

## JOB DESCRIPTION

### 1. JOB IDENTIFICATION

Job Title:	<b>Physiotherapist (Band 5)</b>
Responsible to (insert job title):	Physiotherapy Team Lead
Department(s):	Therapy Services
Directorate:	Therapy and Rehabilitation
Operating Division:	University Hospitals Services Adult Acute
No of Job Holders:	42

### 2. JOB PURPOSE

To provide a comprehensive service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a diverse range of patients referred to the service

To supervise and support physiotherapy assistants, clinical support workers, and students.

### 3. DIMENSIONS

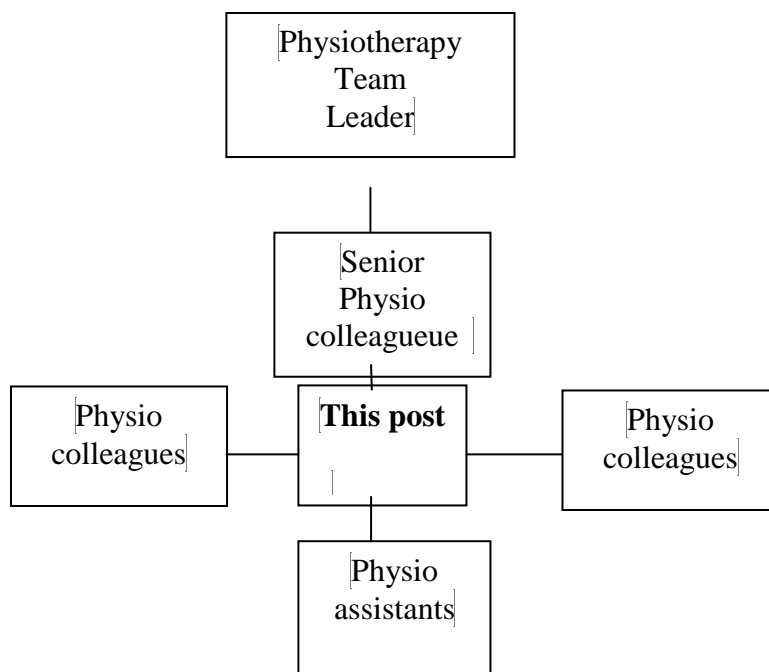
Population and demographic indicators of the area are: City of Edinburgh

The post holder will have a designated base but could work with adults or children in any of the following service areas outpatients, inpatients, community, general rehabilitation, learning disability, medical, surgical mental health, and neurology. The post holder will work within a variety of designated NHS and non NHS sites including hospitals, Care Homes, Health Centres, schools and nurseries, Family Centres.

Staff responsibility – Supervise clinical workload of physiotherapy assistants, clinical support workers and students, 5/7 working pattern and oncall respiratory responsibilities.

The post holder is employed within NHS Lothian and there may be a requirement to work flexibly to meet service demands following relevant ER policies.

#### 4. ORGANISATIONAL POSITION



#### 5. ROLE OF DEPARTMENT

The Physiotherapy Service sits within University Hospitals Services Adult Acute

Key responsibilities of the service are:-

- Provision of physiotherapy care to a diverse range of clinical conditions and patient types in a variety of environments across acute and community settings.
- Service management, planning and development within a defined budget and a multidisciplinary framework.

#### 6. KEY RESULT AREAS

##### Clinical

1. To prioritise and manage own individual caseload providing a comprehensive service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a diverse range of patients referred to the service, seeking advice and support from specialist physiotherapist when appropriate.
2. To maintain professional standard of record keeping which is accurate and current, in line with professional codes, service standards and organisational requirements
3. To work within all local policies, procedures and protocols and in compliance with professional standards as documented by the professional body and the Health and Care Professions Council. Patients may include vulnerable adults and young people under the age of 18 therefore develop a working knowledge of relevant procedures including Child Protection, Protection of Vulnerable Adults and other legal frameworks.
4. To contribute as required to the planning and implementation of team and departmental policy and service developments, including representing the team at relevant meetings

5. Delegate allocated tasks to clinical support workers and assistant practitioners and supervise where appropriate, to maximise efficiency and to achieve desired quality of care ensuring they follow NHS Board Policies & Procedures.
6. To contribute to audit, research activity or other projects to promote evidence-based practice, develop the service and maintain efficiency and effectiveness

### **Educational**

7. To participate in student education within current clinical area and at an appropriate stage.
8. To deliver training programmes for a wide range of professionals and carers to educate carers and significant others in the understanding of both the therapy process and any intervention relating to the management of patients medical and social needs.
9. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

## **7a. EQUIPMENT AND MACHINERY**

Be competent in the use of a wide range of equipment. Ensure that equipment in use is clean and safe, and regularly monitored for safety as per professional and organisational standards of practice. Must ensure that all equipment issued by them is safe to use and be responsible for the safe and competent use of equipment they issue to patients.

The following are examples of equipment which may be used when undertaking the role:

**IT Equipment** –Personal Computer, phones, mobile phone, telehealth units, teleconference, videoconference.

**Manual Handling equipment** – Walking aids, Mechanical Hoists, Samhall turner, Sliding boards, Rope Ladders – to facilitate patient transfers.

Details of equipment will be held locally and will depend on the work area.

**Note:** New equipment may be introduced as the organisation and technology develops, however training will be provided.

## **7b. SYSTEMS**

The following are examples of systems which may be used when undertaking the role:

Maintaining patient records– documenting all patient interventions and non-direct contacts e.g. TRAK, Picture Archiving Communication Systems (PACS)

Internet based clinical information sources e.g. E-Library

Update department shared drive/intranet site

Use of intranet to access information within NHS Lothian

Daily use of e-mail for communication

Microsoft Office - Formatting and populating spreadsheets and databases to produce statistics and reports as required.

**Note:** New systems may be introduced as the organisation and technology develops, however training will be provided.

## 8. ASSIGNMENT AND REVIEW OF WORK

The clinical caseload is generated by the specific needs of each clinical area and agreed with the Specialist Physiotherapist according to the skills and competencies of the post holder. The post-holder will work independently within departmental and professional protocols / guidelines. A Specialist Physiotherapist will be available to consult and provide direct supervision and training as required.

The post holder is responsible for supervising clinical support workers, assistant practitioners and students.

The post is managed by the line manager. This includes participation in the departmental Personal Development and Performance Review (PDP) system.

## 9. DECISIONS AND JUDGEMENTS

To act independently to assess, plan, implement and evaluate treatment programmes and discharge whilst considering complex facts and environmental factors to determine which management option best meets the needs of the client and their carers.

Prioritise own caseload and workload management.

Plan and implement own treatment care packages from analysis of assessment results and using clinical reasoning skills.

Decide when to refer to specialist Physiotherapist/Line Manager and other agencies.

## 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Working with a broad range of patients, staff groups and different services and organisations and having an understanding of their priorities and structures through well-developed communication channels. Developing and maintaining effective communication links to ensure continuity of service and patient care

Effective time management of clinical commitments, administrative work, and professional requirements.

Prioritising workload while managing the demands of families, patient's need's, other professional staff and other agencies with an increasing size and complexity of caseload.

Ability to adapt to the variable and unpredictable demands of the clinical and organisational workload.

## 11. COMMUNICATIONS AND RELATIONSHIPS

### Patients

Provide and receive information regarding assessment, diagnosis, prognosis and treatment to encourage acceptance and compliance.

Patients will have a range of medical and psychosocial problems that require the physiotherapist to utilise motivational and persuasive skills to facilitate rehabilitation both in an individual and group setting.

Deal with complaints in a timely manner .escalate and seek support from senior staff as required

**Relatives / Carers**

Provide and receive information.  
Teach a range of patient management strategies.

**Physiotherapy Staff (internal / external)**

Consult senior staff for advice.  
Delegate tasks to assistant practitioners and clinical support workers  
Impart information relating to patient transfer to both internal and external colleagues.

**Multidisciplinary team within the speciality**

Relay on patient assessment findings, patient progress with treatment and suggest other professional input requirements.  
Teach physiotherapy strategies to optimise patient care.

**12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB****Physical skills**

Skills to perform a wide range of physiotherapeutic manual techniques  
Knowledge of how to use specialist equipment – required for day to day use with specific patients e.g. communication aids, special seating, standing frames etc.  
Standard keyboard skills – required for daily use of IT equipment.  
Manual handling skills – trained to a level as required by NHS Lothian for daily use in the workplace.

**Physical effort**

Direct manual handling of patients, with due regard for own safety, including manoeuvring patients, carrying equipment, pushing wheelchairs and arranging seating required on a daily basis.  
Skills required to assist with therapeutic handling of patients dependent on clinical area

**Mental demands**

High level of concentration required throughout the day. This is required in order to make clinical decisions during all aspects of assessment and treatment taking into account any cultural/ linguistic differences.  
Need to be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions.  
Meeting the needs of training and delegating work to assistants and students while maintaining the highest standards of clinical care to patients and their families.

**Emotional demands**

Communicating frequently with distressed/anxious/worried and emotionally demanding patients/relatives.  
Frequent need to impart potentially distressing to patients and carers.  
Managing patients who may have challenging behaviours.

Patients may include vulnerable adults and young people under the age of 18 therefore develop a working knowledge of relevant procedures including Child Protection, Protection of Vulnerable Adults and other legal frameworks. This can include receiving and acting upon confidential information relating to issues including physical/emotional/sexual abuse and neglect.

Providing emotional support to peers and the staff they supervise

### **Environmental and working conditions**

Working within infection control and health and safety guidelines in order to deal appropriately with unpleasant conditions related to client contact as they arise; including frequent exposure to body fluids, odours and head lice.

Potential exposure to unsafe situations e.g. aggressive behaviour and verbal abuse from patients and relatives, lone working etc.

Requirement to travel between locations and across Lothian in course of duties.

### **13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

Degree in Physiotherapy or equivalent qualification (SCQF Level 9) recognised by the Chartered Society of Physiotherapy.

Registered with the Health and Care Professions Council.

Knowledge of national clinical guidelines.

Evidence of ongoing continuing professional development.

Good communicator, team worker and ability to work independently, and travel.

### **14. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Date:

Date:

Job Holder's Signature:

Head of Department Signature: