

Job Description

Job Title:	Band 5 Physiotherapist Luton Intermediate Care Rehabilitation Service
Reports to (job title):	Therapy leads
Line Manager to:	Clinical Lead

Job purpose

The post holder will work as a Physiotherapist as a member of the Luton Intermediate Care Rehabilitation Service. They will undertake assessment and treatment of patients within their own homes or within the Rehabilitation Beds. The post holder will be able to work without direct supervision and hold their own caseload. They will promote patient safety and be able to manage risk. The post holder will work to improve standards of care through supervision and reflection on own practice.

Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

Responsibility for Patient and Client Care

- Provide patient centered holistic assessments which inform the setting of Rehabilitation goals.
- Plan and implement Physiotherapist interventions as part of the Rehabilitation programme, including the identification and procurement of equipment / resources.
- Provide clear advice to patients and their family and professionals/care workers.
- Participate in response to urgent referrals.
- To evaluate patient progress, reassess and alter treatment programmes if required.

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Responsibility for Policy and Service Development

- To participate in uni- and multi professional meetings.
- Assist in the implementation of national and local guidelines, policies and procedures affecting the development of services within Intermediate Care.
- Assist in the implementation of legislation affecting clinical practice.
- Adhere to clinical policies and protocols.
- To participate in any relevant clinical governance projects and audits.

Responsibility for Financial and Physical Resources

- Personal duty of care in relation to care of patient & family belongings.
- Personal duty to utilise resources appropriately.
- Identifies the need for purchase of appropriate resources (including equipment).

Responsibility for Human Resources

- Taking joint responsibility for the planning and delivery of service.
- On occasion taking joint responsibility for student supervision.

Responsibility for Information Resources

- Maintain prompt and accurate records in accordance with organisational national and professional standards.
- Responsibility for Research and Development
- Participate in evidence based audits and contribute to research projects to further own and team's clinical practice.
- To evaluate your own clinical effectiveness and maintain Continuing Professional Development

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Communication and Relationship Skills

- To be patient centred, to respect individuality, dignity and choice and to provide a high standard of care for the ultimate benefit of the patient.
- To communicate effectively, on a frequent and daily basis, with patients and their families and professionals, regarding clinical issues and daily living procedures.
- Provide comprehensive written reports for team members or other services.

Analytical and Judgment Skills

- To regularly undertake Physiotherapist assessments and interventions reflecting the patient's needs.
- To be responsible for effectively communicating welfare/safeguarding concerns and issues.

Planning and Organisational Skills

- Prioritise own workload balancing clinical and non-clinical demands
- Work closely with other team members to provide a cohesive service.
- To plan effectively the daily management of a caseload of patients by prioritising clinical work, responding to urgent referrals and occasionally unpredictable work patterns.

Mental Effort

- Will undertake assessments and report writing which requires concentration for periods of time.
- Will be required to interpret behaviours as part of assessment and delivery of interventions.

Physical Effort

- OT interventions may involve frequent manual and therapeutic handling of patients and equipment.

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Emotional Effort

- Occasionally working with patients who are terminally ill and their families.
- May have to communicate difficult and challenging information.
- Occasionally having to deal with patient's anxieties and challenging behaviours.

Working conditions

- Occasionally may have to undertake assessment in chaotic, unhygienic environments.

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 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

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- 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.

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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.

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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.

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Personal Specification

Essential

Qualifications and Training

- Diploma/BSc. Physiotherapist
- Current Health and Care Professions Council Registration
- Evidence of CPD
- Rehabilitation

Knowledge/skills

- Assessment and Physiotherapist treatment skills
- Able to set functional goals
- Principles of Intermediate Care
- Principles of safeguarding
- Principles of Clinical Governance
- Principles of working to professional boundaries.
- Clear written & verbal communication skills
- Team worker
- Standard keyboard skills and ability to communicate through IT
- Report writing skills
- Ability to work flexibly as part of a team
- Ability to prioritise, manage own caseload and manage own time

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Personal/Other requirements

- Motivated to develop personally and professionally
- Punctual and reliable

Other

- Application required to Disclosure and Barring Service
- Holder of a UK driving license with access to a car for use in visiting patients in their own home
- Eligible to live and work in UK
- May be a requirement to work shifts and weekends

Desirable

- Additional short courses
- Community based experience
- Supervisory skills

Employee signature

Manager signature
