

Job Title:	Band 6 Physiotherapist
Reports to (job title):	Clinical Lead
Line Manager to:	TBC

Job purpose

The Luton Intermediate Care Rehabilitation Service supports and works with people, in their own home or **place of residence**. The aim of the service is to maximise and maintain independence through the provision of rehabilitation and support.

Following an initial assessment and in consultation with the service user, a rehabilitation programme is drawn up. Service users are encouraged to take an active part in the development of their plans and are supported to make informed choices regarding their care.

Key service objectives:

- Prevention of admission to hospital
- Supporting discharge from hospital
- Carrying out planned intervention
- Working with individuals to regain as much independence as possible

We will work with the patients, their family and any carers to provide treatment, advice and education for a wide range of conditions.

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.

The Service

The team consists of:

- Occupational Therapists,
- Physiotherapists,
- Therapy Technicians,
- Stroke coordinator
- Administrative and Clinical Support Staff

Job Description

The team works closely with local GP's, hospitals, other community services such as District Nurses and Social Workers plus other external providers. Our Stroke pathways include close working with Speech and Language Therapy and Clinical Psychology.

The service operates 5 days a week throughout the year, between the hours of 08.00 and 17.00. with weekend working on call. The service hours may change to align with service needs in the future.

Location, Hours and Shift Patterns

The post holder will be based with the Luton Intermediate Care Rehabilitation Service which is housed at 90 Tomlinson Avenue.

All staff are expected to work weekends and bank holidays within a team rota. The post holder will be expected to have significant contact with service users and consequently the work will involve travelling within the Luton area.

Key Responsibilities

The post holder will:

- Provide an evidence-based Physiotherapy service of a high standard, to patients in a community setting by undertaking comprehensive assessments, reassessments, care planning, rehabilitation and therapeutic care and implementation. This will involve using clinical reasoning skills and knowledge of evidence-based practice to inform the appropriate intervention and developing comprehensive discharge plans from the service. There will be an expectation the post holder will be a role model for more junior staff
- To understand the principles underpinning Intermediate Care and to promote and work using a patient centred approach
- Provide professional advice and guidance to the team and others. This will involve contributing to the smooth day to day team work, data gathering, analysis, recording and reporting, interpreting and recommended further courses of action.
- Use good communication skills to work with and share information across professional and organisational boundaries. This will involve managing complex and sensitive situations, ensuring patient confidentiality and responsibility for case management
- To undertake supervision and appraisal of therapy technicians and on occasion clinical education of Physiotherapy students
- To participate in appropriate work related evaluation projects and to be aware of current research relevant to the service.
- To participate in any relevant clinical governance projects and audits.

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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.

Job Description

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

Qualifications and Training (Essential)

- Diploma/ Degree in Physiotherapy
- Membership of Chartered Society of Physiotherapy and/ or evidence of other professional liability insurance to practice
- Registered with HCPC
- Evidence of continuing professional development (CPD) recorded in a portfolio, as recommended by HCPC.
- Previous post qualification experience working in health and social care environment within the physiotherapy professional discipline

Skills, Experience and Knowledge (Essential)

- Has depth of knowledge of principles and practises within physiotherapy.
- Good working knowledge of typical work-related systems, procedures, equipment and technology
- Knowledge and understanding of the legislation that applies to care and health work
- Good levels of IT literacy including good knowledge of service-related systems
- Demonstrates experience in a people management role, including experience conducting appraisals and general performance management tasks
- Experience of helping developing team members and of seeking ways to improve services
- Able to interpret and explain a variety of routine and more complex technical information to a variety of audiences
- Evidence of ability to resolve varied problems using sound logic and taking into consideration relevant implications and able to demonstrate evidence of good decision making
- Car driver with access to vehicle, business Insurance and be able to travel Independently around the Luton area.

Desirable

- It is desirable to have previous experience of working as a Physiotherapist within the NHS.
- It is desirable to have previous experience of working as a Physiotherapist within a community setting.

Job Description

- It is desirable to hold or be working towards a post graduate diploma / degree in professional practise and / or management practise
- It is desirable to have previous experience of understanding of information governance requirements in a care / organisational setting

Employee signature

Manager signature
