

CTMUHB Job Description and Person Specification (Must accompany the technical document for the role)

Job Title Physiotherapist, General Rotational
CAJE Reference Number RYL/2024/0096
Band 5

Job Overview

- The post holder will be required to participate in Band 5 rotations providing a high standard of clinical physiotherapy management (assessment and treatment) ensuring best current evidence-based practice for patients referred from all areas of the service depending on rotation.

**MAE EIN
GWERTHOEDD
YN EIN HELPU
NI I FOD AR
EIN GORAU**

**OUR VALUES
HELP US BE AT
OUR BEST**

**RYDYN NI'N
GWRANDO,
YN DYSGU
AC YN GWELLA**



**WE LISTEN,
LEARN AND
IMPROVE**

**RYDYN NI'N
TRIN PAWB
A PHARCH**



**WE TREAT
EVERYONE
WITH RESPECT**

**RYDYN NI I GYD
YN CYDWEITHIO
FEL UN TIM**



**WE ALL WORK
TOGETHER
AS ONE TEAM**

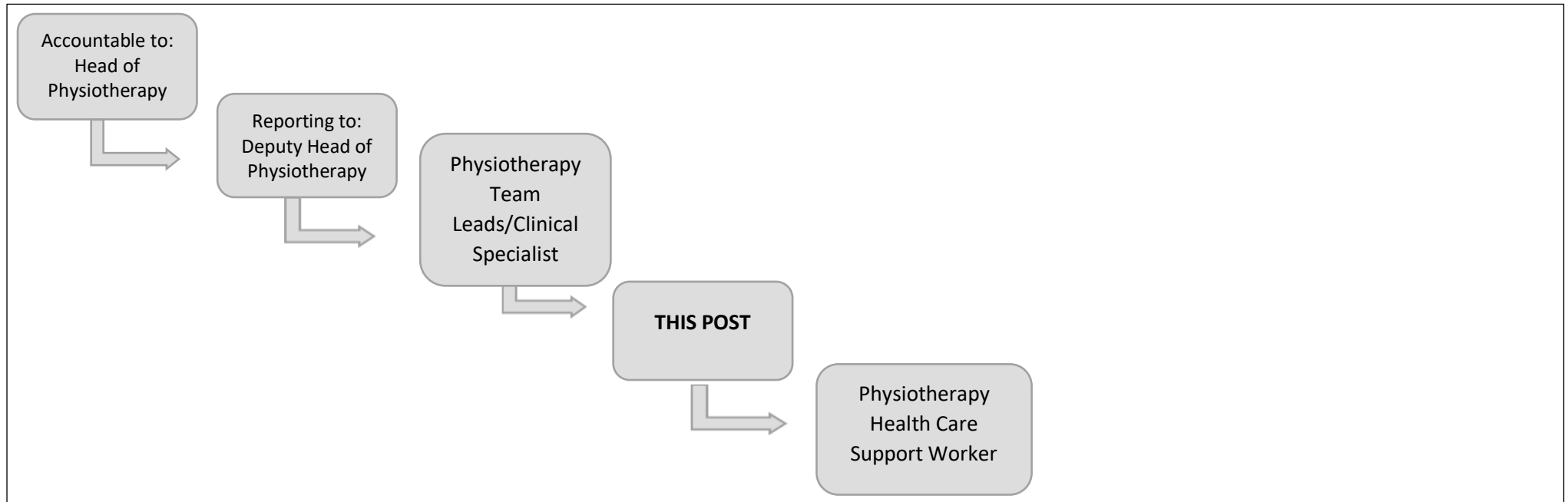
Our values and behaviours are fundamental to the way we do things at Cwm Taf Morgannwg University Health Board. They are everything we stand for and aspire to. That includes the way we behave, how we perform our roles and the way we recruit new talent. We look forward to exploring how your values align with ours. This is how we work:

We listen, learn and improve
We treat everyone with respect
We all work together as one team

To find out more about our values, visit: <https://cwmtafmorgannwg.wales/we-are-cwm-taf-morgannwg/>

Organisational Chart

This must highlight the role that the job description and person specification describes, showing the relationship to roles on the same level, two levels above and two levels below this role.



Job Summary/Purpose

Work as an autonomous practitioner within a variety of settings for managing patients with particular conditions and be responsible for providing physiotherapy assessment and treatment plans for patients within each rotation.

Manage own daily caseload and supervise physiotherapy assistants and guide / mentor physiotherapy students.

Be an active member of the out of hours emergency respiratory on-call rota and participate in other out of hours rotas including 7 day working as required across the Health Board.

Be expected to assist in covering the work of absent colleagues as required by the Line Manager.

Responsible to

Reporting: Head of Physiotherapy

Accountable: Deputy Head of Physiotherapy

Professionally: Physiotherapy Team Leads/Clinical Specialist

Duties and Responsibilities

Use a range of verbal and non-verbal communication tools to communicate effectively with patients / parents / guardians / carers to progress rehabilitation and treatment programmes. Including those who may have difficulties in understanding or communicating e.g., may be dysphasic / depressed / have hearing or visual impairment / have learning difficulties / do not have English as a first language / may be unable to accept diagnosis.

Have regular communication with other Physiotherapy Team colleagues to ensure clinical practice is appropriate and informed.

Communicate effectively and work collaboratively with medical / nursing / therapy colleagues / appropriate school based staff (Special Educational needs Co-ordinator / Learning Support Unit / School based physiotherapists etc.)/ Social Services Team to ensure delivery of a co-ordinated multi-disciplinary service to the patient.

Represent the department at staff meetings / group meetings / patient case conferences / review meeting / discharge planning meetings to provide input regarding patients under your care and to provide feedback to relevant staff.

When working on the emergency on-call rota, to provide advice to medical staff / nursing staff / other allied health professionals and carers.

On a daily basis the post holder will be required, under guidance, to decide priorities of own work area, balancing other patient related and professional demands and ensure these remain in accordance with those of the Physiotherapy Service as a whole. This will include:

Undertaking a comprehensive assessment and identification of problems of patients including those with diverse or complex presentations / multi-pathologies (neurological, respiratory, paediatric, multiple joint pain) and produce a treatment plan based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills.

knowledge of physical treatment skills e.g. manual therapy techniques (including palpation of soft tissue and bony points, chest vibration/percussion and auscultation, endo- tracheal and naso-pharyngeal suction), patient and carer education, exercise therapy (including passive stretching / mobilisation), hydrotherapy and other alternative options in agreement with patient / parent / guardian / carers, obtaining consent in line with Health Board Policy.

Assessing patient / parent / carer / guardian understanding of treatment proposals, gaining valid informed consent and having the capacity to work within a legal framework with patients who lack capacity to consent to treatment.

Evaluating patient progress, reassessing and altering treatment programmes as required. Formulating and recommending best intervention and developing comprehensive discharge plans.

Providing assessments and advice on appropriate seating / standing frames / mobility aids / other physical equipment provided to the patient for therapeutic interventions and liaising with and advising parent / guardian / carers / ward staff / school staff / others as appropriate for its' ongoing use in line with Health Board Guidelines.

Demonstrating a sound understanding of Clinical Governance and Risk Management especially as it applies to aspects of work in relation to location of treatment (e.g. physiotherapy department / home visits / ward / school facilities) and implementing any policies which may be required to improve safety of your work area including your recording and reporting of incidents to line manager.

When working on the emergency on-call rota undertaking assessment and treatment of acutely ill patients with respiratory problems who may have a complex presentation and maintaining associated records as an autonomous practitioner.

Work as the lead clinician as required when working out of core hours, supervising health care support workers and students. Travelling across the health board is a requirement of this rotational post.

Be responsible for the designated area of work, as required by the Head of Physiotherapy Services and physiotherapy line manager, to plan and organise efficiently and effectively patient care and time management.

Manage their own daily caseload as an autonomous practitioner and provide guidance and supervision for the work of junior physiotherapy staff and students.

Have the physical skills to carry out an array of physiotherapy treatment techniques to a high level of accuracy for treatment programmes to be effective (e.g. physical assessment skills / manual treatment skills / manual handling skills / the ability to demonstrate exercises and mobility techniques) and IT skills to record patient notes / produce individualised treatment programmes for home use / produce teaching aids for patients, junior staff and students.

The Post holder will be responsible for the assessment and treatment of patients who may have complex and/or chronic presentation. This will include:

Determination of clinical diagnosis and physiotherapy treatment indicated.

Referral for further assessment / interventions to other health professionals.

Devising / prescribing individualised exercise programmes.

Teaching and taking patients through the exercise programmes.

Monitoring progress (subjective and objective) adapting activities according to individual needs.

Teaching patient and parent / guardian / carer self-management of condition.

Being aware of barriers to understanding and communication and adapting own communication techniques to address any impairment. This will include the ability to work within a legal framework with patients who lack the capacity to consent to treatment.

Be familiar with and follow Department, Health Board and Statutory Policies and Procedures (Clinical Governance / Risk Management / Child Protection / Lone Worker / Safe Handling of Waste / Cardiopulmonary Resuscitation / Fire and Emergency Evacuation / Needlestick Incidents / Sharp Incidents / Blood Splash Incidents).

Adhere to Service policy regarding competence to use equipment and ensure the safe use of equipment by others by means of teaching / training / supervision of practice.

Be a regular contributor to discussions regarding the development of new policies, protocols and guidelines.

Safe and competent use (by self and others) of all electrotherapy equipment / exercise equipment / patient aids and appliances.

Safe and secure carriage of equipment to and from community sites in compliance with University Health Board Health & Safety policies.

Supervising the work of physiotherapy assistants and physiotherapy students guiding them in time management and prioritisation of their caseload.

Teaching support staff and student physiotherapists to graduate level on physiotherapeutic skills within core clinical areas.

Responsible for the maintenance of accurate, comprehensive and up to date documentation in accordance with legal departments' requirements and communicate assessments and treatment results to the appropriate disciplines in the form of letters / reports / verbal feedback to the multi-disciplinary team and others as appropriate maintaining patient confidentiality at all times.

Actively involved in the collection of appropriate data and statistics (throughput / referrals / waiting list / outcomes) for the use of the department as directed by the Head of Physiotherapy Services.

The post holder will be required to participate in audit relevant to the Physiotherapy Service (clinical or administrative) as directed by the Head of Physiotherapy Services.

Operating within professional codes of practice and mindful of departmental, University Health Board and statutory policies the post holder will:

Manage their own daily clinical caseload as an autonomous practitioner and provide supervision and guidance for physiotherapy support staff, and physiotherapy students. This will include deciding priorities of own work area and supporting junior colleagues in prioritising their workload balancing other patient related and professional demands and ensuring that these remain in accordance with those of the Physiotherapy Service as a whole.

Decide the appropriateness and level of patient involvement in their rehabilitation programme. This will include devising, reviewing and adapting the exercise programmes as necessary for effective outcomes to be achieved.			
Person Specification			
Qualifications and Knowledge		Experience	
Essential	Desirable	Essential	Desirable
Degree/Diploma in Physiotherapy. HCPC Registration. Sound understanding of Rules of Professional Conduct and the legal responsibilities of the profession.	Member of Chartered Society of Physiotherapy. Awareness of NICE guidelines relevant to area of work. Awareness of CSP standards/guidelines relevant to area of work.	To have experienced a wide range of clinical placements including the core areas. To have experience of NHS systems and procedures.	
Skills and Attributes		Other Role Requirements	
Essential	Desirable	Essential	Desirable
Good communicator- able to present information (written and oral) in a clear and logical manner. Ability to keep accurate and legible patient notes. Ability to organise and prioritise/good time management. Key board skills/IT skills. Ability to comprehend and work within the HB policies of Data Protection, Equal Opportunities, Health & Safety and meet differing needs of patients.		Welsh Speaker (Level 1) or willingness to work towards achieving this level. This is the minimum level of Welsh required. Recognition of own level of competence. Flexible working patterns to meet the needs of the service. DBS (Enhanced).	