

Job Title:	Static B6 Physiotherapist Clara Cross Centre
Reports to (job title):	B7 Specialist Physiotherapist
Line Manager to:	Clinical Manager

Job purpose

Static Band 6 physiotherapist Clara Cross centre.

The aim of this post is to provide specialist outpatient physiotherapy services for two multidisciplinary clinics at the Clara Cross Centre at St Martins Hospital, Bath, with approximately 80% of the week spent in the falls clinic and 20% with in Parkinsons:

- Falls clinic, including vestibular rehabilitation.
The majority of patients in the falls clinic are elderly with multifactorial falls which might include vestibular dysfunction. A small number of patients of varying adult ages are also referred specifically for vestibular rehabilitation.
- Parkinsons Clinic.
We support our patients from diagnostic to complex stages of Parkinsons and related conditions.

As a team we provide expert multidisciplinary assessment and intervention, working flexibly and using a patient centered approach. We enable patients to maximise their potential for independence and we involve relatives and carers as appropriate. We focus on preventative health care as well as on rehabilitation.

Physiotherapy is delivered individually and in groups. Within the MDT there are 3 physiotherapists and 2 physiotherapy assistants.

Base

Your base will be the Falls and Parkinson's Clinic Clara Cross Centre, St Martin's Hospital Bath

This post is responsible for

- Mentoring and supervising other Physiotherapy staff and students plus Rehab Support Workers within the team.

Key responsibilities

Clinical

- To be professionally and legally responsible for all aspects of your own work including the patients under your care.
- Undertake skilled and specialist physiotherapy assessments of patients including those with complex and multiple pathologies. To use advanced assessment techniques and advanced clinical reasoning skills to formulate individual treatment plans encompassing a wide range of treatment skills and options.
- To critically evaluate patient's response to treatment, including by use of validated outcome measures, and adapt patient management accordingly.
- Manage a clinical caseload with attention to the patients journey through the multidisciplinary clinic, demonstrating awareness of the roles of other disciplines and proactively supporting the multidisciplinary nature of the clinic.
- To use triage, case management skills and clinical knowledge to ensure the best outcome is achieved for patients when managing waiting lists.
- To refer to exercise and other groups effectively and maintain physiotherapy responsibility for those attending groups.
- To lead exercise, and other, groups on a regular or ad hoc basis.
- To maintain a safe environment and safe working practises within the clinic. To have good knowledge of all relevant health and safety guidelines, and apply them and encourage others to also apply them. This includes safety when working with equipment, when working in group settings, and when supporting lone working colleagues.
- Promote independence and facilitate patients and carers to build and use self-management skills. This includes identifying patient priorities, shared goal setting, information and education, signposting, encouragement, motivational skills and problem solving skills.
- To communicate effectively with patients and carers including where there may be barriers to communication.
- Use communication skills to ensure that informed consent is gained and documented. Work within the legal framework where capacity to give consent is lacking.
- To flexibly use a variety of methods either in person or via telephone or technology to carry out physiotherapy interventions or administrative communication.
- To delegate to and supervise support workers and students, maintaining physiotherapy responsibility for delegated patients.
- To work effectively in a MDT showing awareness of each persons role.
- To develop links with other teams and awareness of services within the organisation, other organisations and the community, in order to refer and signpost effectively, and also as a learning resource.

- To maintain accurate and comprehensive patient treatment records in line with local standards and policies and with hcpc standards.

Professional and organisational

- To be responsible for maintaining own competency to practise through CPD activities and to maintain a portfolio which reflects personal development.
- Participate actively in staff appraisal scheme as an appraisee and also in own supervision within physiotherapy line management structure.
- Comply with organisational, HCPC and NHS policies and guidelines. This includes clinical and non-clinical, proficiency, conduct, performance and ethics.
- To be aware of the requirements of the Care Quality Commission and to ensure that your own practise meets these requirements. To understand and comply with measures in place to ensure that the clinic meets these standards.
- Comply with mandatory training requirements
- Supervisory role for B5 and Support workers as required. This may include structured supervision, annual appraisals, supporting those working towards competencies and other developmental frameworks.
- Clinical educator for physiotherapy students
- Deliver IST and provide shadowing opportunities for qualified and non-qualified staff both within the team and for wider organisation.
- Provide learning opportunities as required for external visitors such as work experience.
- Support Clinical Lead and B7 Physiotherapist in day to day running of the clinics and in maintaining the quality of physiotherapy within the clinics.
- Manage appointments, discharges and waiting lists according to clinic procedure.
- Proactively monitor clinic diaries and staffing to ensure timely response to any changes such as staff absences, patient cancellations or action needed regarding group activities.
- To ensure efficient use of resources.
- To demonstrate awareness of other services and of time targets when managing waiting lists and developing treatment plans.
- Participate in required meetings and service developments, including team and professional meetings, contributing own ideas. Follow up on identified actions.
- Carry out audit and evaluation in accordance with team audit plan. Evaluate your own work through reflective practise and ongoing review of evidence base.
- To complete incident forms according to policies.
- To act promptly and sensitively to prevent the escalation of informal complaints, keeping managers informed and working with others as appropriate to address the issues in line with organisational guidelines
- Participate in recruitment of staff as required.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none">• Inspire• Understand• Communicate	<ul style="list-style-type: none">• Challenge• Improve• Learn	<ul style="list-style-type: none">• Accountability• Involve• Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management: NHS Code of Practice](#) , [NHS Constitution](#) and [HSCIC Code of Practice on Confidential Information](#) and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets

- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Appropriate Physiotherapy Professional Qualification.
- HCPC registered physiotherapist.
- CSP member or own professional liability insurance.
- Broad range of previous relevant rehabilitation experience as a registered physiotherapist, developed beyond a basic level of physiotherapy rotational posts.
- Post graduate training and specialist knowledge and experience in Falls, Parkinsons and Vestibular rehabilitation.
- Evidence of continuing professional development, contained within a professional portfolio.
- Able to demonstrate a knowledgeable interest in, and enthusiasm for, a broad range of exercise approaches for promoting healthy lifestyles as well as for rehabilitation.
- Computer literacy and ability to engage with technology.
- Demonstrable experience of effective team working.
- Able to work on own initiative.
- Experience of leading groups and classes
- Skills in supervising staff and students
- Evidence of contributing to service development
- Evidence of contributing to audit.
- Computer literacy

Desirable

- Evidence of highly developed clinical practise in Falls, Parkinsons and Vestibular Rehabilitation.
- Attended student educator training.
- Member of relevant specialist interest group/s.

Other requirements: Car driver with valid license and access to a vehicle for work

Employee signature

Manager signature
