

Job Title:	Physiotherapist
Reports to (job title):	Team Leader/Physiotherapy Clinical Lead

Job purpose

- Provide a physiotherapy service to patients within the DGS Falls/Rapid response service, within the community.
- Perform therapeutic assessment and treatment of patients with diverse presentations and complex physical, psychological conditions. This includes Falls assessment, post-operative Orthopaedic conditions.
- To provide/contribute to diagnosis of the condition and develop and deliver an individualised treatment programme appropriate to the patient's condition.
- Responsible for managing a clinical caseload of patients and maintaining appropriate records autonomously with support of senior therapist as required.

Key responsibilities

- Attend and contribute to relevant meetings and case conferences representing the therapy service to discuss patients' conditions and progress. To liaise with members of the multidisciplinary team and other statutory/voluntary organisations. To integrate therapy treatment into the overall care of individual patients.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation/treatment programmes. This includes patients who may have difficulties understanding or communicating due to e.g. dysphasia, depression, deaf/blindness, cognitive problems, language/cultural barriers, difficulties accepting diagnosis.
- Communicate with patients, relatives, staff, and multi-disciplinary team. Develop rapport with patients, carers and families to encourage and motivate them towards independence.
- Communicate effectively with all internal and external agencies to ensure best patient care
- Implement and work within Trust and nationally agreed professional guidelines and standards. To maintain a good working knowledge of national and local standards of care and monitor own quality of practice.
- Responsible for maintaining own competence to practice through continued professional development activities. Maintain a portfolio/professional diary that reflects personal development and practically demonstrates theory learned.
- Supervised by a senior therapist, with supervision to take the form of regular formal training and clinical reasoning sessions, peer review and case conferences. Access to advice and support from senior therapists, if required, is always available.

- Ensuring, through the use of CPD, that practice is informed by the current evidence base, audits and latest research. Be up to date with evidence-based practice using resources such as journal clubs, research articles, other unit's policies and working practices.
- With the appropriate training and experience, to take students on clinical placement.
- Responsible for maintaining accurate, up to date and comprehensive patient treatment records in line with Trust and professional standards of practice. Accurately complete other documentation in line with directorate/Trust standards.
- Demonstrate a flexible approach to service delivery- respond positively to organizational change and be flexible to work practices depending on need
- Manage clinical risk within own patient caseload.
- Carry out assessment/treatment in appropriate patient environment. To make recommendations to promote their level of safety and independence
- Make appropriate referrals to other members of the multidisciplinary team, professional and voluntary organisations.
- Provide information, advice and support on health promotional issues in order to allow patients and carers to make informed decisions.

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 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

Qualifications

- Degree/Diploma in physiotherapy
- Appropriate State registration with the Health Professions Council
- Driving Licence

Experience

- Broad clinical experience from placements; Falls, Neurology, Orthopaedics, Musculo-skeletal
- Other relevant experience in Orthopaedic Rehabilitation

Knowledge

- Understanding of clinical governance and its implication
- Awareness of recent government initiatives and their impact on practice
- Evidence of relevant Continuing Professional Development, within the last two years
- Knowledge of recent research to inform evidence-based practice in the field of Falls and or Rapid Response/Intermediate Care rehabilitation.
- Knowledge and understanding of relevant NICE guidelines and National Service Framework.
- Awareness of trust objectives

Skills & Abilities

- Good assessment and treatment skills
- Established communication and documentation skills.
- Prioritisation and organisational skills.
- Accurate and legible note taking.
- Able to work in challenging environments.
- Ability to adapt to changes in the organisation.
- Competent IT skills.
- Able to work as part of a team
- Able to travel efficiently across the Kent Health Economy

Personal Attributes

- Able to work autonomously.
- Team player
- Flexible
- Empathetic
- Logical/analytical approach
- Good Time Management
- To be proactive in day to day work.
- Openness to work with people from different backgrounds, demonstrating empathy when appropriate

Job Description

- Enthusiasm for role

Desirable

- Membership of the Chartered Society of Physiotherapy
- Evidence of ability to delegate appropriately
- Able to train and supervise others

Other requirements:

- Access to a car, with appropriate insurance, for work purposes

Employee signature

Manager signature
