

Job Title:	Experienced/Developing Neuro Bank Band 6 Physiotherapist
Reports to (job title):	Team Lead Physiotherapist
Line Manager to:	Inpatient Therapy manager

Job purpose

We are looking for a highly motivated Bank Band 6 physiotherapist to support the rehabilitation service at Farnham hospital. The role is comprised of 2 x 9-month rotations.

- Inpatient Stroke Rehabilitation on Runfold ward, with some additional care of the elderly/neuro rehabilitation
- Split 60:40 neuro outpatients and community rehabilitation.

You will be working as part of the multidisciplinary team working to provide rehabilitation for a wide range of neurological conditions. These patients may have acute or chronic neurological impairments often with complex presentations. In the inpatient stroke rehabilitation setting there will also be some input into Older peoples Rehabilitation .

You will be supported in the role by team leads who will steer the development of your role and clinical skills.

We actively participate in clinical supervision, in-service training and have an appraisal system to help develop you personally and your CPD. We also have a wide range of on-line training programmes to support your personal development. We support Band 5 physiotherapists on rotation and students from London and more local universities.

Base

Runfold ward, Farnham Hospital, Hale Road, Farnham, Surrey, GU9 0QS

Personal Specification

Essential

- **Member of the Chartered Society of Physiotherapy (CSP)**

- Member of the Health & Care Professions Council (HCPC)
- Minimum of 1 years post registration experience across a variety of rotations.
- Fluent In spoken and written English
- Computer literate
- UK Driving Licence
- NHS Experience preferred

Key responsibilities

Key Responsibilities

- 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.
- 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 at all times
- 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
- To demonstrate the physical ability to carry out physiotherapy assessments and interventions, including manual physiotherapy techniques and therapeutic handling. This includes frequent light to moderate physical effort

- To work as part of the team (both Physiotherapy team and wider MDT) to provide an efficient and effective service.
- To supervise band 5 physiotherapists, therapy assistants and students supporting the development of their roles
- To participate in the appraisal scheme as an appraisee and appraiser.
- Deputise for the team leader 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.

Outline of Provisional Job Schedule:

Both Inpatient, neuro outpatient and community work are based from Farnham Hospital

Working hours are 8.30 – 4.30 with 30 minutes lunch. There maybe some prearranged flexible working around these hours.

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
• Inspire • Understand	• Challenge • Improve	• 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.

Job Description

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.

Job Description

Employee signature

Manager signature
