#### **JOB DESCRIPTION TEMPLATE**

|  |
| --- |
| JOB IDENTIFICATION |
|  Job Title: Specialised Physiotherapist – band 6 Responsible to: Lead Physiotherapist Mental HealthAccountable to: Clinical Services Manager – Mental health AHPsDepartment(s): Mental Health PhysiotherapyDirectorate: Complex and critical care Services Operating Division: Fife Health and Social Care partnershipLast Update (insert date): November 2022  |

|  |
| --- |
| 2. JOB PURPOSE |
| * Provide clinical care and physiotherapy treatment to those referred to the specialist Mental Health Physiotherapy service in Fife; encompassing physiotherapy assessment, treatment and management of patients
* Triage and prioritise Physiotherapy referrals with support from the Highly Specialist Mental Health Physiotherapist, in order to implement effective and timely caseload management.
* To work as a member of the MDT to provide a quality and holistic service
* Contribute to development and implementation to service changes
* Deputise for Specialist Mental Health Physiotherapist (band 7) when required, and ensure continuity of service delivery
 |

|  |
| --- |
| **3. DIMENSIONS** |
| What the job entails.* Provide clinical care in a specialist field of Physiotherapy; encompassing physiotherapy assessment, treatment and management of patients.
* Contribute to the development, implementation and management of a clinical governance strategy.
* Contribute to development and implementation to service changes
* Provide support, supervision and teaching / training to Band 5 Physiotherapists, Physiotherapy students, Health Care Support Workers within speciality.
* Deputise for senior staff as required

Geographic area – Fife wide service Care group – Mental Health, inpatients and community |

|  |
| --- |
| **Organisational Chart** |

|  |
| --- |
| 5. ROLE OF DEPARTMENT |
| The Mental Health Physiotherapy service sits within the Complex and critical care services portfolio of the Health and Social care partnership. The service is delivered to adults who are referred to Mental Health Services within Fife, including inpatient and outpatients within the hospital environment, and a variety of community settings including domiciliary and care homes.We aim to deliver high quality Physiotherapy to patients and their carers, referred to our speciality.The key responsibilities of this service are to provide assessment, diagnosis and treatment to a diverse range of conditions and patient types, in a variety of environments. Therapeutic management utilises a range of physical, behavioural and cognitive modalities to regain function following surgery, illness, injury dysfunction or disease. There is also a role in health promotion.The service incorporates service management, planning and development within a defined budget and a multi professional framework.All staff within the Physiotherapy Service must comply with organisational and Departmental Policies, Clinical Governance, in addition to complying with HCPC standards of practice and Chartered Society of Physiotherapy Rules of Professional Conduct |

|  |
| --- |
| 6. KEY RESULT AREAS |
| **6.1 Clinical**1. Act independently as an autonomous Specialist Physiotherapist to assess, analyse and provide a clinical diagnosis using highly developed clinical reasoning skills for individual patients who may have complex needs to determine their need for physiotherapy intervention within specialist area.
2. Act independently to plan, implement, evaluate, treat and progress patient care through patient centred goal setting to maximise rehabilitation potential within specialist area
3. Manage an individual caseload of patients effectively and efficiently.
4. Have knowledge and understanding of the recovery based model and personalised recovery plans
5. Manage an individual caseload of patients effectively and efficiently from triage and initial assessment to discharge, including those with diverse or complex presentations/multiple pathologies, seeking support from a Highly Specialist Mental Health Physiotherapist for more highly complex and challenging situations
6. Work as part of a team to ensure effective communication and delivery of care.
7. Maintain patient documentation, records and accurate statistical information to reflect care provided and meet professional standards.
8. Be proactive in encouraging the use of a range of self-management strategies to patients or their carer/relative and in doing so overcome barriers to understanding and aid motivation. This will frequently require negotiation with patients on the return to activities where cognitive, behavioural and motivational issues may be significant barriers to change
9. To work with patients, carers and families in a variety of environments, to promote maximum functional independence through appropriate goal setting.
10. Assessment of risk in therapeutic treatment situations which include manual handling, environmental and behavioural issues
11. Advise on appropriate equipment for patients.
12. Work closely where appropriate with wheelchair, orthotic, postural management, bioengineering and community equipment stores to ensure suitable equipment is provided for patients.
13. Communicate and make recommendations to all relevant disciplines of staff to maximise patient care and promote multidisciplinary team and multi-agency working.
14. Implement appropriate clinical guidelines to optimise patient care.
15. Delivers training to other staff (junior staff & other disciplines)
16. To be actively involved in health promotion within Physiotherapy and multi agency settings.
17. May be required to develop and lead exercise classes in hospitals and community settings group sessions

**6.2 Clinical Governance**1. Implement and maintain appropriate clinical guidelines ensuring clinical effectiveness to optimise patient care.
2. Comply with the HCPC standards of Practice and CSP Professional code of conduct
3. Maintain patient documentation, records and accurate statistical information to reflect care

provided and meet professional standards.1. Contribute to departmental audit and research.
2. Continue personal development and maintain an up to date CPD portfolio
3. Incorporates additional skills gained from continuing professional development into clinical practice and disseminates these to others

**6.3 Managerial**1. Assumes operational duties in the absence of a Band 7 Physiotherapist to ensure the smooth running of the Department.
2. Delegate tasks to junior staff to maximise efficiency and achieve desired quality of care.
3. Responsible for supervision of health care support workers and students
4. Participate in regular Supervision and PDP (TURAS) to promote personal and service developments.
5. To follow organisational and departmental policies, guidelines and procedures

6.4 Educational1. Develop specialist knowledge across an extremely wide range of work procedures and practices underpinned by theoretical knowledge or relevant practical experience.
2. Educate and advise patients and carers, formal and informal in the management of their condition, moving and handling issues and environmental health and safety issues.
3. Demonstrate and teach carers to carry out exercise, positioning and self management programmes to be incorporated into a patients daily routine
4. To be actively involved in health promotion and promoting healthy living for the patient group
5. Requires good knowledge of legislation and legal frameworks to ensure valid consent has been gained for programmes of care.
6. Participate in national clinical networks and interest groups.
7. Participate in and lead team in-service training to promote personal development.
8. Annually, produce and present projects to promote service development and / or personal development.
9. Assist in the teaching of nursing, medical, other multidisciplinary team members, educational staff and others to promote knowledge of physiotherapy management to enhance patient care.
10. Participate/supervise in the clinical training of undergraduate and postgraduate physiotherapy students

**6.5 Health and Safety**1. Ensure the health and safety of self, patients and other staff
2. To use own initiative and discretion to assess risk when selecting treatment or therapeutic handling techniques.
3. Comply with organisational policies procedures and training in
* Load management and patient handling
* COSHH
* Risk assessment
* Infection control
* Lone worker policy
* Reporting of accidents injuries
* Management of violence and aggression
* Emergency procedures
 |

|  |
| --- |
| 7a. EQUIPMENT AND MACHINERY |
| The post holder is required to risk assess each situation and the patients ability to use the equipment safely. Equipment used will be appropriate to clinical skills. Examples include but are not limited to:**Walking aids** - Specialist Walkers, gutter frames, mobilators, zimmers, elbow crutches, quadripods, sticks, crutches, specialist walking frames **Manual Handling equipment** - Mechanical Hoists, Sliding boards, sliding sheets, patient turners,**Electrical equipment** - tens, flowtron, wax, ultrasound, interferential therapy, short wave diathermy, biofeedback, functional electrical stimulation, muscle stimulators, continuous passive movement machinesAcupuncture needles, continence devices**Respiratory Equipment** - Ultrasonic nebuliser, stethoscopes, ventilators, suction units.**Wheelchairs****Supports** – Full range of appliances and orthoses, splinting materials**Rehabilitation Equipment** – Treadmill, exercise bicycles, steppers, Isokinetics, standing frame (some specialist), Multigym, weights Vari-table, Plinths, Parallel bars, Balance boards, Gymnastic balls, Wobble cushions, blocks, stairs, full range of small exercise equipment, postural management equipment, trampoline, hydrotherapy tank/equipment**Thermal Equipment** - Hot packs, Ice**IT Equipment** – Personal Computer, presentation equipment, photographic/video equipment |
| **7b. SYSTEMS** |
| Computer systems* Patient records systems – Tiara, Trakcare, MORSE
* Microsoft Office – Word, PowerPoint, Excel, Teams, Outlook
* patient exercise programmes
* E-expenses system

Soap notes/patient recordsLeave formsFiling systemsSpecialised assessment toolsTelehealth – telephone and video calls (Near me) |

|  |
| --- |
| 8. ASSIGNMENT AND REVIEW OF WORK |
| 1. Clinical caseload will be generated by the specific service needs of each clinical area.
2. Senior Physiotherapists will also delegate other non-clinical tasks.
3. Work independently on a day-to-day basis. Formal/informal supervision/support/guidance will be provided by senior staff on an on-going basis.
4. The Senior Physiotherapist will provide induction and undertake performance reviews.
5. Undertake regular update of CPD to review and reflect working practise, to ensure change of practice where appropriate.
6. Participate in clinical audit, within the specialism.
 |

|  |
| --- |
| **9. DECISIONS AND JUDGEMENTS** |
| 1. Make decisions on diagnosis and treatment in multi-pathologies and disease processes demonstrating clinical reasoning skills.
2. Decide when to refer to a more senior physiotherapist
3. Prioritise caseload
4. Give Clinical advice and guidance to other physiotherapists and support staff.
5. Deal with staff performance issues bringing them to the attention of the service manager as needed
6. Use specialised skills to predict outcome, set goals and assess potential for rehabilitation including the decision to discharge from treatment seeking guidance when appropriate.
7. Provide advice to other professions
8. To use own initiative and discretion to assess risk when selecting treatment or therapeutic handling techniques
9. Review, evaluate and modify treatment according to a rapid change of need.
 |

|  |
| --- |
| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| 1. Develop knowledge, skills and evaluation processes in a wide variety of conditions and patient groups and become a specialist within particular area of work with involvement in teaching.
2. May deputise for the Senior Physiotherapist.
3. Taking on responsibility for supervision of more junior staff.
4. Undertake a mentally and physically demanding job, whilst at the same time taking care to safeguard their own health and safety as well as colleagues and patients.
5. Maintain and continually develop clinical knowledge in appropriate specialism.
6. Lone working in a variety of community settings
7. Dealing with patients which will require the utilisation of excellent motivational, negotiating and persuasion skills, including alternative or augmentative communication skills
8. Working with clients who may display abusive and aggressive behaviour at times.
9. Working with multiple agencies who have their own policies, procedures and philosophies of care, whilst maintaining safe practice in accordance with Physiotherapy standards
10. Effective management of time considering the travel requirements of the workload.
11. Working without adequate clerical support.
12. Working in some environments which are unfit for purpose
13. Dealing with un-cooperative and demanding patients
 |

|  |
| --- |
| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| 1. **Patients**
* Provides and receives information regarding assessment, diagnosis, prognosis and treatment to encourage compliance.
* Work with clients with complex communication or cognitive difficulties. This involves the knowledge and use of signing and symbols where appropriate
* Patients will have a diverse range of problems which require the physiotherapist to use developed motivation and persuasion skills to facilitate rehabilitation both in an individual and group setting.
* Patients will have complex medical problems and require highly developed interpersonal skills.
* Deal with verbal complaints.
* Identifies and modifies the most appropriate communication method depending on the individual requirements e.g. hearing or visual impairments, learning difficulties, cognitive impairments, language differences, disinterest or perceptual problems.
* Communicate information which may be sensitive or contradictory to patient/client expectation

**2. Relatives / Carers** * Provide and receive information regarding complex and sensitive issues.
* Provide advice and guidance.
* Teach a range of patient management strategies.
* Demonstrate effective communication strategies to deal with anxious carers during stressful and or emotional situations.
* Provides and receives information regarding assessment, diagnosis, prognosis and treatment to encourage compliance
* Deal with verbal complaints.

**3. Physiotherapy Staff** * Consult senior staff for advice.
* Delegate tasks to junior staff
* Pass on information relating to patient transfer to both internal and external colleagues.
* Network with appropriate Physiotherapy colleagues.

**4. Multidisciplinary team within the speciality** * Negotiate and interact effectively within the MDT to optimise patient care.
* Teach others within the MDT physiotherapy management strategies to optimise patient care.
* Report patient assessment findings, treatment progress and suggest other professional input requirements.

**5. Medical Staff** * Pass on patient assessment findings, progress with treatment and suggest other professional input requirements.

**6. Other Agencies** (Local Authority, voluntary sector, etc) * Negotiate and liaise with other agencies to optimise patient care and ensure efficient service delivery.
 |

|  |
| --- |
| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| **Physical Skills**1. Key board skills
2. Physical skills to manoeuvre and handle patients and equipment safely
3. Ability to travel around Fife throughout the working day
4. Skills to perform awide range of physiotherapeutic manual techniques e.g. acupuncture, mobilising skills, therapeutic handling,
5. High level of observation skills.
6. Ability to work in water with clients and work on a trampoline following appropriate training

**Physical Demands:**1. Manual handling of patients on a daily basis. This may include assisting patients with significant physical, cognitive, or behavioural impairment. Patients may be very immobile, obese or unwilling to move eg patients who require support for lengthy periods often from lying to sitting position, sitting to standing and back in one session.
2. Assisting patients with walking and stair practice – this may include sudden and unpredictable changes in direction of movement or faints/falls which require physical support and/or safe lowering to the floor to avoid injury to patient and staff. This may include the higher risk areas of walking outdoors or using public stairways.
3. Undertakes manual techniques for several periods throughout the day including facilitation of movement and/or joint/ limb manipulation. This requires a competent level of dexterity, response to sensory feedback and coordination of movement
4. Frequent use of mobility aids and adaptive equipment, which require manipulation and dexterity, often manoeuvring within confined spaces or transporting equipment/patients within wards and department and in community settings
5. A significant element of walking, standing and working in confined spaces or a daily basis
6. May need to adopt static postures for lengthy periods whilst assisting dependent patients eg following a stroke. This requires a significant degree of physical strength and endurance.
7. Actively demonstrates exercises.

**Mental Demands:**1. Frequently responding to changes in patients condition – this requires being alert in order to undertake a high standard of clinical reasoning involving constant reassessment and decision making regarding clinical management
2. Concentration required when treating/working with patients through out day
3. Continuous levels of motivation and encouragement are required to keep the patient on task during a treatment session.
4. Responding to busy work situation including interruptions eg phone calls and queries.
5. Exposure to unpredictable questions from the patient/carers, which require immediate answers

**Emotional Demands:**1. Communicating with distressed/anxious/worried patients/relatives throughout shift on a daily basis.
2. Treating terminally ill patients
3. To deal appropriately with patients with varying levels of anxiety, aggression and pain.
4. Stress when travelling due to time constraints.
5. Working with clients with complex communication difficulties, Severe Challenging Behaviour,mental health and/or forensic issues
6. Imparting unwelcome news regarding patients rehabilitation outcomes approximately once weekly
7. Providing on going emotional support for patients/carers

**Working Conditions:**1. Daily exposure to body fluids eg. sputum, sweat, faeces, urine, head and body lice, odours
2. Some exposure to a degree of verbal abuse from patients, relatives, members of the public
3. Lone working
4. Potential to deal with abusive patients or carers – this may be physical or verbal aggression from unpredictable client group
5. Potential for exposure to hazardous situation in patients homes e.g. cigarette smoke, alcohol, drugs, animals and social deprivation
 |
| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| 1. Diploma / degree in Physiotherapy or Chartered Society of Physiotherapy accredited Masters
2. Registration with Health and Care Professions Council (HCPC)
3. Broad range of post-graduate experience relevant to the level of the post including working in a variety of specialities - e.g. Medical, Paediatrics, Care of the Elderly/Neurology, Mental Health, MSK
4. Relevant Post Graduate Courses & CPD activity in specialist field to ensure delivery of evidence-based care
5. The ability to travel around Fife throughout the working day is essential
6. High level of communication skills and interpersonal skills
7. A team worker sensitive to professional boundaries and skill mix
8. Ability to work independently
9. A high level of professional commitment to the service and its provision

  |

|  |
| --- |
| **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: |