

Job Title:	Band 5 Physiotherapist: Agenda for change pay scale Rotational posts
Reports to (job title):	Team Lead Physiotherapist
Line Manager to:	Therapy manager

Job purpose

We're looking for caring, enthusiastic and motivated Physiotherapist to join our Band 5 rotation based at Farnham Hospital and community services in Farnham & Camberley. You will gain experience in inpatient stroke rehabilitation, Care of the elderly inpatient care, Community therapy and MSK. HCRG Care Group work collaboratively with Frimley Park Foundation Trust and we offer **NHS terms and conditions/agenda for change pay scales +5% high cost area allowance.**

If you are a newly qualified Physiotherapist we can support you through our preceptorship programme allocating specific time to your personal development in your first year as an AHP. Alternatively, if you have let your registration lapse we offer a return to practice scheme to support your registration on the Health & Care Professions Council.

Within this role you will be guided and supported through 6 monthly rotations by senior staff. Each of the rotations builds on previous experience enabling further development of clinical competencies and skills. We have an active appraisal scheme, clinical supervision and in-service training programme.

Registration with the CSP and HCPC is essential. You will also need to be confident using IT systems and be able to demonstrate working knowledge of Microsoft Office packages i.e. Outlook, Word, Excel; for access to patient computerised notes systems (EPIC & EMIS) training will be provided.

Personal Specification

Key responsibilities

- To undertake holistic assessments including functional and environmental factors in the hospital and community settings. These patients may have acute, chronic or complex presentation.
- To devise, implement and evaluate patient centred treatment plans.
- To ensure that the individuals full potential and functional independence is developed or maintained.
- To communicate effectively to the multi-disciplinary team to promote a holistic approach to care and discharge planning.
- To provide a specific and effective high quality service to patients.

- To participate in the preceptorship programme
- To participate in training and supervision of therapy assistants within the speciality.
- To monitor and improve standards of care through supervision and reflection on own practice.
- To participate in evidence based projects and implement recommendations for change with support of senior colleagues.
- To be responsible as an autonomous practitioner to undertake a clinical caseload
- To participate in 7 day ward working – when appropriately skilled.
- To maintain accurate records in line with the Chartered Society of Physiotherapy standards and Trust and service standards and policies.
- To participate in clinical audit as part of our compliance in clinical governance

Outline of Provisional Job Schedule:

Post is for a full time band 5 Physiotherapist to join the rotation based on Farnham Hospital and Centre for Health and community posts in Farnham or Surrey Heath.

Working hours are from 8.30 - 4.30 but may include some pre-arranged flexible working hours and weekend working

For further information or to visit please do not hesitate to contact us on 01483 908180

Essential

- **Member of the Chartered Society of Physiotherapy (CSP)**
- **Member of the Health & Care Professions Council (HCPC)**
- **Fluent In spoken and written English**
- **Computer literate**
- **Hold a UK driving licence and access to a car for community rotations**

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
- Communicate

Think

- Challenge
- Improve
- Learn

Do

- 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 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 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
