records, including patient health, financial, personal and administrative, that you gather or use as a part of your work within the Trust. The records may be paper, electronic, microfiche, audio, video tapes, x-ray images etc. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

Health and Safety Required

All employees of the Trust have a statutory duty care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report and circumstances that may compromise the health, safety and welfare of those affected by Trust undertakings.

Confidentiality and Information Security

As a Trust employee you are required to uphold the confidentiality of all records held by the Trust whether patient records of Trust information. This duty lasts indefinitely and will continue if you are no longer employed by the Trust.

All the information which identified individuals in whatever form, paper, picture, electronic data, images or voice, is covered by the Data Protection Act 1988 and should be managed in accordance with this legislation.

Research

The Trust manages all research in accordance with the requirements of the Clinical Governance Framework. As an employee of the Trust, you must comply with all reporting requirements, systems and duties of action put in place by the Trust deliver research governance.

Equal Opportunities

The Trust provides a range of services and employment opportunities for a diverse population. As a Trust employee you are required to treat all patients, customers, visitors and work colleagues with dignity and respect irrespective of their background.

Child Protection

All employees have a responsibility for safeguarding and promoting the welfare of children. Further guidance can be sought from your line manager.

Infection Control

All employees have a personal responsibility for adhering to the control of infection policy. Further guidance can be sought from your line manager.

Knowledge and Skills Framework/Personal Development Review

For your post you will receive a KSF job outline detailing knowledge and skills needed to undertake your roles. You will be required to undertake an annual personal development review (PDR) which will give you the opportunity to discuss with your manager your progress in relation to your job outline.

Once progression has been agreed you will normally progress to the next incremental point on the pay band 12 months after appointment to this post and subsequent points every 12 months there after, subject to meeting the criteria for progression when you pass through the second gateway point.

Post Holder

Manager

Signature

Signature

Date

Date