

Band 5 Physiotherapist – Hillingdon Hospitals NHS Foundation Trust

AHP – Planned Care

JOB DESCRIPTION



1. About the Trust

Our organisation

The Hillingdon Hospitals NHS Foundation Trust is the only acute hospital in the London Borough of Hillingdon and offers a wide range of services including accident and emergency, inpatient care, day surgery, outpatient clinics and maternity services. The Trust's services at Mount Vernon Hospital include routine day surgery, delivered at a modern treatment centre, a minor injuries unit and outpatient clinics.



The safety and well-being of our patients and of our staff is paramount and we are making urgent improvements to address this – particularly in infection prevention and control. We are making progress and going forward by working in partnership with local GPs, charities, community services, academic partners, our local authority, neighbouring hospitals and the wider North West London Integrated care system, and ensuring that we listen and work in partnership with our local population. We are absolutely focused on ensuring that our hospitals provide high quality, safe and compassionate care, while drive forward the building of the new Hillingdon Hospital.

We have over 3,500 members of staff that are proud to care for nearly half a million people, with a vision to be an outstanding provider of healthcare through leading health and academic partnerships, transforming services, to provide the best care where needed.

Our staff are real superstars; how they have responded to the challenge of the COVID-19 pandemic was amazing and reflects our values - which guide our decisions, our teamwork, how we support our people and how we deliver our patient care. The values form the mnemonic CARES:

Communication

Attitude

Responsibility

Equity

Safety



Our patients are at the heart of everything we do and our mission is to provide high quality, safe and compassionate care, improving the health and wellbeing of all the people we serve. In addition to our Estates, Clinical, Workforce, Digital, Communications and Engagement strategies, our strategic objectives this year are focused on Quality, Workforce, Performance, Money, Well-Led and Partnership Working.



Our Vision

"To be an outstanding provider of healthcare through leading health and academic partnerships, transforming services to provide best care where needed."

Our Purpose:

"To provide high quality, safe and compassionate care, improving the health and wellbeing of the people that we serve."

We are clear that our Vision can only be achieved by our staff, who are our most valuable asset, working together. Values help to bind a group together, giving all a shared sense of purpose. Both our staff and patients have been involved in developing our refreshed values.

We believe that ***Putting People First*** is the right thing to do; we will achieve this through our **cares** values.

Our Values:



Thank you for your interest in this post and taking the time to read the information pack. We hope that this exciting opportunity encourages you to apply.

About the trust

Our services are provided from both Hillingdon Hospital and Mount Vernon Hospital. The Trust has a turnover of around £222 million and we employ over 3,300 staff. We deliver high quality healthcare to the residents of the London Borough of Hillingdon, and increasingly to those living in the surrounding areas of Ealing, Harrow, Buckinghamshire and Hertfordshire, giving us a total catchment population of over 350,000 people.

Providing the majority of services from the Trust, Hillingdon Hospital is the only acute hospital in Hillingdon with a busy Accident and Emergency, inpatients, day surgery, and outpatient clinics. Our emergency care services have recently been redesigned following the award of £12.3m funding from the Department of Health.

We also provide services at the Mount Vernon Hospital, in co-operation with the East & North Hertfordshire NHS Trust. Mount Vernon Hospital has a modern Diagnostic and Treatment Centre. With its spacious and contemporary design, the Mount Vernon Treatment Centre constitutes a new two-storey building and the existing Princess Christian Unit. The new buildings house four state-of-the-art operating theatres to carry out elective surgery, plus outpatient services, a spacious waiting area and coffee shop.

About the Physiotherapy Departments

This role has core rotations across both sites:

- MSK outpatient departments at Hillingdon and Mount Vernon Hospital
- Orthopaedics – Trauma at Hillingdon and Electives at Mount Vernon Hospital
- Neurological rehab at Hillingdon and Mount Vernon Hospital
- Older Adult Wards – Hillingdon Hospital
- Medical / Surgical Respiratory at Hillingdon Hospital
- Hand Therapy – Mount Vernon Hospital

Ongoing CPD activity and training is provided through in-service training sessions on a regular basis. Many of our senior staff have undertaken MSc modules and share this information back into the department.

As a trust we have links with Brunel University for research and we take physiotherapy students from this University as well as Hertfordshire and other London HEI.

If you have any further questions about the rotations or would like any more information about the trust or hospitals then please do call or e-mail us for further discussions. We look forward to receiving your application.

2. Role profile: Job description & Person specification

Job title	Band 5 Physiotherapist
Salary scale	B5 AFC
Division	MVH and Clinical Support Services
Accountable to	Cross-site Therapy Manager
Type of contract	Permanent
Hours per week	37.5
Location	Hillingdon and Mount Vernon Hospitals as required

JOB PURPOSE:

- To deliver a complex package of high quality healthcare including assessment, treatment and advice to patients with various needs in a variety of settings. To participate in the Junior Rotational scheme which may involve outpatients, orthopaedics, Hand Therapy, Orthopaedics and neurological rehabilitation on the Mount Vernon Site and ITU/surgery, medical, outpatients, orthopaedics, care of the elderly and neurological rehabilitation on the Hillingdon site.

Job Summary:

- To assess and treat own caseload of patients and maintain own records as an autonomous practitioner
- To communicate with relevant medical and nursing staff, social workers, and other health care professionals, and patients relatives and carers who may be in direct contact with the postholder with regard to patient care.
- To actively participate in Continuous Professional Development and departmental educational and training activities.
- Postholder to have clinical supervision on a regular basis by a more senior member of the team. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review, case conferences, reflective practices, mentoring, shadowing and working with seniors.
- To participate in departmental audit and research
- To undertake the out of hours emergency on-call duties overnight and at weekends (working autonomously) as part of the emergency respiratory core teams.

PRINCIPAL DUTIES AND RESPONSIBILITIES

Clinical

- To be professionally and legally responsible and accountable for all aspects of the postholders own work

- To maintain a high standard of clinical care for the patients under your management.
- To undertake the assessment of patients using investigative and analytical skills.
- To formulate an individual management and/or treatment programme, using clinical reasoning and a range of treatment skills.
- Where necessary to accompany patients on home visits prior to discharge and communicate with relatives and carers regarding continuation of treatment at home.
- To participate in the Junior Rotational scheme which involves working across the Trust in a range of ward settings, outpatient departments and the patients own home, which will provide a broad base for both personal, clinical and professional development and ensure the required clinical competencies are met.
- To accept clinical responsibility for a designated caseload of patients, and to organise this efficiently and effectively with regard to clinical priorities and use of time.
- To assess and manage clinical risk within own patient caseload.
- To assess capacity to give consent, where possible to gain valid informed consent and have the competence/ ability to work within a legal framework with patients who are not capable to consent to treatment.
- To actively participate in the out of hours evening and weekend emergency on-call rota having being assessed as competent. On these occasions being the only member of the physiotherapy team on duty, although advice can be accessed by telephone
- When working on the emergency duty rota, undertake the assessment, treatment of acutely ill patients with respiratory problems, who may have a complex presentation and maintain associated records as an autonomous practitioner.
- When working on the emergency duty on-call rota, provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding patients respiratory and chest functions/conditions.
- To maintain comprehensive and accurate assessment and treatment records in line with legal and departmental and Trust requirements, and communicate assessment and treatment outcomes appropriately in the form of letters and reports.

Management

- To be responsible for the safe and competent use of all electrotherapy, gym equipment and appliances and aids used by patients, and ensure support workers attain competency prior to use.
- To delegate to, and assist in the supervision and training of Physiotherapy Assistants, Assistant practitioners and support workers.
- Be aware of the Health and Safety aspects of your work and implement any policies which may be required to improve the safety of your work area, including the prompt recording and reporting of accidents to senior staff, and ensuring that equipment used is safe.
- Participate in the recruitment and retention programmes as appropriate.
- To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.

Communication

- To communicate effectively and appropriately with other members of the multi-professional team, about patient issues in order to facilitate a team approach to patient care.
- 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 depressed, deaf, blind or have expressive and receptive communication difficulties, language and cultural diversity or be unable to accept their diagnosis.

Education

- To maintain own clinical professional development (CPD) by maintaining and developing current knowledge of evidence based practice in the areas of each rotation, and maintain a portfolio, which reflects personal development. To develop and enhance skills and incorporate them as necessary into every day practice.
- To actively contribute to the in-service training programme by the attendance at staff meetings, clinical supervision, tutorials, training sessions, external courses as appropriate and use of reflective practice
- To identify and meet objectives for personal development together with senior staff whilst on each rotation.
- To be involved in the rotational appraisal system.
- To assist with the clinical education of physiotherapy students on placement as appropriate. To explain the role of the physiotherapist to department visitors.
- To provide advice, teaching and instruction to patients, relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a co-ordinated and holistic approach to patient care.
- Any other duties which might be considered appropriate by the lead Physiotherapist or the Physiotherapy Manager

Research and Audit

- To collect data and statistics as directed.
- To participate in the evaluation of clinical and current practices through audit and critical appraisal.
- To ensure a good working knowledge of national and local standards and monitor quality as appropriate.

GENERAL

Confidentiality

The postholder is required not to disclose such information, particularly that relating to patients and staff. All employees are subject to the Data Protection Act 1998 and must not only maintain strict confidentiality in respect of patient and staff records, but the accuracy and integrity of the information contained within. The postholder must not at any time use personal data held by the Trust for any unauthorised purpose or disclosure

such as data to a third party. You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trusts, unless expressly authorised to do so by the Trust.

Health and Safety

The post holder must co-operate with management in discharging responsibilities under the Health and Safety at Work Act 1974 and take reasonable care for his or her own health and safety, and that of others. The postholder must also ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Infection Control

It is the responsibility of all staff to recognise their role in maintaining a safe environment for patients, visitors and staff to minimise the risk of avoidable Healthcare Associated Infection. Employees are responsible for ensuring that they are fully aware of the Trust's Infection Prevention and Control policies and the post holder will undertake infection control training on an annual basis.

Safeguarding

The Hillingdon Hospital NHS Trust is committed to and has a duty to make arrangements to safeguard and promote the welfare of children, young people and vulnerable adults (Children Act, 1989 and 2004; Safeguarding Vulnerable Groups Act, 2006). Staff groups will have different training needs to fulfil their duties, depending on their degree of contact with children, young people and vulnerable adults and on their level of responsibility. Each employee has a responsibility to cooperate with their manager in attending the relevant training and to adhere to safeguarding legislation, local policy and processes.

To this effect all new job descriptions will contain the above statement. For exiting staff the above commitment will apply and staff will be expected to comply with this. If you are unsure whether you require further training or if it is relevant for your area, please speak to your manager.

Cross-Site Working

There may be a requirement for cross-site working between Hillingdon Hospital and Mount Vernon Hospital.

Equal Opportunities

The postholder is required at all times to carry out responsibilities with due regard to the Trust's Equal Opportunities Policy and to ensure that staff receive equal treatment throughout their employment with the Trust.

Risk Management

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to, co-operate with any investigation undertaken.

Conflict of Interests

You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests, which could potentially result in personal gain as a consequence of your employment position in the Trust. Interests that might appear to be in conflict should also be declared.

In addition the NHS Code of Conduct and Standards of Business conduct for NHS Staff (HSG 93/5) required you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation), or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position, which may give rise to a conflict between your private patient's interest and your NHS duties.

Code of Conduct for Professional Group

All staff are required to work in accordance with their professional group's code of conduct.

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

Person specification

Job title	Band 5 Physiotherapist
Salary scale	Band 5 AFC
Division	MVH and Clinical Support Services

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

Essential: E Desirable: D

Education and Qualifications	
BSc Hons Degree in Physiotherapy	E
Health Professional Council Registration	E
CRB/DBS clearance	E
Membership of a professional network, National or Regional Network	D
Member of the CSP	D

Experience / Knowledge / Skills and Abilities	
Skills gained from a range of clinical placements, including in and outpatient settings.	E
Ability to assess patient conditions, establish diagnosis and formulate treatment plan.	E
Palpation and sensory skills; manual therapy techniques.	E
Clinical problem solving ability.	E
Ability to keep legible and accurate patient records in English.	E
IT skills in common programmes.	E
Knowledge of Health & Safety and Clinical Governance issues	E

Communication	
Good written and spoken English.	E
The ability to communicate complex and sensitive information, overcoming barriers to understanding	E
Ability to communicate effectively and maintain confidentiality.	E
Ability to communicate effectively with peers and members of the MDT	D
Ability to teach and present to patients, staff, students and other disciplines, in groups or individually, using a variety of media	D

Attitude / Aptitude / Personal Characteristics	
Responsible and reliable attitude to work.	E
Able to respond in a flexible way to changing demands in the service.	E
Professional.	E
Well motivated and enthusiastic.	E
Good self and time management.	E

Ability to work in a team or single-handed.	E
Committed to life-long learning and undertaking continuous professional and personal development.	E

3. Advertisement

Band 5 Physiotherapist – Hillingdon and Mount Vernon Hospitals

Physiotherapist - Band 5

The Hillingdon Hospitals NHS FT

37.5 hours per week

We are seeking an enthusiastic Band 5 Physiotherapist to join our friendly and professional therapy services. New graduates just qualifying will also be considered.

The post will be a rotational post across the Mount Vernon Hospital site (Northwood) and Hillingdon Hospital Site (Uxbridge). The 6 monthly rotational post offers experience in a wide range of clinical settings including Musculo-skeletal Outpatients, Orthopaedics -including Rapid Recovery programme and Joint School for joint replacements, Hand Therapy, Medical / Surgical including ITU, Neuro Rehabilitation and Elderly Care.

Physiotherapy and Occupational Therapy services are fully integrated providing an exciting, friendly and supportive environment in which staff are encouraged to develop to their full potential. There is a strong emphasis on continuing professional development, and life-long learning.

Both Hospital sites offer undergraduate clinical placements to students from NW London Universities and the University of Hertfordshire.

For further details please contact:-

Elaine Gardner e.gardner@nhs.net Sarah Parsons sarah.parsons1@nhs.net Deputy Therapy Managers. Helen Johnston helen.johnston8@nhs.net, Team Lead in Neuro Rehabilitation