

Job Description and Person Specification

For

Band 6 Specialist Physiotherapist- Community Stroke Rehab



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Job Description

Position: Specialist Physiotherapist, CSRT

Salary/Band: Band 6

Location: Based at St Michael's Hospital with clinical work undertaken in a variety of locations including patient's homes and community settings

Hours 37.5 hours per week

Responsible to: CSRT manager and supervised by Band 7 physiotherapist.

Accountable to: Community Stroke Rehab Team Clinical Lead and Adult Therapies Service Manager

Key Working Relationships

Internal:

Neuro Rehab team, ERAS team, Adult SLT team, Community Rehab, Magnolia ward (inpatient stroke), Adult Community Therapies administrative hub and wider MDT in Enfield Health.

External:

Patients, family, care staff, secondary care providers, social services and the voluntary sector. To be added by the service

Job Summary

As part of the CSRT, providing care to a multi cultural and diverse population, to deliver a high standard of physiotherapy care to stroke patients and their carers in the community.

To perform comprehensive physiotherapeutic assessment of patients with diverse presentations and complex physical and psychological conditions following a stroke. To use this assessment to provide a clinical diagnosis and develop and deliver an individualised treatment programme.

To hold responsibility for own caseload and, working with out direct supervision but together with the other members of the MDT, deliver a comprehensive package of care to stroke patients and their carers. Supervision takes the form of regular formal supervision, training and clinical reasoning sessions, peer review, case review and case conferences. Access to advice and support from a more senior physiotherapist is available when required.

To undertake all aspects of clinical duties as an autonomous practitioner.

With support and guidance from more senior staff, to undertake evidence-based audit and or research projects to further own and team's clinical practice. Make recommendations to clinical lead/manager of service for changes to practice by the team. May contribute to the implementation of specific changes to practice or contribute to service protocols.

To be aware of and to highlight to your line manager any clinical governance issues pertaining to your role and practice.

To contribute to the delivery of health promotion activities within the service and wider Trust initiatives

To provide cover for other physiotherapists in the service as required

Introduction to the Department

The Community Stroke Rehab Team provides stroke specialist rehabilitation for Enfield residents aged 18+ with an NCL GP. Care is provided in patient's home and local communities dependent on their functional goals. It is a friendly multidisciplinary team with generic rehabilitation assistants to support patients to carry out treatment plans set by the therapists. We work closely with adult community therapies who are also located within St Michaels. Brief description

Organisation Chart



Community%20Stroke%20Rehabilitation

Duties and Responsibilities:

MAIN TASKS AND RESPONSIBILITIES

Specific Duties and Responsibilities

Clinical

1. To be professionally and legally accountable for all aspects of own work and that work delegated to support staff.
2. To undertake a comprehensive assessment of stroke patients including those with diverse or complex presentations/multi pathologies: using a high level of clinical reasoning and assessment techniques to provide an accurate clinical diagnosis.

3. To utilise an extensive knowledge of evidence based practice and treatment options to select and deliver a stroke specialised physiotherapy programme to individual patients and plan their successful discharge.
4. To take responsibility for a delegated caseload, ensuring that the MDT is fully involved as required
5. To ensure that stroke patients and carers are involved in the planning of their care packages, using negotiation skills as appropriate
6. To 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.
7. Use a range of verbal and non-verbal communication tools to communicate effectively with stroke patients and carers to progress rehabilitation and treatment programmes. In this patient group in particular it will regularly include patients who may have difficulties in understanding or communicating.
8. When working in the community and domiciliary settings, work as lone practitioner with telephone support from a more senior physiotherapist as required.
9. To be responsible for maintaining accurate comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards of practice and ECS/BEHMHT policies and to communicate assessment and treatment results to the appropriate disciplines in the form of reports and letters.
10. Represent physiotherapy service and/or individual patients at the CSRT multi-disciplinary team meetings, to ensure 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.
11. Provide specialist clinical advice to others regarding the management and care of stroke patients.
12. To offer supervision and support to assistant and TI staff within the service as required and to alert line manager if any significant concerns are identified.
13. To use relevant clinical outcome measures to demonstrate efficacy of intervention.
14. Apply a sound knowledge of clinical governance and risk management both to own caseload and that delegated to support staff.

Professional

1. To be responsible for maintaining own competency to practice through relevant CPD activities and maintain a CPD portfolio which reflects personal development.
2. To implement knowledge of stroke related evidence based practice, developing a more specialist knowledge of particular conditions and patient types.
3. Where appropriate to be responsible for supervising student physiotherapists to graduate level on physiotherapeutic skills and knowledge within stroke care with over all supervision and direction from more senior staff.
4. To assist in the teaching, and contribute to the performance assessment and appraisal of newly qualified physiotherapists and TIs.
5. Undertake evidence-based projects.
6. Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet individual and service objectives.
7. Where appropriate, to undertake the appraisal of assistant and TI staff.
8. Undertake measurement and evaluation of own work and current practices through the use of evidence based practice projects, audit and outcome measures, either individually or as part of a team with more senior physiotherapists.
9. Be an active member of the in-service training programme, attending tutorials, individual training sessions, external courses and peer review sessions as appropriate and as identified in own PDP.
10. Be actively involved in professional clinical groups, CSP Clinical Interest Groups, Peer Review Groups and other professional development activities such as journal clubs.

Organisational

1. To be responsible for organising and planning own clinical caseload to meet service and patient priorities. Readjusting plans as situations change/arise.
2. To optimise the over all effective and efficient use of clinical and organisational skills and resources to ensure that you are highly responsive to clinical and local service priorities and needs.

3. To undertake the accurate collection of data for use in service reporting, audit and for monitoring the Service level agreement. In particular to complete RiO/other patient based system data in a timely fashion, fully complying with data quality requirements.
4. To keep patient and other confidential data secure in line with Trust policy.
5. Be responsible for the safe and competent use of equipment, through teaching and supervision of practice.
6. Deputise for the Band 7 Physio in their absence, allocating and organising the work of the junior and assistant staff to meet service priorities on a daily basis.
7. To communicate regularly and effectively with other members of the community stroke rehab service in order to ensure seamless physiotherapy provision to patients moving between different areas of the service.
8. To be aware of Health and Safety aspects of your work and implement any policies, which may be required to improve the safety of your work area, including your prompt recording and reporting of accidents to senior staff, and ensuring that equipment use is safe.
9. To be aware of and support any CSRT and Adult Therapies service plans.
10. To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.
11. To undertake any other duties that might be considered appropriate by the Community Stroke Rehab Clinical Lead or Therapy Services Manager.

Effort

1. Carry out assessments and treatments of neuro/muscular skeletal conditions with moderate physical, and significant mental and emotional effort on a daily basis.
2. To manage the pressure resulting from frequent interruptions and requests from other professionals that require thoughtful, timely and decisive action and which necessitate adjustment and re-prioritisation of the work plan for self and team.
3. On a daily basis to implement decisions on allocation of limited resources which directly affect level of physiotherapy intervention to specific patients and have to justify those decisions to patients, carers and others.
4. To undertake therapeutic manual handling in compliance with Trust manual handling policies and local guidance at all times.
5. To deal sensitively with patients and carers who have high levels of anxiety

and aggression E.g. caused by loss of mobility and independence, cognitive impairment e.g. dementia or learning difficulties.

6. To interact with patients through an interpreter when English is not the patient's first language.
7. When working in a community setting, to work as lone practitioner with telephone support from a more senior physiotherapist as required. In these instances the working environment is out of your control. E.g. may be cramped, poorly lit and therefore not suitable for all treatment and interventions.
8. The job involves the potential for regular exposure to unpleasant working conditions on a regular (daily basis) e.g. bodily fluids including sputum, vomit, urine, and occasional exposure to fleas, lice, verbal and physical aggression.

TRUST POLICIES

Probation

Employment by the Trust is subject to a six (6) month probationary period, during which time you will be required to demonstrate to the Trust's satisfaction your suitability for the position in which you are employed. During your probationary period, your employment may be terminated by you or the Trust by providing one (1) week notice in writing.

Equality, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

Data Protection and Caldicott

To obtain, process and use information (held on computer and/or manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the Data Protection Act 2018, other legislation and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. When using email to transmit person identifiable information within or outside the Trust, the Trust Email Policy must be strictly followed.

Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

Smoking Policy

The Trust provides a smoke free work environment.

Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

Organisational Change

As services develop and change, the post-holder may be required to undertake other responsibilities within the Trust.

Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post-holder

PERSON SPECIFICATION

Post: Specialist Physiotherapist

Department: Band 6

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	<p>Recognised Diploma/Degree in Physiotherapy</p> <p>HPC Registered.</p> <p>Evidence of ongoing CPD in portfolio</p>	<p>MCSP</p> <p>Attendance at relevant Post-Graduate Courses.</p> <p>Member of relevant CIG.</p>	Application Form and Interview
Skills and abilities	<p>Ability to prioritise, organise and work in a busy environment</p> <p>Ability to keep accurate and legible patient notes</p> <p>Well developed stroke management skills</p> <p>Competent IT skills</p> <p>Insight into the needs of strokes survivors and their carers</p> <p>Able to deal with difficult situations, eg dealing with aggressive and/or emotional patients or carers</p> <p>Able to demonstrate a high level of clinical reasoning.</p> <p>Ability to recognise and work with diversity.</p> <p>Ability to develop further physiotherapy skills and knowledge in stroke care</p> <p>Supportive of other staff</p>	<p>Good presentation skills</p> <p>Experience of organising internal or external training session/course</p>	Application Form and Interview

	<p>Ability to process and manage complex information in relation to patient care</p> <p>Good team skills</p> <p>Ability to develop good supervisory skills.</p> <p>Motivated, friendly, approachable.</p> <p>Good communication skills, able to present information (written and oral) in a clear and logical manner.</p> <p>Reliable, professional and flexible.</p>		
Experience	<p>Minimum of 18 months – 2 years post graduate clinical experience. Within that a substantial level of experience working with people with stroke/neurological problems.</p> <p>Experience of working as part of a neuro or stroke MDT</p> <p>Supervision of students or assistants</p> <p>Active contribution to training others e.g. in IST</p>	<p>Participation in project /audit activities.</p> <p>Experience of working in the NHS</p> <p>Experience of working in a community setting</p> <p>Participation in weekend working</p>	Application Form
Personal qualities/ Knowledge / Awareness / Understanding	<p>Awareness of own knowledge and development needs.</p> <p>Well developed knowledge and understanding of evidence based stroke care</p> <p>Extensive knowledge base underpinning broad physiotherapeutic skills.</p> <p>A good working knowledge of the NHS systems of care and awareness of current NHS policies and issues which impact on the physiotherapy profession and on stroke care.</p>	<p>Awareness of own learning style.</p> <p>Awareness of current professional and NHS issues</p> <p>Fluent in any local language</p>	Application Form and Interview

	<p>Have a good understanding of the legal responsibilities of the profession</p> <p>Have a comprehensive understanding of clinical governance in relation to physiotherapy and ability to apply principles to own area.</p> <p>Able to work safely in line with Trust Policies and Procedures</p> <p>Fluent in written and spoken English</p> <p>A strong commitment to patient focussed care</p>		
Values	Demonstrable ability to meet Trust values		Interview/ assessment
Other requirements	<p>Ability to meet the mental and physical demands of the post.</p> <p>Car owner/driver with valid UK driving license.</p>		Application Form and Interview