

Specialist Physiotherapist Acute Frailty Therapy Team

Allied Health Professions

Job Description and Person Specification



About Us

We provide care for the residents of three diverse London boroughs. Most of our 7,800 permanent staff live in Barking and Dagenham, Havering and Redbridge and the majority are from black, Asian and minority ethnic groups. We also provide healthcare services to people in south west Essex, and specialist neurosciences services to the whole of the county.

Our services include all the major specialties of large acute hospitals and we operate from two main sites - King George Hospital in Goodmayes and Queen's Hospital in Romford. We have two of the busiest emergency departments in London – more than 300,000 people visited our A&Es in 2023. We also provide outpatient services at Brentwood Community Hospital, Barking Community Hospital, Loxford Polyclinic, and Harold Wood Polyclinic.

We're pleased to be leading the way in [reducing the time our patients](#) wait to get the treatment they need. The Elective Surgical Hub at King George Hospital is one of eight to be [accredited as part of a national scheme](#); the Care Quality Commission has raised the ratings for [urgent and emergency care](#) at Queen's and King George hospitals; and [data released by NHS England](#) showed that the Trust was the most improved in 2023 for reducing waits for emergency care.

We are particularly proud of our regional Neurosciences Centre; Radiotherapy Centre; Hyper Acute Stroke Unit; and dedicated breast care service at King George Hospital. We're also part of the [North East London Cancer Alliance](#).

OUR VISION: TO PROVIDE OUTSTANDING HEALTHCARE
TO OUR COMMUNITY, DELIVERED WITH PRIDE

OUR PRIDE VALUES

PASSION

RESPONSIBILITY

INNOVATION

DRIVE

EMPOWERMENT

Job Description

Job title: Specialist Physiotherapist – Acute Frailty Therapy Team

Band: 6

Hours of work: 37.5

Location: Barking, Havering and Redbridge University Hospital

Specialty/department: Integrated Therapies

Accountable to: Head of Therapies

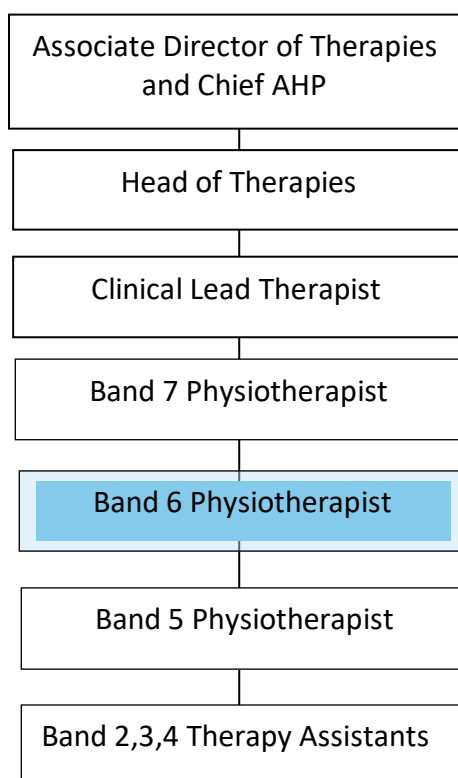
Responsible to: Therapy Services Manager

1. Job purpose

1.1 To provide a high standard of physiotherapy service, facilitating and maximising patient potential within the service boundaries

1.2 To fulfil a teaching and supervisory role with peers, Junior staff and Students on placement

Organisational Position



2. Relationships

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

Internal Relationships

Associate Director of Therapies and Chief AHP
Head of Therapies
Therapy Service Manager, Line Manager
Occupational Therapy and Physiotherapy Colleagues
Members of the Multidisciplinary Team
Social Services Colleagues
Patients and their family and carers
Student Physiotherapists

External Relationships

Social services
Primary Care Services Colleagues
Relevant University staff

3. Job summary

- 3.1 To perform advanced holistic physiotherapeutic assessment of patients with diverse presentations and complex physical and psychological conditions, to provide a clinical diagnosis and develop and deliver an individualised treatment plan
- 3.2 To hold responsibility for own case load and be responsible for a defined area of the service or a particular patient type, working without direct supervision. Access to advice and support from a Senior Physiotherapist is available as required. Supervision takes the form of regular informal/formal discussion and teaching, clinical reasoning sessions and peer review
- 3.3 To undertake all aspects of clinical duties as an autonomous practitioner
- 3.4 Carry out early assessment and discharge planning with rapid and robust decision-making essential for efficient patient flow in, Queen's Frailty Unit, Emergency Department, Medical Receiving Unit and Elderly Short Stay Unit
- 3.5 Supervise, educate and assess the performance of less experienced Physiotherapists and Assistants, this would be to a graduate standard and involve working with the Senior Physiotherapist, as required, to ensure the standards of practice of the department are met
- 3.6 Supervise, educate and assess the performance of Student Physiotherapists, this will involve working with the Senior Physiotherapist and universities as required, to ensure competencies are met
- 3.7 Undertake evidence-based departmental audit and research projects, in association with Senior Physiotherapists, to further own and teams clinical

practice. Will make recommendations to clinical lead/manager of service for changes to practice by the team

- 3.8 To carry out other duties deemed necessary by the Lead Clinician in discussion with the post holder to ensure adequate provision of service

4. Behavioural qualities

- 4.1 To be inclusive, promote equality and diversity, and challenge discrimination.
- 4.2 To be kind and treat people with compassion, courtesy and respect.
- 4.3 Be empowered to make improvements to the way care is delivered and the way services are run.
- 4.4 Foster strong teamwork and take care to understand what matters to patients, service users, residents and staff.
- 4.5 To be optimistic and ambitious and are not afraid to step out of our comfort zone when working with others.
- 4.6 To be consistent in the way we communicate our views, being respectful and honest to all who we are talking to.

5. Clinical / operational responsibilities

- 5.1 As a specialist autonomous practitioner, to be professionally and legally accountable for all aspects of own work
- 5.2 To undertake a full and comprehensive assessment of a range of patients using advanced clinical reasoning skills and assessment techniques, e.g. respiratory, neurological, elderly patients
- 5.3 To use highly developed analytical skills to assess, treat and produce physiotherapy diagnosis using information from the patient, carers, hospital notes, physical assessment techniques and visual analysis. This will involve identifying and interpreting conflicting elements from different sources
- 5.4 To effectively use a wide range of verbal and non verbal communication tools to negotiate and engage with patients across a diverse multicultural and intellectual spectrum. This will include patients who may have difficulties with understanding or communicating. E.g. blind, deaf, dysphasic, cognitively impaired or who do not have English as a first language
- 5.5 To assess patient understanding of treatment proposals and gain valid informed consent, and be able to work within a legal framework with those patients who are unable to give informed consent
- 5.6 To use a wide knowledge of evidence-based practice and treatment options to formulate and deliver an individual physiotherapy treatment programme,

including problem list and goal setting, leading to an agreed (with patient and Multidisciplinary Team (MDT)) comprehensive discharge plan

- 5.7 To use advanced clinical reasoning skills to evaluate patient progress, reassess and adapt treatment, as required
- 5.8 To be responsible for prioritising, planning and managing own clinical caseload and risk, and supervising that of Junior and Assistant staff, along with agreed additional responsibilities within the work area
- 5.9 To be an active member of the MDT ensuring close liaison with medical, nursing and therapy colleagues, and patients' family/carers for optimal patient care
- 5.10 To effectively communicate the physiotherapeutic needs of the patient, such as, mobility, positioning and handling to the patient, carers, and MDT, to ensure continuity of care. To be able to educate such people in the required techniques
- 5.11 To provide specialist advice, teaching and training to patients and other members of the MDT within the scope of ones own practice. This may include individuals or groups in an in-patient or out-patient setting
- 5.12 To actively participate in ward rounds, case conferences, clinics and meetings as appropriate
- 5.13 To be responsible for maintaining accurate records of assessment, treatment and progress, and any additional patient contact, in line with Chartered Society of Physiotherapy (CSP) standards of practice. This may include writing reports and letters which may be used in a legal capacity
- 5.14 To work within trust and relevant clinical guidelines and adhere to the professional code of conduct
- 5.15 To be safe and competent in the use of all relevant equipment, patient appliances and aids, and be competent in teaching the safe use of such equipment to patients and other staff as appropriate
- 5.16 To use advanced clinical reasoning skills and experience to identify potential physical and psychological risk factors that could lead to patient deterioration and act accordingly or report this information to the most appropriate member of the MDT
- 5.17 To participate on the seven-day service within the Team as required
- 5.18 To work across both sites King George Hospital and Queen's as required by the service in the relevant clinical areas

6. Policy, service, organisational and professional responsibilities

- 6.1 To collect and collate relevant data for use in service audit and research purposes
- 6.2 To undertake the measurement and evaluation of own work through the use of evidence based outcome measures and reflection to ensure practice is of a high standard and techniques are current. This may be carried out individually or in conjunction with Senior Physiotherapists
- 6.3 To participate in the departmental staff development and performance appraisal scheme as an appraisee and appraiser, and to be responsible for complying with agreed Personal Performance Reviews (PPR) to meet set knowledge and competency levels in line with the Trust objectives
- 6.4 To provide support and guidance, and be a role model, to junior and assistant staff. Evaluate and assess their competence and performance through supervision sessions and appraisals
- 6.5 To be responsible for maintaining own competency to practice, through Continuous Professional Development (CPD) activities, following Therapy Department guidelines, and maintaining an accurate portfolio reflecting personal development
- 6.6 To undertake and manage research into specific areas of clinical practice or service delivery as agreed as part of the PDP. This will take the form of audit or literature review and will form the basis of the in service presentation. Make recommendations for change to senior clinicians
- 6.7 To be an active member of the Trust's in-service training programmes by participating in, and leading MDT training sessions and leading presentations and tutorials
- 6.8 To be responsible, with senior support, for teaching Student Physiotherapists to a graduate level whilst they are on placement in the clinical environment
- 6.9 To attend, and participate in, all mandatory training relating to Trust and departmental policies, procedures and guidelines
- 6.10 To adhere to all Trust and departmental policies, procedures and guidelines
- 6.11 To be able to deputise in the absence of the senior clinician, taking responsibility for operational clinical management of the team. This will involve allocating and organising the work of junior and assistant staff to meet service needs. A senior clinician from a different team may be able to provide support as required
- 6.12 To be able to supervise, and delegate to, Junior Physiotherapists, Assistants and Students on a daily basis. Support from the senior clinician will be available as required

- 6.13 In conjunction with senior clinician, promote adherence to CSP, HCPC, Trust and departmental standards and guidelines
- 6.14 To assist in the organisation, evaluation and development of the service attending meetings as required

7. General

- 7.1 All staff are responsible for the continual compliance with CQC standards and outcomes.
- 7.2 The postholder must be aware of, and work in line with, our Trust's Safeguarding Adults and Children procedures.
- 7.3 To carry out assessments and treatments of patients within your specialist area with frequent episodes of moderate to intense physical effort on a daily basis, e.g. transferring patients, use of hoists, therapeutic and handling technique positions
- 7.4 To comply with the Trust Manual Handling Policy and local therapeutic handling guidance at all times. Work may involve working within cramped conditions, such as, next to the patient's bed. Physical requirements include: repetitive movements, standing/walking for the majority of the working day (intermittently involving, bending, crouching, kneeling, twisting and crawling)
- 7.5 To deal sensitively with patients, and their carers, who may have high levels of anxiety, fear or aggression due to pain, limited mobility, frustration, terminal illness, dementia or other neurological deficit, on a frequent daily basis, and support Junior and Assistant staff with such matters. Although not acceptable, these patients, and their carers, may use verbal or physical aggression and subject therapists to varying levels of physical or verbal abuse. All such incidents must be reported to the appropriate person, in line with Trust Policies
- 7.6 The job involves frequent exposure to unpleasant working conditions on a regular (daily) basis, e.g. heat and humidity, bodily fluids including sputum, faeces, vomit, urine, blood and contagious conditions
- 7.7 Undertake advanced manual physiotherapy skills in the assessment and treatment of patients which require a high level of dexterity, precision and hand and sensory co-ordination
- 7.8 To use a high level of mental effort and concentration frequently during the working period whilst assessing and treating patients, and fulfilling the documentation requirements of the job
- 7.9 To be responsible for carrying a dect phone to facilitate communication from the MDT. This may be on a daily basis or in the absence of senior staff
- 7.10 To frequently come into contact with, and be able to interact appropriately with, patients and relatives who may be experiencing depression, difficult

family circumstances or poor prognosis, and to facilitate physiotherapeutic treatment through empathic and sensitive use of motivational skills. Provide support to junior staff with such matters

8. Personal development

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed and agreed. Where necessary, help and support will be provided and development opportunities agreed in line with service provision and knowledge and skills competency framework.

9. Mandatory Trust responsibilities

Amending the job description

As the organisation evolves, there may arise a need to adjust the tasks and /or the responsibilities of the postholder. This will be done in consultation with the post holder with the aim of mutually agreeing to any reasonable changes.

Confidentiality

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with “Caldicott principles”.

Data protection

The Trust relies on special provisions under data protection legislation to process personal information. Personal information includes name, address, national insurance number and date of birth as well as anything else confidential or sensitive. For example, racial or ethnic origin, trade union membership, health and the commission or alleged commission of any criminal or civil offences.

The Trust's fair processing notice is on our [website](#) details what personal information the trust uses, why this is required, the lawful basis for processing (legitimate reasons for collection, storage, usage and sharing), how the Trust processes (uses, stores, retains, disposes and protects) personal information, retention periods, who we share personal information with, confirmation of your information rights and the process for reporting a complaint or concern.

The Trust will lawfully process your personal information in compliance with data protection legislation.

Leaders' agreement

If the post holder has leadership and/or line management responsibility, then they are responsible for demonstrating, and developing in line with, the standard of behaviour as outlined in our Trust 'Leaders' Agreement'.

Policies and procedures

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of our Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health and Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

Safeguarding children and vulnerable adults

Safeguarding and promoting the welfare of children, young people and adults is central to the care provided by our Trust and the post holder must be aware of their responsibilities and work in line with our Trust's Safeguarding Adult and Children Procedures.

Health and safety

Under the Health & Safety at Work etc. Act (1974), it is the responsibility of individual employees at every level to take care of their own health and safety and that of others who may be affected by their acts or omissions at work. This includes co-operating with management in complying with health and safety obligations, commensurate with their role, to maintain a safe environment and particularly by reporting promptly any incidents, defects, risks or potential hazards.

You must co-operate with Management in discharging its responsibilities under the Health and Safety at Work etc Act 1974 and ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees, others and visitors.

Sustainable development and our health and wellbeing

The Trust is committed to UK Climate Change Act and NHS Sustainable Development Unit strategy to reduce its business activity related carbon emissions and its impact on the environment. Our Sustainability vision is to “continually sustain, retain and enhance the savings and culture change to meet our sustainability commitments.”

All staff are required to support the Trust’s Sustainability vision, which aims to minimise environmental and healthcare impacts by developing preventative approaches. This will help improve the internal and external environment, reduce impact on natural and energy resources, reduce air pollution, prevent infection, provide financial savings and improve the health and wellbeing of staff, patient and the public.

All Managers Band 7 and above are required to take appropriate responsibility in their departments. They are expected to support in raising awareness, encouraging staff on waste segregation, energy savings, promoting active and healthy modes of travel, help reduce waste and embed sustainability by completing a Sustainability Impact Assessment on their local activity and business cases.

Infection control

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE).

Smoke free

Our Trust buildings and grounds became fully Smoke Free on National No Smoking Day 11th March 2015. Our Trust expects all staff to promote healthy living and to set good examples in their own behaviour. Those not ready to quit smoking must remain smoke free during working hours, and will not be able to smoke in Trust uniform, in Trust grounds including car parks, while driving on Trust business or take smoking breaks. Second hand smoke causes heart and lung disease, and is harmful to young children. However, disposable or rechargeable e-cigarettes (“vaping”) may be used outside hospital buildings.

General

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As our Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

Equal opportunities policy

Our Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by our Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

Date: 29th April 2024

Prepared By: *Sharon McLoughlin, Clinical Lead Therapist AFTT*

Person Specification

Selection Criteria	Essential Criteria	Desirable Criteria	Means of Assessment
Education/Qualifications	<ul style="list-style-type: none"> • Degree/Diploma in Physiotherapy • H.C.P.C. Registration • Evidence of recent and relevant CPD • Eligibility to work in the U.K. • Recent experience of working within an acute hospital • Evidence of completion of statutory and mandatory training 	<ul style="list-style-type: none"> • Post graduate clinical training • CSP Membership • Clinical supervisors training 	A I C
Skills/Abilities	<ul style="list-style-type: none"> • Ability to organise, prioritise and delegate • Ability to work without supervision • Ability to demonstrate knowledge of limitations of own clinical practice and identify appropriate solutions • Ability to demonstrate skills in assessment and treatment of acute patients in line with current practise and research • Understand the legal responsibilities of the profession and their implications for practice • Understand clinical governance and its implications for service delivery and demonstrate evidence of its clinical application i.e. audit • Ability to communicate complex and sensitive information (verbal, non verbal and written) in an accurate, clear and 	<ul style="list-style-type: none"> • Competent IT skills • Presentation skills 	A I

	<ul style="list-style-type: none"> logical manner • Supervision of other staff i.e. assistants and technical instructors • Ability to work at moderate to intense physical effort throughout the day • Ability to cope working in a stressful environment and with emotional or aggressive patients and carers 		
Experience/ Knowledge	<ul style="list-style-type: none"> • To have recent broad clinical experience during Band 5 rotations in an acute hospital setting • Active participation of in-service training • Evidence of recent working within an acute hospital setting and treating patients with complex needs 	<ul style="list-style-type: none"> • Previous band 6 acute experience • Recent clinical experience working in Emergency Department or Frailty Unit • Training of physiotherapy students on placements. • Participation in weekend rotas 	A I
Personal Qualities	<ul style="list-style-type: none"> • Team worker • Flexible approach • Empathetic • Responsible and innovative • Reliable • Effective communication and interpersonal skills • Ability to problem solve 		I

* Evidence will take place with reference to the following information:

- A Application form
- I Interview
- T Test or Assessment
- C Certificate