

## Job Description

<b>Job Title:</b>	PHYSIOTHERAPIST -GENERAL AND NEUROLOGICAL REHABILITATION
<b>Base:</b>	Swindon Intermediate Care Centre
<b>Grade:</b>	Band 6
<b>Reporting to:</b>	Team Lead Stroke Therapy team

### Our Values

Our STAR values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are. We will expect your values and behaviours to reflect the STAR Values of the organisation:

- Service** We will put our patients first
- Teamwork** We will work together
- Ambition** We will aspire to provide the best service
- Respect** We will act with integrity

### Main Purpose of the Job

To provide specialist Physiotherapy intervention and management for patients requiring Stroke and general rehabilitation as part of an interdisciplinary team in hospital and community settings. You will supervise more junior staff and be involved with service development keeping the patient at the centre of care.

### Main Responsibilities and Duties

1. To be responsible for the inpatient rehabilitation and day to day running of the Physiotherapy team under your direct supervision.
2. To be professionally and legally responsible and accountable for all aspects of your own work. To ensure a high standard of clinical care for the patients under your own management and support more junior staff to do the same.
3. To train, supervise and performance manage more junior staff, Physiotherapists, Technical Instructors, Assistants and students by participating in Individual Performance Review.
4. To coordinate and deliver training to appropriate staff as needs are identified to ensure competency in carrying out assessments and treatments. To participate in the support and development of junior staff and the supervision of physiotherapy students.
5. To provide highly specialist advice to more junior Physiotherapy staff, assistants and students or other colleagues working within your clinical field.
6. To accept clinical responsibility for a designated caseload of patients and to organise this effectively and efficiently with regard to clinical priorities and use of time.
7. To undertake comprehensive assessment of patients with a complex presentation using highly specialised assessment and clinical reasoning skills to formulate individualised management and

treatment plans, utilising a wide range of treatment skills and options to formulate a specialised programme of care.

8. To perform highly specialised therapeutic handling techniques in order to manually assess quality of movement and muscle tone and to facilitate normal movement patterns and functional ability.
9. To measure and evaluate treatment outcomes using evidence based outcome measures.
10. To implement Goal orientated practice, working in partnership with patients and carers, by setting appropriate goals with patients and monitoring outcomes.
11. To maintain and develop professional and communication links with therapists across the stroke pathway, Community Rehabilitation Team and GWH to maximise smooth patient transfer through the service.
12. To take part in working parties/forums developing policy changes within SwICC and the stroke services which will impact on service users.
13. To work with the Team Leader in developing and implementing the strategic and operational management of the team.
14. To work collaboratively to facilitate the interdisciplinary services for SwICC and across the Stroke pathway in line with current practice and trends, especially in respect to any Intermediate care and community rehabilitation developments.
15. To regularly communicate highly complex, contentious and sensitive information, using a variety of skills, regarding the patient's rehabilitation goals, progress and potential for recovery to patients, family, carers and associated agencies. There may be barriers to communication such as dysphasia, cognitive deficits or confusion.
16. To Key Work and chair patient and family case conferences in order to coordinate discharge plans for client with highly complex needs.
17. To be responsible for the Physiotherapeutic input to the interdisciplinary ward and team meetings as appropriate.
18. To work closely with all appropriate agencies and colleagues for exchange of information and to ensure comprehensive management of the client, and a seamless service.
19. Wherever possible to avoid hospital admission and reduce inpatient length of stay to ensure that patient receive the appropriate care in the most appropriate setting.
20. To regularly educate patient, family and carers in issues relating to their diagnosis and promote an understanding of its functional implications.
21. To write accurate referrals and detailed reports with therapeutic and discharge recommendations to other agencies e.g. outpatient services, Social Services, Voluntary agencies.
22. To assess, recommend and supply aids and adaptations to clients' social and physical environments.
23. To assess capacity, gain consent and have the ability to work within a legal framework with patients who lack capacity to consent or where there are significant barriers to understanding. e.g. dysphasia, cognitive deficits or confusion.

24. To be aware of the total needs of the service and discuss change in consultation with the Team Leader.
25. To liaise with department staff and staff of other disciplines to ensure that effective communication takes place.
26. To maintain a high standard of accurate, comprehensive and up to date documentation in the multidisciplinary notes in line with legal and team requirements.
27. To be directly involved in the delivery of the Clinical Governance plan for team.
28. To be aware of and comply with Team and organisational policies and procedures and to be involved in their review and update.
29. To be aware of Health and Safety aspects of your working environment and team and implement any policies which may be required to improve the safety of your area, including the prompt reporting of incidents and near misses and ensuring equipment is safe.
30. To undertake any other duties that might be considered appropriate by the Team Leader.
31. To deputise for the Team Leader in terms of operational issues.
32. To maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments and incorporate them as necessary into your work to ensure expertise.
33. To be an active member of the In-Service training programme by attendance and the delivery of presentations and training sessions at staff meetings, tutorials, training sessions in house and by attending external courses and practising reflective practice.
34. To communicate effectively and work collaboratively with medical, nursing and therapy colleagues; to ensure delivery of a coordinated multidisciplinary service.
35. To participate in the staff appraisal scheme and Personal Development Plan (PDP) as both appraiser and appraisee.
36. To undertake the measurement and evaluation of your work and current practices through the use of Evidence Based Practice projects, audit and outcome measures, either individually or with clinical specialist or manager. Make recommendations for change.
37. To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to the work situation.
38. To have a driving licence and be able to travel independently within the community

### **Patient Care**

39. To carry out assessment and treatment of patients for rehabilitation requiring moderate physical effort for several periods of over 20 minutes on a daily basis.
40. Requires frequent manoeuvring/mobilising of people in a therapeutic way.
41. There is a frequent need to crouch or kneel in cramped situations for short periods during assessments and treatments of patients.
42. There may be daily contact with bodily fluids.

43. When undertaking home visits patients' houses may be unclean, smoky and cluttered with little exposure to uncontrolled pets.

### Flexibility

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

### Supplementary Information

This job description should be read alongside the Supplementary Information provided on NHS Jobs for applicants and alongside the Employee Handbook for current staff members.

## Person Specification

<b>Job Title:</b>	PHYSIOTHERAPIST -GENERAL AND NEUROLOGICAL REHABILITATION
<b>Base:</b>	GWH Swindon Intermediate Care Centre

Criteria	Essential	Desirable
<b>Education, Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Diploma/degree in Physiotherapy</li> <li>• HPC registered</li> <li>• Postgraduate training and experience in neurological stroke and elderly care rehabilitation</li> <li>• Evidence of CPD</li> <li>• Computer literacy</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate training in rehabilitation / neurology</li> <li>• Relevant teaching qualification eg Clinical Educator Accreditation</li> <li>• Introductory Management training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Broad base of experience as a Band 5 Physiotherapist</li> <li>• Experience of working in the NHS or NHS commissioned services.</li> <li>• Experience of working in stroke and elderly care rehabilitation</li> <li>• Experience of supervising others including junior staff and students</li> <li>• Experience of delivering inservice training</li> <li>• Experience of working within a Multidisciplinary Team</li> <li>• Experience in the use of outcome measures</li> <li>• Experience of complex discharge planning and case management</li> </ul>	<ul style="list-style-type: none"> <li>• Neurological rehabilitation experience at Band 6 level</li> <li>• Experience of “team leadership”</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Knowledge of relevant governmental and local guidelines, and national service frameworks</li> <li>• Knowledge in the use of outcome measures</li> <li>• Advanced knowledge and application of current best practice</li> <li>• Ability to lead training sessions</li> <li>• Ability to motivate self and others</li> <li>• Committed to interdisciplinary teamwork</li> <li>• Advanced communication skills</li> <li>• Flexible, adaptable</li> <li>• Clear vision of role</li> <li>• Presentation skills</li> <li>•</li> </ul>	
<b>Other Job-Related Requirements</b>	<ul style="list-style-type: none"> <li>• Willing to work in other areas of the Trust or Trust-wide as and when required to do so.</li> <li>• Responsibility to promote the welfare of all children, young people and adults and to keep them safe and to practise in a way that protects them from potential harm or abuse</li> <li>• To have knowledge of, and follow local policies and procedures regarding acting appropriately to protect vulnerable adults and children at risk</li> </ul>	