

# Band 6 Physiotherapist – Rheumatology Weston site

## Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals  
Bristol and Weston  
NHS Foundation Trust

### Why Our Trust?

#### Terms and conditions

**Post – Musculoskeletal Physiotherapist supporting Rheumatology Pathway**

**Division – Diagnostics & Therapies**

**Band – 6**

**Salary – AFC Band 6**

**Location – University Hospitals Bristol and Weston NHS Foundation Trust, Weston as base site**

**Hours of work – 30 hours per week**

**Contract length – fixed term ending 31/12/24**

**Annual leave – Up to 33 days dependant on NHS Service**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

#### Job Purpose:

Band 6 Physiotherapists are experienced clinicians - having completed the core rotations as a Band 5 Physiotherapist. The post-holder will act as an autonomous practitioner, providing physiotherapy assessment and treatment, and managing their own patient caseload referred from Rheumatology Multi-disciplinary Team, with the support and mentoring of senior physiotherapists. They will supervise and train junior members of staff, Technical Instructors and Students as required. The post-holder will work within the Musculoskeletal (MSK) Physiotherapy service.

Working patterns include late working shifts and may include weekends.

The post is based at the Weston site, however you may be expected to travel and work at either site dependent on the needs of the service.

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#### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

#### What you'll love about working here

**UHBW has been rated by the CQV as Good** – our staff are proud to deliver excellent care. As a forward thinking multi award winning trust, our world leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

**A digital exemplar** - Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare** - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

**Access to further opportunities with the Trust** - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provide a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

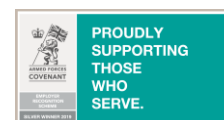
#### Other useful information

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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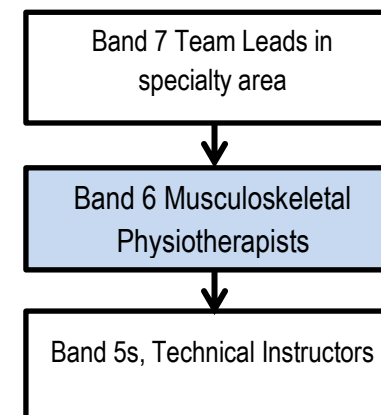
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### Main Duties and Responsibilities

#### Clinical

- To provide a comprehensive assessment of patients including those with diverse or complex presentations/ multi pathologies and use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition and formulate an appropriate evidence-based management package.
- To ensure that all treatment/management plans are regularly reviewed and revised as appropriate, formulating accurate prognoses and developing comprehensive discharge plans.
- To assess capacity for consent with all patients and whenever possible ensure that valid informed consent is agreed with the patient working within the legal framework. This will involve fully explaining the outcome of assessment and assessing patients understanding of the options for treatment proposed thereby reaching agreed treatment plans and goals
- To be responsible for organising and planning own caseload to meet service and patient priorities.
- To maintain good working knowledge of national and local standards and monitor own and others clinical practice as appropriate.
- To communicate with and work alongside physiotherapy colleagues and other health and social care staff where joint treatment and/or management is indicated
- To participate in ward rounds, clinics, patient review meetings and multi-disciplinary case conferences where appropriate. To represent the service and/or individual patients to ensure the delivery of a co-ordinated multidisciplinary service and integrate physiotherapy treatment/management into the global management strategy for each patient.
- To monitor the caseloads and record keeping of more junior staff (including students) and in addition ensure that their practice meets the standards required.
- To communicate effectively with patients and carers to maximise a patient's rehabilitation potential.
- To be responsible for ensuring accurate and comprehensive patient treatment records are kept in line with the UHBW Physiotherapy service and Chartered Society of Physiotherapy (CSP) standards.
- To be responsible for the safe and competent use of all equipment, patient appliances and aids and ensure through teaching, training and supervision of practice that junior staff and technicians attain and retain competency prior to use.
- To seek advice and support from senior staff where appropriate
- To manage clinical risk within own patient caseload

### Organisational Structure



### Key Relationships

Band 7 Musculoskeletal Team Leads, MSK Pathway Leads, multidisciplinary team in specialist area, administrative staff, therapy staff in team and wider department

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### Main Duties and Responsibilities Contd.

#### Professional

- To have professional and legal accountability in accordance with the CSP Core Standards of Physiotherapy Practice and the HCPC standards of proficiency, conduct, performance and ethics.
- To be responsible for ensuring your own Continuing Professional Development, professional and personnel development and maintaining and developing a high degree of specialist expertise within each musculoskeletal rotation
- To maintain a comprehensive CPD record and KSF folder.
- To undertake measurement and evaluation of your work and current practice through the use of evidence based practice (EBP), audit and outcome measures.
- To maintain and develop up to date knowledge of EBP in the areas of each rotation. Developing specialist knowledge and skills
- To support evidence based practice, audit and research activity within the team, service and specialty.
- To actively participate in Service and Directorate meetings informing discussions and contributing ideas and proposals regarding policy and service delivery/development.
- To assist in the evaluation and development of the Physiotherapy service in order to provide the best patient care within the resources available. This may involve undertaking a pilot project or clinical audit, evaluating the results and if agreed implementing change.
- To participate, both as an appraiser and an appraisee, in the Individual Development Performance Review and be responsible for working to the agreed plan objectives.

#### Teaching/Clinical Supervision

- To teach, assess, appraise, mentor and undertake IDPR and Individual Personal Plan meetings with junior and assistant staff
- To act as a clinical supervisor for undergraduate students and be responsible for teaching to graduate level on physiotherapeutic skills and knowledge within the core clinical areas whilst the students are on placement within the Trust.
- To ensure all personal mandatory training is completed and updated as required by the Trust
- To be an active member, attending and participating in, the departmental in-service training programme and other training opportunities as identified through your Trust Individual Development Plan.

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- To take an active role in delivering post graduate education and the department in-service training programme, including the training and supervision of junior and assistant staff assessing and evaluating competence.
- To actively participate and deliver the education and training of other disciplines as required.
- To delegate and supervise appropriate tasks and physiotherapy treatment plans to physiotherapy assistants/technicians
- To teach relatives/carers and other healthcare workers as required

#### Organisational

- To keep up-to-date and comply with Trust procedures and policies including Health & Safety, Fire Regulations, Equal Opportunities etc
- To maintain a high standard of confidentiality at all times
- To promote high quality communication and liaison across the whole Health and Social Care Community.
- To undertake any additional duties appropriate to the post as may be delegated by the Outpatient Divisional Lead / Musculoskeletal Pathway Lead or other senior staff in the work area.
- To act as an ambassador for the service at all times.
- To participate in the Department Clinical Governance programme and support the Team Leads in its delivery.
- To deal with informal complaints in line with the Trust guidelines.
- To assist with the recruiting of Band 3, 4 and 5 staff as appropriate

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**Personal Profile** (E) = Essential (D) = Desirable *The role profile sheet gives you the opportunity to expand on the key duties outlined in the JD. This document follows the NHS Job Evaluation 16 Factor format to assist with the evaluation process. You do not need to provide information for each and every one of the 16 factors. Only give additional information where you feel that it will provide further understanding/clarity about the job role and will consequently assist with the Job Evaluation process.*

### Knowledge and Experience

- Experience of working as part of a Physiotherapy team and/or multidisciplinary team (E)
- Evidence of previous experience and participation in audit (E)
- Contributing to clinical education of less experienced staff, students or assistants (E)
- Previous experience at Band 6 (D)
- Clinical Supervision of students and assistant staff (E)
- Experience of managing a Rheumatology caseload at post graduate level (E)

### Skills and Abilities

- Effective communication skills both verbal and written (E)
- Ability to work unsupervised (E)
- Ability to plan, prioritise and delegate (E)
- Excellent organisational skills (E)
- Demonstrate Assessment, Analytical and Reflective skills across a diverse patient group (E)
- Ability to meet deadlines and work under pressure (E)
- Ability to travel between sites (E)
- Ability to effectively perform patient assessments and interventions, including manual therapy and therapeutic handling (E)
- Presentation Skills (E)
- Knowledge of clinical Governance and its application to Physiotherapy (E)
- Ability to cope in a stressful environment undertaking moderate to intense physical effort throughout the working day and carry out concurrent activities (E)
- Competent Information Technology skills (E)
- Ability to effect and manage change (D)
- Leadership Skills (E)

### Aptitudes

- Credible & mature attitude, which is recognised & respected by other staff (E)
- Demonstrates a commitment to own professional development. (E)
- Committed to team working (E)
- Proactive attitude (E)
- Commitment to Trust values (Supportive, respectful, innovative and collaborative) (E)

### Qualifications and Training

- Diploma / Degree in Physiotherapy (E)
- Health and Care Professions Council registered (E)
- A variety of experience in core areas as post graduate physiotherapist i.e. musculoskeletal, T&O, respiratory and neurological dealing with a wide range of patients with differing needs (E)
- Previous musculoskeletal experience (E)
- Evidence of Continuing Professional Development (E)
- Involvement in Relevant Special Clinical Interest Groups (D)

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### Transforming Care

Transforming Care challenges everyone at the Trust to play their part in supporting quality changes and improvements in their work place, building efficient care systems critical for our patients and their families, both today and in the future.

The Trust's mission is to deliver clinical services, teaching and research of the highest quality. Our vision is to provide first class technical care, with humanity, compassion and sensitivity to the needs of each patient.

***Delivering best care, Improving patient flow, Delivering best value,  
Renewing our hospitals, Building capability, Leading in partnership.***

These are the core elements essential to Transforming Care. Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

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