

# Job Description

<b>Job Title:</b>	Specialist Physiotherapist Community		
<b>Band:</b>	6 (Indicative banding)		
<b>Department:</b>	Physiotherapy		
<b>Care Group:</b>	Medicine		
<b>Reports To:</b>	Community Team Manager		
<b>Accountable To:</b>	Senior Operational Manager Relevant Care Group		
<b>Professionally Accountable To:</b>	Professional Lead for Physiotherapy		
<b>Responsible For:</b>			
<b>Main Base/ Site:</b>	Nelsons Court or White Cross Court		
<b>Contract Status:</b>	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Fixed Term	<input type="checkbox"/> Other:
<b>AfC Reference Number:</b>			



## JOB SUMMARY/PURPOSE

To assess, treat and provide specialist Physiotherapy assessment, treatment and diagnosis care for a range of patients with complex conditions in the community setting. To determine patient centred clinical need and deliver physiotherapy interventions as indicated.

To work as an autonomous practitioner; holding responsibility for your own caseload of patients with complex physical, psychological & cognitive problems. Take responsibility for delivery of evidence based or best practice physiotherapy care. To collaborate with colleagues in caseload management balancing the demands of clinical and organisational priorities.

To provide support, leadership, specialist advice and tailored training, supervision and mentorship to less experienced members of staff, students and apprentices. To deputise for more senior colleagues; which may include taking responsibility for elements of day to day operational management

To act as a resource within the department and Trust providing specialist information and advice and support to patients colleagues and any other relevant parties..

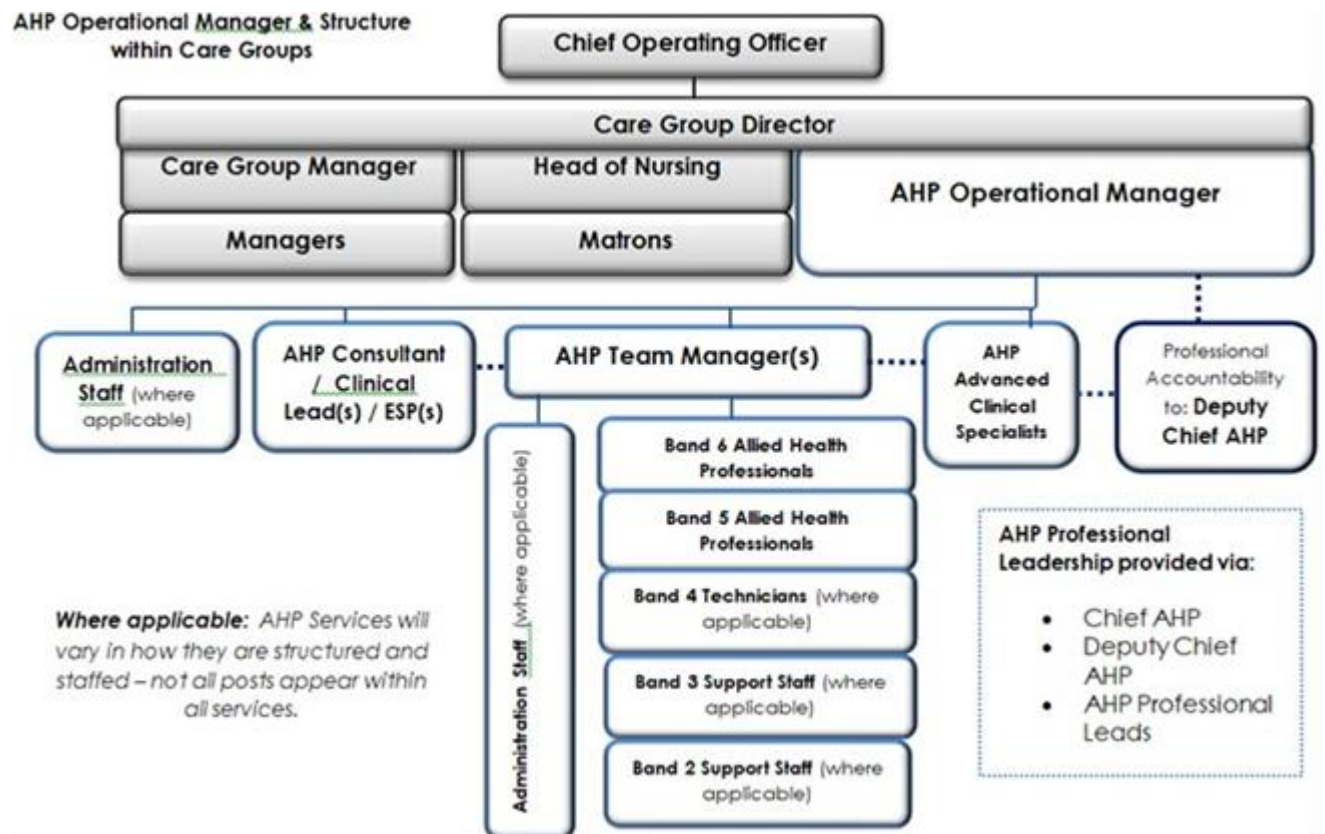
To work flexibly as a member of the department responding to relevant service needs supporting both inpatient and outpatient services. This may/will include travelling to other hospital sites.

To engage in regular clinical/managerial supervision both as supervisor and supervisee and undertake education and training, in order to develop one self and others.

To initiate evidence based audit and projects to evaluate and improve clinical practice and evaluate user involvement making local service changes where appropriate.

To contribute to appropriate clinical and professional networks that may be at a local, regional or national level.

## ORGANISATIONAL CHART:



## KEY RELATIONSHIPS:

Multidisciplinary Team  
 Patient, family members, carers  
 Community services and providers

## **KEY DUTIES/RESPONSIBILITIES**

### **KEY PILLARS OF PRACTICE**

#### **1. Clinical Pillar**

Practice safe and effective care within their scope of practice and their professions' legal and ethical boundaries. This may include an extended or blended role with appropriate training and support.

Has good knowledge of the underpinning principles of physiotherapy practice, specialist skills relevant to practice and works to an appropriate timescale when carrying out; assessment, identification, planning, implementation, monitoring and review.

Able to draw on appropriate knowledge, skills, experience and guidelines to further develop their clinical and professional practice.

Appropriately plans and manages a more complex clinical caseload, demonstrates an ability to apply clinical reasoning processes and maintains accurate records.

Able to identify and proactively manage risks associated with their clinical practice and wider service provision; actively seeking to mitigate any such risk and escalating where necessary. Able to make judgements reflecting the balance between clinical and organisational priorities.

Takes some responsibility for the coordination of services in order to benefit service users and increase efficiency; drawing on their existing knowledge and experience and any available evidence in support of this.

Actively seeks to reflect on, and review own practice and interventions against professional standards required to maintain fitness to practice, and outcome measures respectively. Initiates appropriate intervention where necessary taking ownership through to completion.

Demonstrates an ability to identify evidence based and contemporary good practice. Proactively identifies and shares relevant developments in Physiotherapy practice for the benefit of the service and service users.

#### **2. Leadership Pillar**

Able to work as an autonomous practitioner and actively leads on and participates in developmental work relating to their practice area. As a specialist practitioner provides leadership relevant to specified area of clinical practice.

May take day to day responsibility for area of work including operational processes, staffing allocation, risk assessment , contribution to relevant

meetings and forum. Contributes to the assessment of safe practice and training of the non-registered workforce .

Confidently communicates complex information to a variety of audiences using well-developed communication skills including active listening, non-verbal communication, empathy and respect in order to influence decisions and actions. Demonstrates an ability to engage patients in the decision making process. Consistently uses a medium of communication which meets the needs of the target audience.

May take a lead on the gathering and dissemination of business and clinical practice related information.

Actively engages in the trust appraisal and supervision process both in the role of appraiser and appraisee. Proactively identifies areas of improvement within professional or organisational context.

Leads and/or actively participates in projects that seek to improve the quality of services.

Has an awareness of the impact of culture, equality and diversity, and consistently practices in a non-discriminatory manner.

Works well and engages others utilising a variety of communication methods and interpersonal skills including; social media and other communication systems, to disseminate evidence-based information. Understands the importance of and is able to maintain confidentiality demonstrates awareness of situation in which information must be escalated or shared.

Has the ability to adapt their behaviour and communication style to meet the needs of the target audience.

Understands the importance of ensuring information is quality assured; clearly communicated, accurately reflects the evidence-base, is impactful and accessible.

Acts as an advocate for the physiotherapy profession and is able to clearly articulate the impact of their practice to relevant stakeholders.

Has in-depth knowledge of national, regional and local strategy/policy and how these are applied in the planning and development of services relevant to their area of practice.

Actively contributes and seeks to influence the development of local strategies and policy making sure that physiotherapy practice and patient enablement is appropriately embedded.

### **3. Education/Training Pillar**

Able to develop and deliver a range of education and training to patients and clients , to the multi-professional team, peers, students and service users drawing on their skills and a sound understanding of adult learning.

Incorporates evidence-based information when developing resources to support education and learning in their area of practice. Demonstrates advanced skills in specialist area of practice with an ability to share practice within a learning environment.

Understands how to produce 'good' information/ educational resources and can identify reliable resources relating to physiotherapy, health promotion and patient centred care, that can be utilised in order to meet the needs of individuals with different levels of health literacy.

Regularly accesses supervision and opportunities for reflection, pro-actively supports the provision of supervision for others seeks to participate in activities to develop their practice and coaches others to be solution orientated. Proactively identifies developmental opportunities.

Takes responsibility for pre-registrant student training providing meaningful work based learning opportunities to physiotherapy students and other members of the Multidisciplinary team and engages in supervision of both registered and non-registered staff.

#### **4. Research & Audit Pillar**

Understands the need to quality assure practice and actively promotes a culture of evidence-based practice.

Has a solid understanding of the up to date evidence relevant to their area of specialist practice as well as an appreciation of the wider research literature in other areas of practice relevant to their field.

Able to inform and develop own practice by carrying out a critical appraisal of the available evidence and considering the overall effectiveness and outcomes of relevant interventions/approaches.

Provides support for others to be able to translate research evidence into practice and contributes to the development of local evidence-based guidance.

Understands the importance of outcome and quality measures and is able to apply these in practice alongside supporting others to develop their skills in this regard.

Actively designs, undertakes, and supports staff with audit and service evaluation projects. Measures and collates data in order to evaluate the effectiveness of interventions or service delivery. With support, provides insight post analysis as to how quality improvements can be made and how this can be translated into practice.

Actively disseminates data and makes local and regional comparisons where applicable and utilises findings to highlight opportunities for service improvement.

Takes responsibility for their own practice continually seeking opportunities for personal reflection and development and challenges areas of practice they observe to be undermining the quality of care/services.

### **5 Additional responsibilities**

Takes responsibility for safe use of equipment and resources, where relevant ensure that competency is achieved and reviewed in accordance with organisational requirements.

Consistently acts with honesty and integrity in alignment with the Trust values; kindness, openness, excellence.

Has awareness of organisational practices such as discharge planning, safeguarding, DOLS etc.

Responsible for judicious use and dissemination of resources showing awareness of organisational financial constraints and controls.

Raises concerns in a timely and effective manner.

Seeks to challenge ineffective or inappropriate practice with support as required.

To maintain accurate records in accordance with Trust guidelines, Health and Care Professions Council (HCPC) requirements and professional recommendations (CSP)

To contribute to the collection of business related information in order to inform service development and priorities.

## **KEY VALUES**

The Trust would expect all employees to demonstrate our values as part of their day to day working lives:

- We are **kind**
- We are **open**
- We pursue **excellence**

These values are underpinned by behaviours:

We are **kind**, this means we:

- **Respect** and value each other;
- Treat each other **fairly**;
- Are **helpful**, and seek help when we need it.

We are **open**, this means we:

- **Listen**, making sure we truly understand the point of view of others;
- Work **collaboratively**, to deliver the best possible outcomes;
- Are **inclusive**, demonstrating everyone's voice matters.

We pursue **excellence**, this means we:

- Are **professional** and take pride in our work, always seeking to do our best;
- Demonstrate high **integrity**, always seeking to do the right thing;
- Are **ambitious**, we suggest new ideas and find ways to take them forward, and we support others to do the same.

## **STANDARD GENERIC ITEMS:**

The post holder will uphold and support these values in accordance with the Behavioural Framework. To this end, in our goal to promote and embed equality and diversity throughout the organisation, the post holder will ensure that everyone is treated as an individual, with dignity and respect.

In addition to observing the departmental rules and procedures, which all staff are required to observe and follow, the post holder is also required to follow the Trust's general policies and procedures that apply to the employment relationship. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of the post holder to accept personal responsibility for the practical application of these policies, procedure and standards. The post holder should familiarise themselves with these, and ensure they have an understanding of them, and adhere to them.

The Trust has a No Smoking Policy. All its premises are considered as non-smoking zones.

In order to ensure the Trust's ability to respond to changes in the needs of the service, the Trust may make changes on a temporary or permanent basis,

that are deemed reasonable in the circumstances, to the duties and responsibilities outlined in the job description. Any changes will be made with reasonable notice, taking into account the circumstances of the Trust and the post-holder.

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*This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change as the organisation and services develop and wherever possible change will follow a consultation with the post holder.*

**JOB AGREEMENT:**

<b>Job Holder</b> (PRINT NAME)	
<b>Job Holder</b> (SIGNATURE)	
<b>Date</b>	

<b>Recruiting Manager</b> (PRINT NAME)	
<b>Recruiting Manager</b> (SIGNATURE)	
<b>Date</b>	

## **PERSON SPECIFICATION**

### **Band 6 Physiotherapist Community**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education, Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Degree in Physiotherapy</li> <li>• HCPC Registered Physiotherapist</li> <li>• Evidence of relevant Specialist post graduate CPD activities</li> <li>• Evidence of post graduate training within specialist area.</li> <li>• Evidence of theoretical learning relevant to role.</li> </ul>	<ul style="list-style-type: none"> <li>• Practice placement supervisor qualification</li> </ul>
<b>Experience &amp; Knowledge Required</b>	<ul style="list-style-type: none"> <li>• Experience in a relevant junior role, including the management of a range of conditions, with evidence of additional knowledge acquired through formal and informal training and supervision</li> <li>• Developed / Specialist clinical skills within relevant area</li> <li>• Delivery of relevant audit and service improvement.</li> <li>• Evidence of ability to manage complex clinical presentations</li> <li>• Able to demonstrate application of theoretical learning to clinical practice within</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in the use of outcome measures to evaluate clinical treatment</li> <li>• Experience of training/supporting others (including students) within specialist clinical area</li> <li>• Delivery of relevant research projects</li> </ul>

	<p>a wide range of situations.</p> <ul style="list-style-type: none"> <li>• Experience in assessment and provision of specialist equipment</li> <li>• Experience in delivering clinical treatment within specialist area</li> <li>• Understanding of current issues in health care Standards of Professional Practice</li> </ul>	
<b>Skills &amp; Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to organise and prioritise</li> <li>• Ability to demonstrate appropriate engagement with others and understanding of the impact of good and poor communication</li> <li>• Ability to work as an effective member of multidisciplinary team</li> <li>• Ability to present information, written and verbally in a clear and logical manner</li> <li>• Car driver with valid UK licence</li> <li>• Ability to contribute to required Out of Hours or Flexible working practices as required by the role.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use different communication methods and styles, relevant to specialty</li> <li>• Evidence of personal development in relevant area</li> <li>• Membership of or contribution to Specialist network/ professional interest groups.</li> </ul>
<b>Aptitude &amp; Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Flexible &amp; adaptable</li> <li>• Ability to work as a team</li> </ul>	

	<ul style="list-style-type: none"> <li>• Demonstrates professional demeanour at all times</li> </ul>	
<b>Values, Drivers &amp; Motivators</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrate our organisational values and behaviours:</li> <li>• We are <b>Kind</b></li> <li>• We are <b>Open</b></li> <li>• We pursue <b>Excellence</b></li> </ul>	