Job Description

Job Title:	Physiotherapist – Band 6 (Integrated Neighbourhood Team)
Reports to (job title):	Clinical Lead Therapist
Line Manager to:	Physiotherapist – Band 5, Therapy Support Workers, Apprentices, Students

Job purpose

The community therapy service is a short-term service which supports and works with people, either in their own home or in Residential or Nursing Homes. The aim of the service is to maximize and maintain independence through the provision of rehabilitation and support. Therapy intervention is delivered as part of the Integrated Neighbourhood Team model.

Following an initial assessment and in consultation with the service user, a care plan and rehabilitation programme is drawn up. Service users are encouraged to take an active part in the development of their plans and are supported to make informed choices regarding their care.

Key service objectives:

- Providing rehabilitation within normal place of residence to regain/maintain independence
- Prevention of admission to hospital
- Supporting discharge from hospital
- Determining the appropriate level and type of service for any on-going needs

The Integrated Neighbourhood Team consists of nursing staff, therapy staff, community support workers, apprentices and admin support staff. The service operates 7 days a week throughout the year.

The Role:

- To carry out therapeutic assessment, diagnosis and treatment with patients using person centred goals, who may have diverse presentations and a range of physical and psychological conditions within the context of a community-based, multi-disciplinary team.
- To focus on admission avoidance, planned rehabilitation and facilitation of hospital discharge within the context of multi-disciplinary and multi-agency working.

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- To hold responsibility for own case load working with rehabilitation therapy workers to deliver therapeutic programmes as part of the multi-disciplinary team.
- Provide effective supervision to junior Physiotherapists, students, apprentices and Therapy Support Workers

Base

The Orbital, North Swindon District Centre SN25 4AN

Key responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

- Provide an evidence-based physiotherapy service of a high standard, to patients in a community setting by undertaking comprehensive assessments, reassessments, care planning, rehabilitation and therapeutic care and support. This will involve using clinical reasoning skills and knowledge of evidence-based practice to inform the appropriate intervention and developing comprehensive discharge plans from the service.
- Provide professional advice and guidance to the team and others. This will involve contributing to the day-to-day management of the team, data gathering, analysis, recording and reporting, interpreting and recommended further courses of action.
- Allocate, supervise, and direct on-going physiotherapy programmes to patients provided by therapy support workers as required.
- Be responsible for the safe and competent use of rehabilitation equipment and appliances used by patients and ensure that members of the patient's family, other MDT colleagues, carers and students attain competency prior to use.
- Assist in further integration of health and social care practices, helping to break down barriers and enable more joint working and shared pathways, working with other practitioners and teams
- Resolve varied problems using advanced analytical /problem solving techniques to understand the causes. Find solutions based on limited information and use evaluation, judgment, and interpretation to select best course of action.
- Accountable for day-to-day people management of the team, contributing to longer term planning, performance, coordination, and development of staff. This will include triaging and booking in new referrals based on the capacity available.
- Be professionally and legally accountable for all aspects of own work, adhering to national, professional, and organizational standards and guidelines.
- Communicate in an appropriate and professional manner to enable sharing of information of varying complexity.

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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	• 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

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- 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.

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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

- Diploma/ Degree in Physiotherapy

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- Membership of Chartered Society of Physiotherapy and/ or evidence of other professional liability insurance to practice
- Registered with HCPC
- Evidence of continuing professional development (CPD) recorded in a portfolio, as recommended by HCPC.
- Essential car drivers only
- Previous post qualification experience of community working within the Physiotherapy profession
- Depth of knowledge of principles and practices within Physiotherapy to include knowledge of medical conditions prevalent in the elderly e.g., Fraility, Parkinson's Disease, Stroke, MS, COPD, falls, orthopaedic conditions, general ageing and diabetes.
- Experienced and has depth of knowledge of professional and management practices relevant to the job role. This will include physical and functional assessments, with an awareness of cognitive assessment
- Good working knowledge of typical work-related systems, procedures, equipment and technology
- Knowledge and understanding of the legislation that applies to care and health

Desirable

- It is desirable to hold or be working towards a post graduate diploma / degree in professional practice and / or management practice
- Good levels of IT literacy including good knowledge of service-related systems
- Demonstrates experience in a people management role, including experience conducting appraisals and general performance management tasks
- Experience of helping developing team members and of seeking ways to improve services
- Able to interpret and explain a variety of routine and more complex technical information to a variety of audiences
- Evidence of ability to resolve varied problems using sound logic and taking into consideration relevant implications and able to demonstrate evidence of good decision making

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Job Description

Employee signature

Manager signature

care·think·do

WE CHANGE LIVES BY TRANSFORMING HEALTH AND CARE

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