

We partner with the NHS and Local Authorities and deliver publicly funded health and care services the Virgin Way: high quality, commercially sound services and problem-solving. As a result, we can invest the proceeds in the communities they serve to make positive differences to people's lives and help secure publicly funded health and care for the future.



Job details

Job title:	Bank Clinical Specialist Physiotherapist
Reports to:	Team Lead for the Community Neuro and Stroke Service
Banding/Salary:	AfC Band 7

Role purpose

The Community Neuro and Stroke Service (Neurology Outpatient Service) provides specialist rehabilitation for adults with complex long term neurological conditions. This includes people with MS, TBI, Stroke, SCI and other neurological conditions. The role would be working within the neurology outpatient physiotherapy service in the short term and work towards supporting the spasticity clinic in the longer term.

The aim of our service is to improve independence, health and wellbeing by supporting people in a timely way and working to achieve person-centred goals.

This is a bank post. The team is based at St Martins Hospital. The post is outpatient based, currently at St Martins Hospital but may extend to other outpatient settings across BANES and West Wiltshire in the long term. There is support from other B7 Physiotherapy colleagues. The post holder will receive regular supervision.

The purpose of this role is to provide specialist person-centred assessment, rehabilitation and management for people with long term neurological conditions and support the Team Lead and other team members in developing a high quality, efficient and effective outpatient and spasticity service

Key responsibilities:

- Be part of an outpatient neurology and spasticity service and have a significant role in the ongoing development, delivery and evaluation of a high quality

specialist service including development across Wiltshire and Swindon as well as BANES

- Share skills and knowledge and provide peer support to enable a workforce that is able to deliver high-quality evidence based person-centred care, including providing training across BANES Swindon and Wiltshire.
- Undertake skilled and specialist assessment of service users to formulate individualised management and treatment plans using evidence based clinical reasoning skills and utilising a wide range of treatments and options
- Work with service users and their carers towards shared goals, providing advice education and training and assessing for and providing specialist equipment.
- Encourage independence and enable service users and their carers to manage their condition.
- Provide specialist support and advice to other services
- To become competent and confident working with the spasticity service, which involves injecting botulinum toxin and, in the future, to train to become an independent prescriber and be able to lead this clinic independently.
- To devise and carry out specific exercise programmes and to assess and prescribe 24-hour postural management programmes where appropriate or liaise with the community team if needed.
- Be responsible for a clinical caseload within neurology outpatient physiotherapy.
- Contribute to Community Neuro and Stroke Service development initiatives.
- Participate in continuing professional development as identified through supervision and annual appraisal and keep abreast of new development within the clinical field as relevant to physiotherapy, neurological rehabilitation and spasticity management.
- Be actively involved in the in service training programme, participate in potential research opportunities and work with team members on poster presentations for national conferences.
- Provide clinical leadership for physiotherapy staff and students working within this setting through supervision and training.
- Provide support for the Team Lead in developing local neurology services in partnership with the clinical commissioning group and other agencies.

Person specification

Essential

Desirable

• Hold a recognised professional qualification in physiotherapy at degree level /BTEC Advanced Professional Diploma/Graduate Certificate level /NVQ4/VQ4 • Registered with HCPC • Have relevant experience of working closely and effectively in a team and with other health, social care and voluntary sector colleagues • Have expert clinical knowledge and experience of working with people with neurological conditions and spasticity and demonstrate an understanding of the long term impact on individuals and their carers • Experience of working in a variety of settings including outpatients • Demonstrate comprehensive knowledge of relevant professional, national and organisational guidelines and standards required for safe and effective service delivery • Demonstrable continuing professional development within the field of neurological rehabilitation and spasticity • Ability to manage own caseload effectively and delegate to others appropriately • Demonstrate flexibility and ability to respond to changing service priorities • Experience of providing clinical supervision, education and support to staff to identify learning objectives and personal development opportunities • Good levels of IT literacy including good knowledge of service related systems •	• Hold a post graduate Diploma or Master's degree in area of expertise or management • Trained in professional and management procedures within own area and across several related disciplines relevant to the service area • Experience of undertaking large scale service reviews and service redesign • Experience of spasticity management and working within a spasticity clinic
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About us

We've been part of the NHS since 2006. We partner with the NHS and with local authorities to provide high quality care and transform services to be sustainable for the future. We see more than a million people each year in community and primary care, social care and referral services across England.

- We're part of the Virgin Family, a worldwide family business spanning the globe which has invested more than £60m of its own money into our partnerships with the NHS
- Our shareholders have committed to re-investing any profits back into our partnerships with the NHS, including through a £100,000 a year innovation fund you can use to make a difference in your service.
- We're highly rated by the CQC. 97% of our services¹ are rated good or outstanding by the CQC and we're inspected more often – more than 80 times a year since 2013.
- We are one of just 22 organisations with a Government-backed quality award for our learning and development programmes run through our in-house development company, The Learning Enterprise.

Our values

- **We think** - Challenging ourselves and others on what we do, how we do it, fostering a culture of improvement.
- **We care** - putting people over process, treating service users like our own family, understanding and walking in the shoes of others.
- **We do** – cutting through bureaucracy and getting stuff done – holding ourselves and others to account for high standards and not just talking about change but delivering it.

Confidentiality and Information Security

As a Virgin Care 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 UK Data Protection laws 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 NHS Digital's Code of Practice on Confidential

¹ As at September 2020



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

As a Virgin Care employee 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
- Adherence to the clear desk/screen policy
- Only using email accounts authorised by Virgin Care – eg @virgincare.co.uk, NHSmail etc. These should be used in accordance with the Sending and Transferring Information Securely Procedures and IT and Electronic Communications guidance
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person eg line manager, Head of Information Governance, Information Security Lead within and no later than 72 hours after identifying the incident
- Only using approved equipment for the use of Virgin Care 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 Virgin Care 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

Virgin Care is firmly committed to reducing Healthcare-Associated Infections. All colleagues are responsible for protecting themselves and others against infection risks, and ensuring a clean safe environment is maintained. All colleagues, regardless of whether clinical or not, are expected to comply with current Virgin Care infection prevention and control policies including Hand Hygiene and Maintenance of a Clean Environment. These policies must be followed to ensure patients are cared for in a clean environment and receive the highest standards of clinical care.

Colleagues must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and Virgin Care policies and guidelines to ensure that we maintain a safe environment and safe working practices to protect service users, other colleagues and visitors. It is essential to observe strict fire and security precautions at all times. Ensure you know the fire procedures in your workplace; never obstruct fire exit routes or prop open fire doors. Always keep premises secure and check the identification of visitors or unknown persons in the workplace.

All staff have a responsibility to access Occupational Health, other staff support services and/or any relevant others in times of need for advice and support.

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.



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

Virgin Care is committed to safeguarding, protecting and promoting the welfare of children and adults at risk of harm. We expect all employees to share this commitment by working to relevant safeguarding legislation, multi-agency procedures and Virgin Care policies and guidance which promote safeguarding and safer working practices across our services.

As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. All colleagues working directly with people using our services will support them to participate in decision making in accordance with the Mental Capacity Amendment Act 2019.

Medicines Optimisation Responsibility

All health care professional colleagues who are registered with a regulatory body, must comply with their regulatory body, including standards of professional practice / and conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Nursing or registered healthcare professionals

All staff are responsible for undertaking all aspects of medicines optimisation related activities in accordance with the company's medicines policies and procedures to ensure the safe, legal and appropriate use of medicines. All staff are responsible for maintaining their competencies in order to undertake the medicines optimisation activities.

Skilled non-registered staff

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

Policies & Procedures

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

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.

As a Disability Confident Committed company, we work in partnership with the Department of Work and Pensions (DWP) to provide facilities, work environment adjustments and technical solutions to make our business an inclusive place for all. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.