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| JOB IDENTIFICATION |
|  Job Title: Frailty Specialist Physiotherapist or Occupational Therapist - Frailty TeamResponsible to: Frailty Team Lead  Department(s): Frailty TeamDirectorate: Emergency Care DirectorateOperating Division: AcuteJob Location: Front Door (AU1, AU2 and Emergency Department, VHK)Hours/Work Pattern: equates to 37 hours per week, 12.3 hour shifts, across 7 daysJob Reference: Band 6No of Job Holders: 1Last Update : August 2024 |
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| 2. JOB PURPOSE |
| Work as part of dynamic healthcare team dedicated to delivering exceptional, evidence-based care for patients living with frailty. In this vital role, you will ensure high-quality, patient-centered care across Admissions Unit 1 (AU1), Accident and Emergency, Admissions Unit 2, the GP Assessment and Rapid Triage Unit, and, when needed, the wider hospital setting. Your expertise will be crucial in developing, coordinating, and elevating therapy standards for older adults and individuals identified as frail within NHS Fife.As a key leader in the identification and management of frailty at the hospital's “front door,” you will play a pivotal role in shaping the teams therapy practices. You’ll leverage your proficiency in comprehensive geriatric assessment to deliver personalised, compassionate care tailored to each patient and their family, while fostering collaboration within a dedicated multi-disciplinary team. Ideally making a meaningful impact on the lives of vulnerable patients while advancing frailty care in a progressive clinical environment |

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| 1. **DIMENSIONS**
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| * Conduct comprehensive clinical assessments of complex patients with frailty syndromes in all front-door areas.
* Following timely assessment, identify and document the appropriate care pathway using agreed tools.
* Manage your own caseload independently, while contributing to the 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 Therapist Frailty TeamNURSE CONSULTANT: OLDER PEOPLEHead of TherapiesFrailty Team LeadSERVICE MANAGERMOE |

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| 5. ROLE OF DEPARTMENT |
| The Fife Acute Physiotherapy and Occupational Therapy Services are integral parts of the Allied Health Professional Services within the Clinical Support and Access Directorate at Fife Acute Hospitals. Together, these services are dedicated to delivering comprehensive, high-quality care to patients across the region.**Key Responsibilities for this Post:*** Provide high-quality, equitable care to all adult patients identified as frail at the “front door,” ensuring a supportive and safe environment for both patients and staff.
* Ensure vulnerable adult patients receive the highest standard of care within acute settings by assessing and overseeing the care provided by medical, nursing, and all other healthcare professionals involved.
* Contribute to service development initiatives in collaboration with the operational division and across NHS Fife, ensuring continuous improvement in care delivery.
* Participate in the creation and implementation of a robust audit program aimed at enhancing service quality and better meeting the needs of patients and their carers.
* Serve as an educational resource for both staff and patients, offering expertise on all aspects of caring for vulnerable adults.
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| 6. KEY RESULT AREAS |
| **6.1 Clinical :*** Independently assess, analyse, and provide accurate clinical diagnoses for patients with frailty, using advanced clinical reasoning and specialist knowledge to determine their physiotherapy needs.
* Treat patients with complex presentations, planning and implementing treatment plans that maximise rehabilitation outcomes, continually reassessing and adjusting as needed.
* Coordinate appropriate discharge and care pathways, referring patients to services such as Hospital @ Home, ICASS, community hospitals, or social care, to avoid unnecessary acute care admissions.
* Prioritize and manage your clinical caseload independently, regularly monitoring your own activities and evaluating the effectiveness of treatments.
* Assess patients' capacity, obtain valid informed consent, and work within relevant legal frameworks.
* Communicate effectively within the Integrated Assessment Team and wider Frailty Team, leading frailty huddles and acting as the frailty coordinator of the day to ensure seamless care delivery.
* Maintain accurate patient records, documentation, and statistical information that meets both professional and departmental standards.
* Ensure safe and timely access to treatment, adhering to evidence-based local and national guidelines and protocols.
* Provide specialized advice to patients, carers, and relatives, and make referrals to other healthcare professionals when appropriate.

**6.2 Professional:*** Maintain registration with the Health and Care Professions Council (HCPC), ensuring adherence to Professional Quality Assurance Standards and Rules of Professional Conduct.
* Demonstrate continuous professional development through self-directed learning and reflection on practice.

**6.3 Leadership:*** Identify and evaluate opportunities to improve the service, ensuring optimal patient care within available resources.
* Manage your caseload efficiently, seeking guidance from senior frailty staff when needed and supervising delegated tasks to team members.
* Supervise and monitor the work of undergraduates and Frailty Team members, conducting performance reviews (eKSF) and participating in departmental and peer group meetings.
* Deputise for senior staff as required, supporting service continuity, and assist in day-to-day operations, including prioritizing and coding referrals.

**6.4 Educational:*** Contribute to the education and training of nursing, medical, and allied health professional (AHP) staff, organizing teaching sessions and supporting professional development within the division.
* Play a key role in the development and implementation of programs that ensure the service is aligned with best practice standards.
* Present projects annually that align with service goals and your own professional development, while participating in staff appraisals to identify learning needs.
* Train undergraduate and post-graduate physiotherapy students, further developing specialist knowledge of evidence-based frailty management.

**6.5 Health & Safety:*** Adhere to the Health & Safety at Work Act and contribute to the formulation of safe working practices within the department.
* Take reasonable care for your own safety and that of patients, staff, and carers.
* Report accidents, incidents, or near misses as required and ensure compliance with local policies on equality, diversity, and human rights.
* Ensure the safe use of physiotherapy equipment and train patients and carers on its use, undertaking risk assessments to mitigate workplace hazards.
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| 7a. EQUIPMENT AND MACHINERY |
| **7.1 . Respiratory Equipment:*** Nebulisers
* Suction devices
* Oxygen cylinders
* Humidifiers
* Non-invasive ventilation devices (e.g., Bird, Cough Assist)

**7.2. Patient Monitoring Equipment:*** Dynamap
* Oxygen saturation monitors

**7.3. Emergency Equipment:*** Defibrillators
* Resuscitation equipment

**7.4. Specialist Equipment:*** Additional specialized tools as necessary for patient care.

**7.5. Aids for Mobility:*** Prostheses and orthoses
* Walking aids and gait education tools

**7. 6. Gym Equipment:*** Apparatus including multigyms, bicycles, steppers, parallel bars, treadmills, and weights
* Pulleys and Arjo walkers
* Tilt tables and PPAM aids for muscle strengthening, endurance training, joint stabilization, improving range of motion, and gait re-education

**7.7. Electrical Apparatus:*** Ultrasonic devices
* Interferential therapy machines
* TENS units
* Trophic stimulators
* Biodex and isokinetic equipment for muscle strengthening, pain reduction, and healing promotion

**7.8. Hot/Cold Therapy:*** Equipment for reducing swelling and inflammation and providing pain relief.

**7.9. Manual Handling Equipment:*** Hoists
* Sliding sheets
* Transfer boards
* Handling belts
* Other tools that promote the Minimal Manual Handling Policy of the Trust

**7.10. Splinting Materials:*** Thermoplastic materials for creating custom splints

**7.11. Clinical Equipment Knowledge:**Familiarity with the use, storage, and maintenance of all equipment used within the clinical area |
| **7b. SYSTEMS** |
| * IT systems
* MORSE
* 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 Frailty 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 Therapist will be responsible to the Frailty Team Lead for professional guidance and management, work review and formal appraisal of performance.
* Physiotherapy and Occupational Therapy 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 Responsibilities***** **Manage Your Caseload:** Oversee your own caseload and review appointments to ensure effective patient care.
* **Uphold Rights:** Recognize and respect patients’ rights, acting in accordance with relevant legislation, policies, and procedures.
* **Discharge Planning:** Discharge patients from treatment as necessary, tailoring decisions to meet individual patient needs.
* **Referrals:** Refer patients to consultants, GPs, or other professionals for further investigation or treatment when required.
* **Assistive Devices:** Provide advice, supply, fit, or refer patients for surgical appliances and aids as needed.
* **Equipment Reporting:** Report any faults or issues with equipment promptly to maintain safety and functionality.
* **MDT Meetings:** Convene multidisciplinary team (MDT) meetings as necessary to discuss patient care.
* **Workload Prioritization:** Assist in prioritizing the team’s workload when required, ensuring efficient service delivery.
* **Conflict Management:** Handle initial conflict situations effectively while keeping senior staff informed.

****9.2 Referral to Senior Staff****Refer to senior staff for the following matters:* Changes to departmental practices or procedures.
* Requests for annual leave.
* Guidance on complex cases where you are uncertain about any aspect of patient management.
* Resolution of complex personal issues, such as staff conflicts.
* Management of formal complaints or complex conflict situations.
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| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| * Navigating the dynamic demands of patients, nursing and medical staff, as well as the directorate management team, while ensuring the highest quality of care.
* Inspiring and motivating the multidisciplinary team to work collaboratively and achieve shared goals.
* Managing a diverse caseload of complex conditions, requiring advanced judgment and adaptability.
* Balancing your own caseload and time management effectively to meet both patient and service needs.
* Overseeing the workload and performance of undergraduates and assistant staff, fostering a supportive and productive environment.
* Contributing to the growth of junior staff through hands-on learning, mentorship, and constructive feedback.
* Stepping into leadership responsibilities by deputizing for the Team Lead when necessary, ensuring smooth team operations.
* Communicating effectively with consultants, GPs, relatives, and other members of the multidisciplinary team, ensuring a unified approach to patient care.
* Actively engaging in ward rounds and case conferences, sharing clinical insights and contributing to decision-making processes.
* Tackling both the mental and physical demands of the job, while maintaining a strong focus on personal health, safety, and the well-being of patients and colleagues.
* Responding to constantly evolving situations and service demands, demonstrating flexibility and the ability to prioritize workloads effectively.
* Managing conflicts professionally with patients, carers, and colleagues, fostering resolution and maintaining a positive work environment.
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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 Frailty 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.**12.1 Physical Demands:*** Maintain mobility for most of a 12-hour shift.
* Conduct therapeutic mobility assessments and manage patient handling.
* Assist with moving and transporting patients, including manual handling of patients, furniture, and heavy equipment.
* Respond swiftly and appropriately to emergencies or unplanned situations.
* Engage in daily manual handling for treatment purposes, which may involve bending, crouching, kneeling, and repetitive movements in confined spaces for sustained periods (up to 20 minutes per session).
* Utilize manual physiotherapy techniques regularly, requiring specialized dexterity, sensory awareness, and coordination.
* Handle and use equipment daily, such as wheelchairs, walking aids, and plinths, which require manipulation and maneuvering in confined areas.
* Work in conditions that may expose you to infections and bodily fluids (e.g., sputum, vomit, blood, urine).
* Occasionally encounter verbal and physical aggression (e.g., swearing, punching, biting, scratching) from patients.

**12.2 Mental Demands:*** Maintain high levels of concentration during patient assessments, treatments, meetings, documentation analysis, and report presentations.
* Manage unpredictable events (e.g., patient falls, sudden illness) and interruptions, including assisting colleagues and responding to information requests.
* Exercise enhanced management skills in the absence of the Team Lead.

**12.3 Emotional Demands:*** Communicate effectively with distressed, anxious, or worried patients, relatives, and staff.
* Provide support to patients who may be terminally ill or dealing with long-term degenerative conditions, deteriorating prognoses, or complex social, emotional, behavioral, or mental health issues.
* Manage patients experiencing severe distress due to pain.
* Address concerns from carers and family members who may be distressed, angry, or confused.
* Deliver unwelcome information to patients and families regarding rehabilitation prospects.
* Navigate challenges and provide constructive feedback during performance reviews, as needed.
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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| Minimum required undertaking the role.* Physiotherapy or Occupational Therapy 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: |