

# JOB DESCRIPTION

**1. JOB DETAILS**

**Job Title:** Specialist Physiotherapist

**Responsible to:** AHP Team Leaders

**Department(s):** AHP Care Groups

**Job Holder Reference: G-FV-AHP-PHSYIO-001**

**No of Job Holders:**

**2. JOB PURPOSE**

Provide clinical and outpatient care in a safe and effective manner to patients within the AHP Care Groups of NHS Forth Valley. This encompasses physiotherapy assessment, advice, treatment and management.

To assist and be actively involved with senior staff in the supervision of band 5 physiotherapists, assistant staff and students. To deputise for the team lead or band 7 staff when required.

**3. ORGANISATIONAL CHART**

 **ROLE OF SERVICE SEE APPENDIX 1**

**4. DIMENSIONS**

Responsible for the assessment and treatment of patients within one of the five AHP Care groups (acute, children’s, mental health, rehab and outpatients). The physiotherapist and will be expected to work within a Multidisciplinary team.

Reporting to the AHP Team Lead/Co-ordinator/Manager in charge of the specialty.

No budgetary responsibilities except awareness of overall requirements

Supervisory/delegation responsibility when working with AHP staff and assistants.

Participate in regular On-call and weekend work, working independently for on-call periods of 12 or 24 hours.

**5. KEY DUTIES**

**Responsibilities**

* **Patient/Client Care**
* Undertake a comprehensive bio psychosocial assessment of patients with a wide range of conditions and provide a clinical diagnosis using highly developed analytical and judgemental skills.
* Act independently to determine a treatment and intervention plan of physiotherapy, making agreed goals with the patient, their family/carer. Liaise with other healthcare staff in respect of patient treatment and progress.
* Act independently to implement, evaluate treat and progress patient care to maximise rehabilitation potential.
* Undertake other physiotherapy duties within their scope of practice, which may be assigned by the Service Co-ordinator to ensure an optimum service delivery.
* **Policy and Service**

Comply with NHS FV Health and Safety policy and professional standards ensuring safe and effective care for patients and others. Occasionally proposes changes to working practice/procedures.

* **Improvement methodology**

Ensure active contribution to service quality and improvement plans as they arise and actively lead on them when appropriate, all staff should be actively looking at current ways of working and improving them as the situation demands.

* **Finance and Physical Resources**

Maintain and ensure cleanliness as well as safety of equipment used for patient care

* **Human Resources**
* Supervisory / delegation responsibility when working with band 5 physiotherapists, assistants and students
* All staff in this role are expected to actively contribute to and lead on the in-service programme. This encompasses clinical effectiveness and also leading on elements of the post graduate training for all staff in their multidisciplinary team.
* Assist in the supervision and clinical training of undergraduate students and people on work experience/placements.
* **Information Resources**

Use of keyboard skills – frequent for short duration and infrequent for long duration to ensure patient records are up to date and accurate

* **Research and Development**
* Take an active role in research activities as agreed as part of annual personal development review process.

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**6. Skills**

* **Communication**

**Patients**

* Provides and receives information daily of a complex and sensitive nature which may at times be conflicting, regarding assessment, diagnosis, prognosis and treatment. Barriers to understanding will regularly be present e.g. intubated patients, stroke patients, patients with cognitive or sensory impairments.
* Patients will have a range of medical / physical problems and require the physiotherapist to utilise developed motivation and persuasion skills to facilitate rehabilitation both in an individual and group setting.

**Relatives / carers**

* Provide and receive information to relatives and carers who can occasionally display hostile and regularly display emotional responses.
* Teach a range of patient management strategies.

**Physiotherapy Staff**

* Communication as required with senior members of staff for guidance and advice.
* Delegate tasks to junior staff and assistants.
* Liaise with both internal and external colleagues regarding patient transfer.

**Multidisciplinary team within the speciality**

* Regularly review rehab goals set with patient and multidisciplinary team in order to achieve maximum potential for independence.
* Utilise 3rd sector, independent and voluntary agencies as appropriate.
* Teach patient physiotherapy management strategies to optimise patient care.
* **Analytical**
* Independently manage own caseload in assessing and deciding on the appropriate treatment intervention for the patient.
* Discuss with MDT patient assessment findings, patient progress with treatment and suggest other professional input requirements.
* **Planning and Organising**
* Prioritise patient caseload in conjunction with the multidisciplinary team ensuring effective time management.
* Liaise with other agencies and the public in order to promote the services.
* **Physical**
* Act independently to administer physiotherapy treatment appropriately using specialised physical skills and advice relevant to patient condition.
* Physiotherapeutic techniques of specialist skill and precision and handling e.g. manipulation or neuro facilitation.
* Specialist moving and handling of patients to facilitate transfer i.e. in out of wheel chair and M & H of specialised physiotherapy equipment e.g. Tilt table and hoists which requires specific knowledge and physical effort.

**Systems and Equipment**

**Systems**

* Microsoft, creating simple spreadsheets for calculating stats; patient/doctor/MDT d/c or referral letters; PowerPoint for presentations to colleagues and Health Care Professionals; email for communication and internet for information and literature searches.
* Current electronic PMS and note keeping systems e.g. Midis/Topas
* Physio-tools used to provide computer printout of exercise programmes identified for individuals or groups of patients.
* Completion of patient records/ medical notes
* Completion of personal leave sheets and patient stats as required by the line manager.

#### Equipment

* **Hoists and mobility aids** – Arjo walkers, gutter frames, zimmers, crutches, standing frames, wheelchairs , quadropods, sticks, tilt tables and specialist moving and handling equipment.
* **Respiratory equipment**, ventilators, nebuliser, suction units, stethoscopes, nasal and oral airways and specialist on call requirements
* **Electrotherapy equipment**- Ultra Sound, TENS,
* **Thermal Equipment**- Cryotherapy.
* **Rehabilitation equipment**- Treadmill, exercycles, Swiss balls, parallel bars, balance boards, stepper machines, stairs, full range of small exercise equipment.
* **Orthotics and prosthetics** – Providing appropriate assessment prior to Orthotist providing equipment, review these prescriptions after issue.
* Demonstrate competencies as per departmental policy and the understanding of electronic or mechanical equipment used in ICU / Orthopaedics and as part of Physiotherapy treatments.

**7. Effort and Environment**

* **Physical**
* Frequent and long duration of standing, sitting, walking, climbing stairs and at times having to maintain static positions.
* Regularly required to work in small, confined spaces in patient rooms
* The post holder may frequently be exposed to unpleasant working conditions during clinical duties. This may also involve body fluids e.g. blood, vomit, faeces or sputum.
* At times required to work in unpleasant environments (i.e. home visits to patient’s homes.
* Regular interactions with bariatric patients
* **Mental**

Frequent long periods of concentration throughout the day.

* **Emotional**
* Frequent exposure to patients who may be in pain or under stress to encourage their participation in unpleasant treatment.
* Regularly imparting unwelcome news to patients, relatives or carers, depending on speciality.
* Coming to terms with adverse clinical outcomes or patient bereavement.
* Provide emotional support to junior and assistant staff.
* **Working Conditions**

Fairly regular exposure to aggressive behaviour or verbal abuse.

**8. FREEDOM TO ACT WITHIN THE JOB**

* Work independently to provide physiotherapy on-call care to support delivery of the 24-hour service to acutely ill patients. Also, to provide a weekend service to allow timely discharge of patients with mobility problems.
* In partnership with team lead, delegate work to junior and assistant staff and advise as appropriate.
* Report unresolved issues to the team lead or Service Co-ordinator.
* Liaise with the multidisciplinary team and other healthcare professionals on deciding patient discharges and actions to prevent hospital admissions.
* The lead physiotherapist will provide induction and review of the therapists work through the performance development review system.
* On occasion undertake performance development reviews with junior staff.

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

* Degree/Diploma in Physiotherapy
* Health Care Professions Council Registered Physiotherapist
* Able to evidence the ability to demonstrate they have the proficiencies t to achieve the range of competencies outlined in the job descriptions and person spec
* Evidence of continuing professional development, including attending suitable post graduate in-service courses and conferences.
* Team worker and ability to work independently.

### Good communication skills and delegation skills

**JOB DESCRIPTION AGREEMENT**

**Job Holder’s Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

Appendix 1

**Role of the Service and Organisational Chart-**

The AHP Care groups are Mental Health (including old age psychiatry and learning disabilities), Acute Services, Outpatients, Rehabilitation and Child Health. Working within each service delivery group there will be up to six disciplines namely, Arts Therapy, Orthotics, Nutrition and Dietetics, Occupational Therapy, Physiotherapy, Podiatry and Speech and Language Therapy. AHPs provide assessment, diagnosis, advice and intervention for patients / clients with a wide range of complex needs. In addition they contribute to the health improvement agenda. AHPs deliver services across a variety of sites ranging from hospitals, schools, health centres, prisons, local authority settings and in the home.

**Managerial Responsibility**

**AHP Manager - Care Group**

**AHP Co-ordinator**

**Care Group**

**AHP Team Leader**

**Band 7**

**Specialist Physiotherapist**

**Band 6**

**Band 2,3 & 4 Assistants**

**Physiotherapist**

**Band 5**