



JOB DESCRIPTION

ALLIED HEALTH PROFESSIONS

1. JOB IDENTIFICATION	
Job Title:	Physiotherapist
Grade:	Band 5
Responsible to:	Senior Physiotherapists, Integrated Team Lead & Physiotherapy Professional Lead
Department:	Lochaber Physiotherapy Department
Directorate:	NHS Highland, North & West Operational Unit
No of Job Holders:	2
Job Reference Number:	MDSKWRSKYEPHYS08
2. JOB PURPOSE	
<p>To work under the guidance of the senior physiotherapy team in Lochaber to provide general physiotherapy services including: inpatients, MSK outpatients, community outpatients and domiciliary in a range of settings. This is a static post, but will provide valuable experience in various clinical specialities.</p>	

3. DIMENSIONS

The physiotherapy service sits within NHS West Operational Unit with a local population of approximately 20'000 in Lochaber District spread over a large geographical area covering 2000 square miles. The post-holder is responsible for assisting with the development of the physiotherapy service. The post holder will be part of the Lochaber Physiotherapy team based at Fort William Medical Centre

The physiotherapy establishment is:

- 4.4 wte Band 6 Physiotherapists
- 2.0 wte Band 5 Physiotherapist (including this post)
- 1.0 wte Band 4 Physiotherapy Assistant Practitioner
- 2.48 wte Band 3 Support Workers
- 0.24 wte Band 2 Support Worker

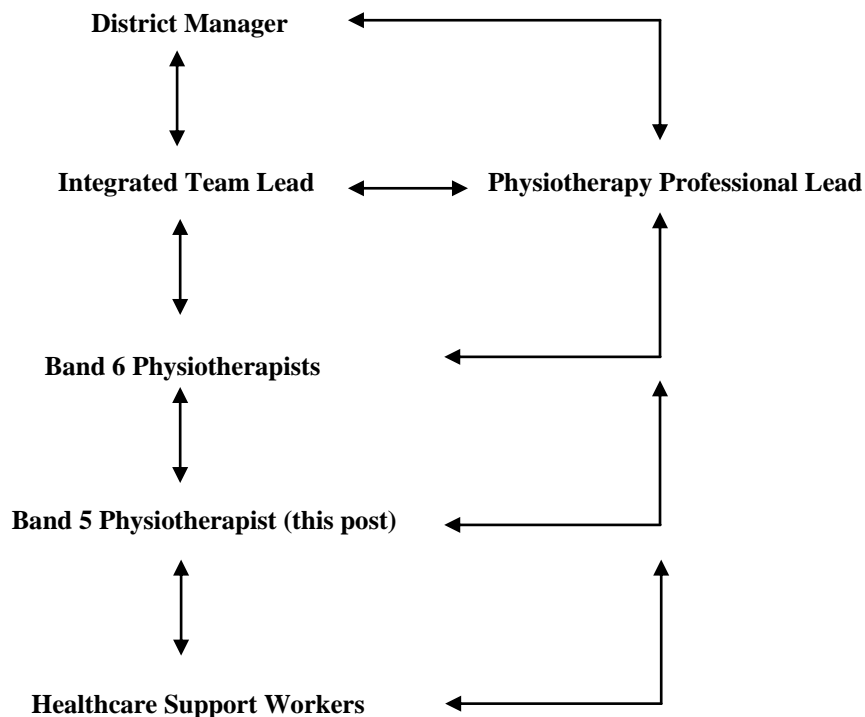
Physiotherapy services are provided to the Belford Hospital, a busy Rural General Hospital comprising:

A&E department, combined assessment unit and step down / rehabilitation Ward

The Physiotherapy outpatient department is sited at Fort William Medical Centre. Physiotherapy Services provided from here include:

MSK outpatients for Fort William area (other MSK outpatient clinics provided for Lochaber area include Stontian, Mallaig) and community rehabilitation, cardiac and pulmonary rehabilitation, falls exercise classes. Regular Orthopaedic outpatient clinics are held by visiting Raigmore consultants at Belford Hospital.

4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

Lochaber Physiotherapy Department provides a comprehensive range of in-patient, outpatient and community physiotherapy services within the Lochaber Locality. The service accepts referrals for local residents from GPs, local and visiting hospital consultants, other health professionals and also from hospitals out with the Highlands.

Chartered Physiotherapists use their expertise and skills in assessment, movement, electrotherapy, facilitation techniques and manipulation to effectively treat, rehabilitate and advise clients with a range of health problems. They work with people of all ages who have lost some degree of movement or ability through injury, surgery, pathological change or illness. Ultimately, the aim of physiotherapy is to help patients resume as active and independent a lifestyle as possible through individual intervention or as part of a multidisciplinary team. It is the objective of all Physiotherapy staff to provide the highest quality of patient care possible. As part of an ongoing Physiotherapy Departmental quality assurance programme, staff are actively involved in setting maintaining and improving standards. This is primarily aimed at

1. Improving the range and quality of services available.
2. Ensuring patient needs are met.
3. Contributing to the corporate objectives of NHS Highland

The Physiotherapy Department also supports the undergraduate training and professional development of BSc and MSc Physiotherapy students.

6. MAIN TASKS, DUTIES AND RESPONSIBILITIES

- To provide clinical services in close association and with guidance from senior colleagues
- To assess patients in order to formulate appropriate physiotherapy treatment plans
- To provide direct or indirect treatment for patients in accordance with determined treatment plans formulated by yourself or other staff, to promote and enhance recovery.
- To evaluate, review and modify treatment of each patient on an individual basis in order that physiotherapy care continues to promote optimal recovery and ensure required outcome
- To advise, guide, support, and provide information to patients and occasionally carers to ensure conditions are managed and treated effectively
- To liaise closely with senior physiotherapy colleagues to ensure appropriate care for the patient.
- To take responsibility and provide evidence for own Continuous Professional Development, by updating skills as required by the service, the organisation, and the Health Professions Council

- To keep up to date, accurate, and complete clinical treatment records of every patient to enable review and evaluation of treatment in line with professional and state registration standards
- To gather statistical information regarding patient activity as required by the organisation.
- To comply with requirements of HASAW act 1974, and to co-operate with others performing their statutory duties
- To comply with the Data Protection Act of 1998

7a. EQUIPMENT AND MACHINERY

Points a - d require a thorough knowledge of anatomy, physiology and physiological effects, pathology, kinesiology, contraindications and each individual patient's presenting symptoms, drugs and medical condition

- a) To be trained in, understand and apply the safe use and upkeep of electro-medical equipment eg. TENS (transcutaneous electrical nerve stimulators), ultrasound, etc
- b) To be trained in, and understand and apply the safe use and upkeep of exercise equipment eg. Exercise bikes, powered treatment plinths, pulleys, free weights, steps, parallel bars
- c) To understand and apply the safe use and upkeep of patient care equipment eg wheelchairs, standing aids, transfer equipment, walking aids, splints, supports
- d) To understand and apply the safe use of non-electrical patient treatment modalities eg heat packs, ice, manual therapies, exercise therapy

7B Systems

- To maintain and update departmental diary in conjunction with other physiotherapy staff
- Telephone and answering systems
- Maintaining complex and detailed confidential patient records
- Compilation of monthly statistics forms

8. ASSIGNMENT AND REVIEW OF WORK

There will be guidance from the senior physiotherapy team for this post. The post holder will report back to the senior member of staff .

Clinical work is allocated to the post holder normally by caseload passed on to them by their Band 6 supervisor.

The post holder will assist the Band 6 Physiotherapist in prioritising the work in this caseload . The post holder may decide which methods they use to assess the patient in order to formulate a treatment plan, unless a specific tool is required, and how often that

treatment needs to take place. The post holder may also decide when the patient will be discharged from the service and throughout the process will provide the referrer and Band 6 Physio with any relevant information.

Annual review of the post holder's work and performance will normally be undertaken by the Band 6 Physiotherapist supporting this post.

9. DECISIONS AND JUDGEMENTS

- To assess, plan, undertake, complete and / or discontinue Physiotherapy interventions as per presenting clinical conditions of all patients on an individual basis
- To work completely autonomously and independently making all clinical decisions within own caseload and levels of competence, including final discharge from the service. Advice and guidance may be sought from Band 6 Physiotherapist at any point in the process

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- Working in different locations and with different staff
- Clinical reasoning
- Working with various clinical specialities within one post

11. COMMUNICATIONS AND RELATIONSHIPS

- Identify and modify the most appropriate communication method for the requirements of the patient / carer / relative being communicated with eg sensory impairment, dementia, disinterested, unmotivated. Methods include verbal (telephone, face to face), non verbal, written (formal and informal), communication boards, co-operation with family / carer
- Communicate sensitive and confidential information effectively and appropriately with members of staff (physiotherapy, doctors, AHP colleagues, using verbal (telephone, face to face), written (formal and informal), message books, diaries
- Reassure, support, motivate and encourage patients as part of the rehabilitation process to help attain best outcome
- Convey comprehensive detail of care as regards physiotherapy treatment in a manner and rate appropriate to every individual patient, carer, colleague etc, emphasising and reiterating points as and when to ensure full understanding
- Convey the above information in a sensitive manner when it is contrary to patient, carer and family expectations eg when reducing frequency of treatment, or discontinuing treatment once it becomes ineffective or inappropriate

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

Physical Effort

- Static postures

Frequent short periods

- Supporting patients whilst walking Frequent, daily
- Assisting patients in transfer Frequent , daily
- Support of limbs and body whilst exercising Frequent, several times daily
- Applying resistance to limbs / body whilst exercising Frequent
- Pushing wheelchairs Frequent
- Using hoists Rarely
- Moving and handling heavy / bulky equipment Frequent, daily

Mental Effort

- Prioritising of caseload
- Concentration, accuracy, working to set appointment times
- Frequent lone working

Emotional Effort

- Dealing with patients who have long term illness / disability, and their carers
- Working with patients with unrealistic expectations and demands
- No certainty, regularity or predictable pattern of hours and days postholder required for

Environment

- Handling of infected patients eg MRSA Frequently, weekly
- Working in purpose built locations Frequently, daily
- Frequent lone working

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

- Diploma / degree in Physiotherapy or equivalent
- Interest gaining general experience in a varied clinical setting
- Registration with Health Professions Council
- Good communication skills
- Car driver

14. JOB DESCRIPTION AGREEMENT

Job Holders Signature: **Date:**

Head of Department Signature: **Date:**

PERSON SPECIFICATION

<p>POST Physiotherapist</p> <p align="center">DIVISION/DIRECTORATE: AHPs</p> <p align="center">LOCATION: Fort William Health Centre</p>		
FACTOR	ESSENTIAL	DESIRABLE
WORK EXPERIENCE (required to do the job)	Interest in gaining wide and varied clinical experience	Completion of varied range of student clinical placements, ideally including community hospital setting
QUALIFICATIONS a) Basic Education b) Further Education c) Professional	GradDipPhys/BSc in Physiotherapy or equivalent Registration with Health Professions Council	
KNOWLEDGE AND SKILLS	Evidence of basic range of rehabilitation clinical skills. Experience of basic audit / evidence based practice	
TRAINING (in knowledge and skills required for the job)		Experience of working with support staff
DISPOSITION	Good time management Good communication Ability to work effectively in a team with senior supervision	
OTHERS eg PHYSICAL HEALTH DRIVING LICENCE	Good physical health Full licence	Car owner Full UK licence desirable