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| Job Title: | Band 6 Physiotherapist |
| Reports to (job title): | CRT Physiotherapy Team Lead |

Job purpose

To provide a high standard of physiotherapy assessment, treatment and advice to patients/clients, carers and families. Wherever possible avoid hospital admission and reduce in-patient length of stay to ensure that patients receive the appropriate care in the most appropriate setting. Undertake the lead role in the assessment, diagnosis and formulation of physiotherapy treatment plans across all the different service areas within CRT such as Home based services, Discharge to Assess beds, Woodlands Therapy Centre and to undertake specialist physiotherapy assessments for patients presenting with complex needs eg Movement Disorders, MND, Vestibular pathology, and people who are frail and falling.

Base location

Orbital Offices

Key responsibilities

In this role you will:

- Maintain full professional and legal accountability for your clinical work and caseload management.
- Use advanced clinical judgment to screen, prioritise, and appropriately refer rehabilitation service referrals.
- Consider how a patient's home setting and social support may influence care planning and therapist safety.
- Take the lead for physiotherapy within the interdisciplinary team, offering expert advice to internal and external professionals.
- Contribute to audits and clinical governance to support continuous service improvement.
- Offer specialist guidance and education to support workers, students, and colleagues from other disciplines.
- Supervise and mentor rehab assistants, students, and less experienced physiotherapists.

- Work collaboratively with external services to support patient independence in their own environment.
- Carry out thorough, specialist assessments for patients with complex physical, social, or psychological needs.
- Provide accurate diagnoses using advanced clinical reasoning and hands-on assessment techniques.
- Integrate diverse information sources into holistic assessments and person-centred care plans.
- Collaborate with patients to set meaningful, evidence-based treatment goals.
- Ensure informed consent is obtained, working within legal frameworks when capacity is limited.
- Monitor outcomes and adjust treatment as needed to support patient progress.
- Coordinate with health and social care providers, carers, and voluntary agencies to deliver effective care.
- Lead or participate in case conferences and interdisciplinary meetings as appropriate.
- Support high standards of care by contributing to the monitoring and development of service quality.
- Document patient care in line with professional and service standards using electronic systems.
- Submit required clinical statistics and reports to team leads as requested.
- Prepare and share team reports promptly in line with service procedures.
- Step into operational leadership duties as needed in support of the team lead.
- Remain informed and involved in safeguarding procedures related to vulnerable adults.
- Assess, request, and manage provision of mobility and daily living equipment, ensuring budgetary and safety requirements are met.
- Ensure safe use of all therapy equipment and support staff competency in this area.
- Provide patients with clear instructions on equipment use, including delivery and safe handling when necessary.

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 |
|--|---|---|
| <ul style="list-style-type: none"> • Inspire • Understand • Communicate | <ul style="list-style-type: none"> • Challenge • Improve • Learn | <ul style="list-style-type: none"> • 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
- 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.

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.

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

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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.

Personal Specification

Essential

- **Qualified Physiotherapist** with a degree in Physiotherapy and full **HCPC registration**
- **Continual professional development** through postgraduate learning in areas such as neurology, falls prevention, elderly rehabilitation, and equipment use
- **Broad rotational experience** across various clinical settings, providing a well-rounded clinical background
- Proven ability to **supervise, support, and train** junior staff and assistants
- Skilled in **writing clear, detailed reports** that communicate complex information effectively
- Comfortable **working independently** and making sound clinical decisions as a lone practitioner
- Strong **caseload management** and prioritisation skills, with the flexibility to adapt to changing demands
- Demonstrates **excellent clinical reasoning** and decision-making abilities
- Attentive and empathetic **listening skills**, fostering trust and understanding with patients
- Competent in **data interpretation** and auditing, supporting evidence-based practice
- Reflective practitioner committed to **ongoing self-improvement and learning**
- High-level **communication skills**, with a sensitive and inclusive approach to a diverse patient group
- Able to **motivate and engage patients**, even in the face of complex or long-term conditions
- **Flexible and team-oriented**, willing to work across different areas of the Trust as required
- Strong understanding of **safeguarding responsibilities**, committed to promoting the safety and wellbeing of all individuals
- Knowledgeable in **local safeguarding policies** and procedures, and confident in taking appropriate action when needed
- **Car driver with access to a vehicle**, or alternative mobility arrangements suitable for work-related travel

Desirable

- **Proficient in IT**, supported by a formal computer skills qualification
- Qualified **Apprenticeship/NVQ Assessor**, with experience in staff development
- Evidence of **basic management training**, contributing to effective team leadership

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- Completed **postgraduate clinical training**, including Normal Movement and Vestibular Rehabilitation
- Skilled in delivering a **broad range of interventions** for highly complex caseloads
- Experience in **project work**, contributing to service development and innovation
- **Budget-aware**, with insight into resource allocation and cost-effective care
- Strong background in **interdisciplinary team working**, promoting collaborative care
- Confident in using both **standardised and non-standardised assessments** to support clinical decision-making
- Proven experience in delivering **Community Urgent Care Response, Discharge to Assess, Reablement, Home-Based Rehab, and Vestibular Rehab**
- In-depth knowledge of **Falls Service assessment and rehabilitation**
- **Awareness of team dynamics**, with the ability to navigate and support **conflict resolution** constructively

Employee signature

Manager signature
