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| JOB IDENTIFICATION |
|  Job Title: Frailty Specialist Physiotherapist - Integrated Assessment TeamResponsible to: Joint Physiotherapy/OT/Clinical Nurse Manager Department(s): Integrated Assessment TeamDirectorate: Emergency Care DirectorateOperating Division: AcuteJob Location: Front Door, VHKHours/Work Pattern: equates to 37.5 hours per week, 12.5 hour shifts, across 7 daysJob Reference: Band 6No of Job Holders: 1Last Update : August 2025 |
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| 2. JOB PURPOSE |
| Provide a specialist, evidence based, clinically effective service for frailty patients, ensuring high quality optimal patient care within Admissions Unit 1 (AU1), Accident and Emergency, Admissions Unit 2, and the wider hospital if required.The post holder is responsible for developing, delivering and coordinating high standards of clinical and comprehensive assessment to the older population and those identified as frail within NHS Fife. The post holder is professionally responsible for the delivery and ongoing development of the identification and management of frailty at the “front door”. Expert in comprehensive geriatric assessment you will ensure the highest standard of personalised care is delivered to patients and their families in partnership with all members of the multi agency team.Using specialist knowledge and skills the post holder will assess, plan and treat a variety of presentations and deliver therapeutic interventions in complex, urgent or emergency situations.Provide expert specialised professional advice to patient’s, carers, medical, nursing and allied health professional teams. Responsible for providing highly education and training programmes for health care professionals and other professional groups.Provide professional expertise to the multidisciplinary team, including mentorship and training of new assistant frailty practitioners, advanced nurse practitioners and the SpecialIst Occupational TherapistsParticipate in the ongoing development of the frailty acute care model. |

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| 1. **DIMENSIONS**
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| * Responsible for providing clinical assesment of complex patients identified as having frailty syndromes attending all front door areas.
* Following timely assessment identify and document the appropriate care pathway using the agreed tools.
* Responsible for own caseload, works autonomously and contribute to clinical education and appraisal of undergraduates and Assistant Frailty Practitioners.

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| 4. ORGANISATIONAL POSITION |
| Large arrow=direct responsibilitySmall arrow= working relationship withFrailty Specialist PhysiotherapistIntegrated Assessment TeamNURSE CONSULTANT: OLDER PEOPLEHead of TherapiesPT/OT Clinical Nurse ManagersSERVICE MANAGERMOE |

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| 5. ROLE OF DEPARTMENT |
| The Fife Acute Physiotherapy Service sits with other Allied Health Professional Services n the Clinical Support and Access Directorate within Fife Acute Hospitals.Key responibiliites for this post are:To provide a high quality of care to all adult patients identified as frail at the “front door” within a supportive and safe environment. To ensure all vulnerable adult patients receive high quality care provided in the acute care area. This involves assessing the care provided by medical, nursing and all other healthcare staff who may come into contact with the patient. Contribute to developments in the service in partnership with the operational division and across NHS Fife. To participate in the development and implementation of a robust audit programme to develop and improve the service to best meet the needs of the patients and carers.To act as an educational resource for staff and patients in all aspects of the management of care of the vulnerable adult |

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| 6. KEY RESULT AREAS |
| **6.1 CLINICAL** * The Frailty Specialist Physiotherapist will act independently to assess, analyse and provide an accurate clinical diagnosis using developed clinical reasoning skills and specialist knowledge for individual patients to determine their need for physiotherapy intervention in the context of frailty.
* These patients may have a complex presentation or problems.
* Act independently using developed clinical reasoning skills to appropriately plan, implement, continually re-evaluate and progress treatment to maximise patient rehabilitation.
* Act independently to plan appropriate pathways as an alternative to acute care, including discharge from physiotherapy, effectively handover of patient care to community teams including, Hospital @ Home, ICASS or Community Hospitals and Social Work colleagues.
* Independently prioritise and monitor own clinical activity.
* Evaluate the effectiveness of own treatments.
* Assess capacity, gain valid informed consent and have the ability to work within a legal framework.
* Independently communicate with and work as part of the Integrated Assessment Team in the context of the wider Frailty Team.
* Lead frailty huddles and act as frailty co-ordinator of the day to ensure effective treatment and patient care.
* Maintain patient documentation records and statistical information to reflect the care provided and meets professional and departmental standards.
* Ensure a safe and timely access to treatment, using evidence based local/national protocols and guidelines according to own accountability.
* Will provide specialised advice to patients, carers and relatives.
* Refer patients to relevant departments, other specialist nurses or other health care professionals when appropriate.

**6.2 PROFESSIONAL*** Maintain legally required registration under Health and Care Professions Council requirements.
* Maintain Chartered Society of Physiotherapy Quality Assurance Standards.
* Adhere to Chartered Society of Physiotherapy Rules of Professional Conduct.
* Independently provide evidence of Continuous Professional Development.
* Support the Physiotherapy Service Clinical Governance Strategy by active participation in the evaluation of practice through different routes e.g. research, studies and audit.

**6.3 MANAGERIAL*** Help identify and evaluate opportunities to improve the service in order to supply the best patient care within the resources available.
* Manage an individual caseload of patients effectively and efficiently.
* Access senior IAT to gain support, advice and direction in management of caseload.
* Independently delegate appropriate tasks, supervise, monitor workload and appraise Assistant Frailty Practitioners and undergraduates.
* Independently supervise, monitor workload and appraise Assistant Frailty Practitioners and undergraduates. Act as a reviewer on eksf.
* Participate in both departmental staff meeting and peer group meetings.
* Deputise for the senior staff to maintain continuity of service delivery in their absence.
* Assist senior staff in day to day management of service e.g. coding and prioritising referrals.

**6.4 EDUCATIONAL*** Participate in nursing/medical/AHP staff teaching and training, including organising teaching sessions for staff personal development plans to facilitate and meet ongoing development needs within the Operational Division.
* Key contributor in the development and implementation of programmes to ensure that the service maintains a focus on best practice within the available resources.
* Present and participate in departmental and team in-service training to ensure evidence based practice.
* Produce and present a project annually which meets service objectives and personal development.
* Participate in staff appraisal to promote personal development plan and identify learning needs.
* Undertake clinical training of undergraduate and post-graduate physiotherapy students.
* Further develop current specialist knowledge of evidence based practice in the management of the frail older adult.

**6.5 Health & Safety*** Ensure that practices and procedures are carried out within the regulations of the Health & Safety at Work Act and contribute towards the formulation of safe working practices.
* Take reasonable care of own safety and that of other staff, patients and carers.
* Independently complete the reporting of accidents, incidents or near misses.
* Ensure own actions support local policies on equality, diversity and human rights.
* Ensure that all physiotherapy equipment is safe to use and be responsible for the safe and competent use of all physiotherapy equipment and that under ELP training by patients and their carers.
* Undertake Risk assessment of own practice and workplace activities.
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| 7a. EQUIPMENT AND MACHINERY |
| **Equipment:*** Respiratory equipment e.g. nebulisers, suction, oxygen cylinders,

Humidifiers, non-invasive ventilation, Bird, Cough Assist.* Patient monitoring equipment e.g. Dynamap, Oxygen saturation monitors.
* Emergency Equipment e.g. Defibrillator, Resuscitation equipment
* Be familiar with the use, storage and maintenance of all equipment used

within the clinical area of work.* Other specialist equipment where necessary
* Aids - Prostheses, orthoses, walking aides – gait education.
* Gym - Apparatus, Multigym, bicycle, stepper, parallel bars, treadmill, weights pulleys, Arjo walker, tilt table, PPAM aids – muscle strengthening, endurance training, joint stabilisation, improving range of movement, gait re-education.
* Electrical Apparatus -Ultrasonic, interferential, TENS, trophic stimulators, Biodex, Isokinetics -strengthen muscle, reduce pain, promote healing.
* Hot/Cold Therapy - Reduce swelling and inflammation, pain relief.
* Hydrotherapy Using equipment and water to facilitate rehabilitation.
* Manual Handling Equipment - Hoists, sliding sheets, transfer boards, handling belts, and other manual handling equipment – to promote Minimal Manual Handling Policy of Trust.
* Splinting Material – Thermoplastics.
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| **7b. SYSTEMS** |
| * IT systems
* Telephone/communication system
* Patient care records
* Laboratory systems
* Datix
* Trakcare
* Patientrack
* Clinical portal
* PACS
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| 8. ASSIGNMENT AND REVIEW OF WORK |
| * The post holder will have responsibility for managing his or her own caseload in conjunction with the IAT team. This involves care of frail acutely unwell medical patients within the ‘front door’ areas who can be critically ill.
* Most work is done autonomously and is not assigned~~.~~
* The Frailty Specialist Physiotherapist will be responsible to the IAT Team Lead for professional guidance and management, work review and formal appraisal of performance.
* Physiotherapy managers are available daily for additional guidance, personal and/or professional support either face to face or by telephone.
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| **9. DECISIONS AND JUDGEMENTS** |
| **9.1 Post holder*** Manage his/her own caseload and review appointments.
* Recognises people’s rights and acts in accordance with legislation, policies and procedures.
* Discharge patients from physiotherapy treatment as necessary to suit patient’s needs.
* Refer patients to consultant/GP/other professionals for further investigation/treatment.
* Advice, supply, fit or refer on regarding surgical appliances and aids.
* Reporting of equipment faults.
* Call a MDT meeting if required.
* Prioritisation of team’s workload in absence of Team Lead.
* Handling first line conflict situations whilst informing senior staff.

**9.2 – Refer to Senior Staff*** Changes to departmental practices/procedures.
* Request for annual leave.
* Complex cases where post holder is unsure of any aspect of patient management.
* Complex personal issues e.g. staff conflict.
* Formal complaints/complex conflict.
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| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| * Dealing with competing demands from the patients, nursing and medical staff and the directorate management team.
* Motivate and inspire the multidisciplinary team.
* Managing a wide range of complex conditions.
* Managing own caseload and time in accordance with patients’ and service needs.
* Managing undergraduates and assistant staff workload and performance.
* Supporting clinical and non-clinical development of junior staff through joint working, tutorials and feedback.
* Deputising for the Team Lead in their absence through additional responsibility.
* Communicating with consultants, GPs, relatives and other members of the multidisciplinary team.
* Actively participating and presenting clinical findings in ward rounds and case conferences formally and ad hoc.
* Undertaking a mentally and physically demanding job whilst taking care to safeguard their own health and safety and that of their patients and colleagues.
* Responding to constantly changing situations on a daily basis and service demands including prioritisation of workload.
* Handling conflict with patients, carers and colleagues.
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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| * Facilitate and lead twice daily frailty huddles in concordance with the wider MDT
* The post holder will communicate with people who have difficulty understanding due to disability, cognitive impairment, injury or illness. The post holder will be required to develop communication skills, involving empathy, reassurance and counselling, to ensure the patient/relatives understand, agree and co-operate with the prescribed course of action.
* Liaise with other members of the MDT on service needs and requirements involving the communication of highly complex and/or sensitive information.
* Cooperation and agreement are crucial for service provision therefore a full range of advanced motivational and negotiating skills will be required.
* Communicate at an specialist level across primary and secondary care interface.
* Communicate with external services involved in health such as private care services and social work services in concordance with health and social care integration.
* Ensures accurate record keeping and the maintenance of patient confidentiality is achieved at all times constantly.
* Minimises potential for conflict and complaint, resolving disputes locally wherever possible and making appropriate referral to the IAT Team Lead as necessary.
* Promote good relationships with patients, public and staff in verbal and written communication daily.
* Actively listen and seek patient and opinions on all aspects care delivery.
* Maintain effective professional communication with members of the multi-disciplinary care team, management team, wards and departments in NHS Fife and associated agencies and organisations, internal and external constantly
* Keeps management informed and updated on any relevant issues daily.
* Maintain patient and staff confidentiality at all times constantly.
* Prepare and make presentations as required within NHS Fife and associated institutions. Be able to devise and contribute to informal and formal teaching programmes.
* Communicate frequently and effectively with other departments within the division.
* Initiate patient referral to multi-professionals, internal and external to the organisation frequently.
* Maintain a professional manner when dealing with patients, staff and relatives respecting the dignity at work policy constantly.
* Be aware of the diversity of culture and religion and maintain required communication constantly.
* Network locally and nationally with Primary, Secondary and Tertiary services and specialist professional groups in relation to frailty and older people.
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| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| The nature of this role is evolutionary: therefore this is not exhaustive list but is indicative of the requirement of the post.**Working Conditions:**Physical Demands* The post holder will be mobile for most of each shift for 12hours.
* Undertake therapeutic objective mobility assessment and patient handling
* May require to assist with moving and transporting of patients, physical manual handling of patients, including furniture and heavy equipment.
* Respond appropriately and rapidly to emergency or unplanned situation.
* Manually handling patients on a daily basis for the purposes of treatment. Activities may include bending, crouching, kneeling and repetitive movements often in confined spaces and for sustained periods of 20 minutes per treatment session
* Utilising manual physiotherapy techniques on a daily basis including facilitation of movement requiring specialised levels of dexterity, sensory awareness and co-ordination.
* Handling and using equipment on a daily basis – wheelchairs, walking aids and plinths all of which require manipulation and dexterity and frequently manoeuvring in confined spaces.
* Working in conditions which may involve exposure to infection and bodily fluids including sputum, vomit, blood and urine,
* Working in an environment which may involve occasional (monthly) exposure to verbal and physical aggression e.g. swearing, punching, biting and scratching.

Mental Demands* Maintaining high levels of concentration when assessing and treating patients, attending meetings, analysing documentation and presenting reports.
* Dealing with unpredictable events (eg falls, patient illness) and interruptions which may include assisting colleagues and requests for information.
* Exercise increased management skills in the absence of the Team Lead.

Emotional demands* Communicating with distressed/anxious/worried patients/relatives/staff.
* Managing patients who may be terminally ill.
* Manage patients who may have long term degenerative conditions, deteriorating prognosis and/or difficult social, emotional, behavioural, communication or mental health status.
* Managing patients who may be in severe distress through pain.
* Dealing with carers and/or family who may be distressed, angry or confused.
* Imparting unwelcome information to patients, carers and family regarding rehabilitation prospects.
* Dealing with challenges and at times complex feedback when undertaking performance review (occasionally).
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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| Minimum required undertaking the role.* Physiotherapy Degree.
* Evidence of significant post registration professional practice experience to undertake and fulfil the key areas for this post.
* Teaching skills
* Collaborative approach to multi-disciplinary teamwork.
* Knowledge, skills and competencies equivalent to 3 years post graduate experience, and 8 months in the specialist clinical area or equivalent.
* Registered with Health and Professions Council.
* Advanced communication skills, including interpersonal skills, liaison and negotiation skills.
* Proficiency in PC skills.
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| **14. JOB DESCRIPTION AGREEMENT** |
| A separate job description will need to be signed off by each jobholder to whom the job description applies. Job Holder’s Signature: Head of Department Signature: | Date:Date: |