

Job Title:	Specialist Community Physiotherapist (ESD) – Band 6
Reports to (job title):	Band 7 Clinician
Line Manager to:	Rehabilitation Support Workers and students on placement within the ESD Service

Job purpose

To provide specialist and dynamic neurological support, care, treatment and advice to individuals who have suffered a stroke. To provide clinical leadership to other professionally registered staff and support workers, and to support the supervision and professional progress of staff and students within the Early Supported Discharge (ESD) Service, including assisting in the development of Rehabilitation Support Workers. The responsibilities of the post are set out below in line with Wiltshire Health and Care values.

Base

Community and out-patient hospital settings across Wiltshire, as part of the Early Supported Discharge (ESD) Stroke Service.

This post is responsible for

- Clinical leadership and professional supervision of other professionally registered staff and support workers
- The supervision and professional progress of staff and students within the ESD Service
- Assisting in the development of Rehabilitation Support Workers

Key responsibilities

Quality Care for All

- To provide a specialist stroke Physiotherapy service for ESD patients.
- Assess, interpret, plan and implement treatment and care to patients in a community/out-patient hospital setting.
- Wherever possible, reduce in-patient length of stay by promoting and supporting early discharge from hospital.
- Keep the patient at the centre of their care, ensuring full participation in decision making.
- Deliver clinical care for patients with stroke by providing specialist assessments and treatment, and formulating clear treatment pathways to assist community workers.

- Be accountable for assessing, interpreting, planning, implementing and evaluating clinical care plans, ensuring that the care, needs and wishes of the individual are carefully and accurately documented in the clinical records.
- Be responsible, when appropriate, for the assessment of equipment and ensure its safe use by others through teaching, training and supervision of practice.
- Enable patients to reach their optimum level of independence, re-establishing previous routines and roles within the family and wider community.
- Maintain sound knowledge of infection control to reduce the risk of healthcare-acquired infections.

Demonstrating Integrity in all that we do

- Ensure own clinical credibility through professional accountability and maintaining clinical skills.
- Obtain consent for any treatment undertaken.

Building and Strengthening Partnerships

- Work within an integrated multi-professional team.
- Provide stroke-specific advice and support for Integrated Teams.
- Participate in MDT meetings, clinics and case reviews to assist in the implementation of multi-disciplinary, client-centred goal planning.
- Ensure effective communication of complex, sensitive patient information between hospital and community professionals, including overcoming communication difficulties (e.g. hearing/language).
- Provide clinical supervision and leadership to ensure high clinical standards and facilitate the development of individual team members.
- Promote best practice, and monitor and support junior staff and students' practice.
- Provide clinical/fieldwork education placements for pre-registration students of own profession, and support that provision for other disciplines.
- Develop and maintain skills required for patients within a community setting, in line with appraisal and KSF.

Adapting in a Changing Community

- Promote, lead and ensure implementation of new practices/developments in relation to the ESD service.
- Undertake and support the Community Team Leader in the service development of Physiotherapy within the team.
- Participate in in-service training for other individuals contributing to the stroke pathway in Wiltshire.

Proposed job plan

The proposed job plan will be agreed with the post holder's line manager and will reflect a mix of direct patient contact within the ESD Stroke Service, multi-disciplinary team meetings, clinical supervision, and training/development activity, in line with the responsibilities set out above.

Outline of Provisional Job Schedule:

A detailed weekly schedule will be confirmed with the post holder's line manager, reflecting the balance of clinical caseload, MDT working, supervision of staff and students, and service development activity described in this job description.

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
- Inspire - Understand - Communicate	- Challenge - Improve - Learn	- 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.

Job Description

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

Education, Qualifications and Training

- BSc/BSc (Hons) and/or equivalent qualification in Physiotherapy
- Registered with the HCPC
- Post-registration qualification in a relevant area of clinical practice

Experience & Knowledge

- Delivering patient-focused care
- Experience of working with adults with neurological problems as a qualified therapist (minimum 1 year)
- Case management
- Teaching (professionals, students and patients/carers)
- Leadership
- Evidence of an innovative and flexible approach to care and its organisation
- Demonstrable professional development and experience
- Multi-disciplinary working across a range of agencies/professional groups
- Providing evidence-based practice through clinical audit
- Assessment and care planning
- Working in partnership with other agencies
- Evidence of ongoing personal development
- Experience within a wide range of patient/client care groups
- Experience of gathering and interpreting information to shape service development

Skills

- Excellent inter-professional communication
- Ability to undertake specific therapy skills
- Typing/data inputting skills – to use computerised systems for accessing patient information
- Dealing with bad news – ability to sensitively inform service users on emotional issues, and to support and facilitate staff in dealing with these situations
- Required to challenge and lead practice
- Ability to manually handle patients and equipment

Job Description

Desirable

- Evidence of community experience as a qualified therapist
- Setting and monitoring standards of care
- Management, organisational and administrative skills

Other requirements: Willing to work in other areas of Wiltshire Health and Care as and when required to do so.

Employee signature

Manager signature
