

<b>Job Title:</b>	<b>Band 7 Physiotherapist. Part time, (flexible hours considered)</b> <b>Inpatient Older Peoples Rehabilitation</b>  <b>Agenda for Change pay scale and NHS pensions</b>  Farnham hospital and Centre for health, Bentley and Runfold Wards
<b>Reports to (job title):</b>	Team Lead Physiotherapist
<b>Line Manager to:</b>	Band 6, Band 5, Therapy techs

## Job purpose

We are looking for a highly motivated Band 7 physiotherapist to support the rehabilitation service on Bentley and Runfold wards at Farnham hospital.

You will be working as part of the multidisciplinary team, working to provide rehabilitation for a wide range of orthopaedic, medical and complex conditions. These patients may have acute or chronic impairments often with complex presentations. The patients are transferred from Frimley Park Hospital to complete their period of rehabilitation at Farnham Hospital where the focus is on safe and timely discharges home.

The post involves taking a leading role in planning, coordinating delivery and evaluating the physiotherapy service on the wards working collaboratively with the Occupational Therapists.

We actively participate in clinical supervision, in-service training and have an annual appraisal system to help develop you personally and your CPD. The role will involve supporting Band 5 & 6 and therapy assistants in their development and supervising students on placement. We promote evidenced based practice using national guidelines and recent evidence through journal reviews.

# Job Description

The role will include participation in clinical governance, including active involvement in audit and reporting.

Base: Bentley Ward, Farnham Hospital, Hale Road, Farnham, Surrey, GU9 0QS

## **Outline of Provisional Job Schedule:**

Current position available is for 22.5 hours although this can be flexible.

We welcome applications from current band 6 post holders who are looking to develop.

If you would like to discuss this role informally please contact Amanda Edwards 01483 908180

## Personal Specification

### Essential

- Member of the Chartered Society of Physiotherapy (CSP)
- **Member of the Health & Care Professions Council (HCPC)**
- **Minimum of 5 years post registration experience across a variety of rotations including working within the NHS.**
- **Fluent In spoken and written English**
- **Computer literate**
- **UK Driving Licence**

## Key responsibilities

### Key Responsibilities

# Job Description

- To undertake detailed assessments, documenting findings demonstrating clinical reasoning skills.
- To deliver high quality evidence-based treatment and rehabilitation to support the management of patients with a range of conditions. This will include therapeutic manual handling involving light to moderate physical activity.
- To maintain accurate records in line with the Chartered Society of Physiotherapy standards and Trust and service standards and policies.
- To communicate effectively with all disciplines involved in patient care, both within the organisation and those outside to ensure effective multidisciplinary working. This will include discussion of patient care, patient progress and involvement in discharge planning.
- To be able to communicate complex and sensitive information to patients, carers and other staff which may include imparting unwelcome news.
- Maintain confidentiality
- Assess patients understanding of treatment proposals, gain valid consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- To have knowledge of and ability to use a range of verbal and non-verbal communication tools to communicate effectively with patients. This may include patients who will have difficulties in understanding or communicating, e.g. patients who may be deaf, blind, or be unable to accept diagnosis or presenting condition or who have cognitive and behavioural problems.
- To appreciate cultural & religious differences and take these into account when agreeing treatment plans with patients.
- To ensure timely and effective communication with the Therapy manager and senior staff on all professional matters.
- To participate in clinical audit as part of our compliance in clinical governance
- To represent the physiotherapy team at relevant wards rounds, meetings and case conferences to ensure appropriate management and effective and timely discharge of patients.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner
- Demonstrate resilience in challenging situations.

# Job Description

- To work as part of the team (both Physiotherapy team and wider MDT) to provide an efficient and effective service.
- To demonstrate leadership with service development
- To supervise band 6, 5, therapy assistants and students, supporting the development of their roles
- To participate in the appraisal scheme as an appraisee and appraiser.
- Deputise for the Therapy manager when required.
- To participate in training for physiotherapy and wider MDT
- To be responsible for and actively record your own personal development. This will include active participation in journal clubs, clinical supervision, in-service training, audit and any external training courses
- To ensure professional competence is maintained by participating in all CPD opportunities and maintaining a portfolio.
- To participate in weekend working rota.

## 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

- Inspire
- Understand

### Think

- Challenge
- Improve

### Do

- Accountability
- Involve

• Communicate

• Learn

• 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 1998 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.

## **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

# Job Description

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.





# Job Description

**Employee signature**

---

**Manager signature**

---

