Job Description

Job Title:	Community Physiotherapist – Band 5
Reports to (job title):	Specialist Community Physiotherapist
Line Manager to:	N/A

Job purpose

To provide physiotherapy assessment, treatment and advice to patients in their home environment or outpatient setting, to promote and facilitate patient independence and well-being, within professional guidelines and protocols.

Base

Community Base Hub

This post is responsible for

- To be responsible for own case load, evaluation of interventions and documentation alongside CSP standard.
- To act as a role model, ensuring high quality, professional standards are maintained at all times.
- To work within integrated multi-professional team.
- To be accountable for assessing, interpreting, planning and implementing physiotherapy treatment and care to patients within professional guidelines, with support of specialist team member's and the team coordinator.
- To undertake assessments, care planning and evaluation.
- Wherever possible to avoid hospital admission and reduce inpatient length of stay to ensure that patient's receive the appropriate care in the most appropriate setting.
- To keep the patient at the centre of his or her care, ensuring patient and carer participation in decision making.
- To support the Band 6 with the day to day planning of a high quality Physiotherapy service.
- Organise and manage own time allocating work appropriately in order to achieve the patient's goals.
- To manage risks in divers and sometimes challenging environments.
- To ensure that record keeping is to a consistently high standard.
- The post holder will interact with all members of nursing, therapy, medical and other allied professionals related to community teams and other relevant agencies.

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- To order and use specific equipment, in line with manufacturer's instructions and ensuring safe practice.

Patient Care

- To be professionally and legally responsible and accountable for all aspects of your own work including a designated caseload and prioritisation for your work area, balancing other patient related and professional demands.
- To undertake a comprehensive assessment of patients with a wide range of presentations and multi-pathologies, using appropriate clinical reasoning and manual skills.
- To carry out assessment, planning and implementing and evaluating clinical treatment or care plans ensuring that care, needs and wishes of the individual are carefully and accurately documented.
- To set appropriate and effective therapeutic goals for patients with their agreement and to evaluate and monitor outcomes enabling patients to reach their optimum level of independence.
- To be aware of own limitations in clinical experience and to be able to utilize the expertise of senior staff or to be able to refer onto others involved in patient care.
- To ensure effective communication of sensitive patient information between patients, carers, hospital and community staff promoting collaborative inter-agency working.
- To be able to utilise a range of verbal and non-verbal communication with patients. This may include patients who have difficulty in understanding or communicating e.g. Patients who are dysphasic, deaf etc.
- To be responsible for maintaining comprehensive documentation in line with Chartered Society of Physiotherapy, Trust guidelines and to complete daily inputting for statistics on local systems e.g. Medway/SystmOne.
- To ensure consent for all treatment is obtained and documented.
- To actively participate in the emergency duty, on call and shifts & weekend working schemes in accordance with local agreements.
- To attend and represent the Physiotherapy service or individual patients at multi-disciplinary team meetings. This may include the review of patient progress and discharge planning.
- To develop and maintain clinical credibility through participation in regular supervision and development/ training sessions.

Responsibilities for People or Training

- To act as a mentor, preceptor and supervisor of work experience students, NVQ candidates, physiotherapy students and other non-registered members of staff.
- To Support the provision of clinical placements of pre-registration students.
- To be responsible for maintaining own competency and development through regular supervision, appraisal, CPD activities and maintaining a portfolio.
- To maintain and develop current knowledge of evidence based practice in areas of each rotation, developing a broad knowledge of clinical conditions.
- To comply with all statutory and mandatory training.

HCRG Care Ltd, company number 5466033 registered in England and Wales at The Heath Business and Technical Park, Runcorn, Cheshire WA7 4QX

Job Description

- To support the provision of an effective learning environment by being an active member of any in house training programme, and peer support.
- To assist support workers and assistants providing supervision, support and guidance.
- To be responsible for and delegate work to support staff/ assistants on a daily basis.
- To contribute to the development of practice using informed research, participating in research projects and clinical audit programmes.
- To act as a role model, ensuring high quality, professional standards are maintained at all times.

Other Factors

- To carryout assessments and treatments of patients with various conditions with moderate physical effort on a daily basis e.g. manoeuvring patients, moving of equipment, manipulation of patient's limbs etc.
- Fine motor skills and high level of dexterity required for some interventions.
- Compliance at all times with Trust manual handling policy and local therapeutic handling guidance at all times.
- Concentration required for all aspects of the job with frequent interruptions and unpredictable workloads.
- Frequent empathy is required and occasional communication of unpleasant and sensitive news.
- Requirement to deal sensitively with patients who have high levels of anxiety and aggression, caused by pain, trauma disease process or limited mobility.
- Occasional exposure to unpleasant smells. Some rotations may involve exposure to bodily fluids e.g. sputum.
- To work alone occasionally in domiciliary settings, on call.
- Required to be a car driver.
- Frequently working in awkward positions involving bending, kneeling, reaching as part of patient treatment

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.

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Care	Think	Do
• Inspire	• Challenge	• Accountability
• Understand	• Improve	• 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 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

HCRG Care Ltd, company number 5466033 registered in England and Wales at The Heath Business and Technical Park, Runcorn, Cheshire WA7 4QX

Job Description

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.

HCRG Care Ltd, company number 5466033 registered in England and Wales at The Heath Business and Technical Park, Runcorn, Cheshire WA7 4QX

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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.

HCRG Care Ltd, company number 5466033 registered in England and Wales at The Heath Business and Technical Park, Runcorn, Cheshire WA7 4QX

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Personal Specification

Essential

- MCSP Dip PT / BSc / BSc (Hons) PT
- Registered as a Physiotherapist with the Health and Care Professionals Council
- To possess a current, valid full driving licence and suitably insured
- Broad range of clinical experience through student placements
- Evidence of continuing professional development
- Experience of applying research-based information to practice
- Competence in a wide range of physiotherapy skills
- I.T. literate
- Typing / data inputting skills for accessing patient information
- To be able to communicate with people from a wide range of backgrounds
- To be able to work flexibly and sensitively
- Wide range of interpersonal and communication skills
- Undertake specific physiotherapy tasks requiring precision and/or intense concentration. Undertaking complex physiotherapy skills
- Manual handling skills and experience
- Ability to sensitively inform service users on emotional issues.
- To be flexible and adaptable
- Organisational & time management skills
- Clinical reasoning skills
- The ability to identify and act upon adverse clinical signs
- The ability to work effectively in a team environment
- The ability to demonstrate an understanding of the NHS and challenges facing physiotherapy
- Ability to move between sites in the Swindon and Wiltshire area
- Driven to achieve
- Self-motivated
- Good time management
- Willing to work in other areas of HCRG as and when required to do so.
- A valid UK driving Licence and a vehicle that can be used for business purposes

Desirable

- MSc Physiotherapist
- Knowledge of legislation affecting professional practice

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Job Description

Employee signature

Manager signature

care·think·do
WE CHANGE LIVES BY TRANSFORMING HEALTH AND CARE