

Senior Physiotherapist (Band 7)

MAIN PURPOSE AND SCOPE OF THE JOB:

The Senior Physiotherapist will be responsible for the day to day running of the Physiotherapy team for Pilgrims Hospices. The post-holder will ensure that an efficient and effective Physio service is provided to the across the organisation's three inpatient units and as part of Pilgrims' community services offering across East Kent. The post-holder will be responsible for the professional leadership and supervision of the Physiotherapy team and will develop Pilgrims Hospices' physiotherapy offering in accordance with the organisation's strategy. The post-holder will ensure that high standards of clinical practice is undertaken by all Physiotherapists in line with the Chartered Society of Physiotherapy and that appropriate education/training and research is carried out within the specialist field of Palliative Care.

POSITION IN ORGANISATION

Reports to: Associate Director of Allied Health Professionals

Responsible for: Physiotherapist (Band 6)
Physiotherapist (Band 5)

DUTIES AND KEY RESPONSIBILITIES

A Patient Care

- To manage a caseload of patients using evidence based/client centred principles to assess, plan, implement and evaluate interventions.
- To work across professional groups to ensure high quality and timely services are provided to patients.
- To work with patients to identify Physiotherapy goals as part of the overall care plan.
- To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
- To apply a high level of understanding of the effect of disability and provide training and advice on lifestyles changes and adaptations to the clients social and physical environment.

B Service Development

- To participate in the planning, development and evaluation of Physiotherapy services, holding responsibility for defined projects.
- To contribute to the maintenance and development of Pilgrims Hospices physio Therapy service.
- To participate in the delivery of the Physiotherapy development plan.
- Contribute to the hospice's clinical governance arrangements and quality agenda, including the setting and monitoring of practice standards.
- To apply national guidelines/legislation relating to health and social care.

C Staff Management

- Develop and manage professional relationships identifying strategies for coping positively with any inter-professional relationships.

- To be responsible for the clinical and professional development as well as the day to day management of Physiotherapists (Band 5 and 6) and Therapy Technicians (Band 4).
- To use supervision and professional development plans to promote own and others clinical effectiveness where appropriate.
- To manage the workload of the Physiotherapy team using effective strategies to prioritise deployment of resources on a day to day basis, ensuring effective cover for all three inpatient units and community patients.
- To ensure the compliance of Physiotherapists with Pilgrims Hospices reporting procedures.
- To be accountable for the development and delivery of a comprehensive Physiotherapy programme in line with Pilgrims Hospices' operating plan.
- Develop the leadership potential of staff within the Physiotherapy team and develop a process for succession planning.

D Communication

- To establish robust communication networks with patients, carers, multidisciplinary members and other agencies.
- To promote awareness of the role of Physiotherapy within the multi-disciplinary team.
- To ensure that up to date written and electronic records and activity data are maintained in accordance with Professional and organisational standards and provide reports relevant to practice setting.

E Research and Audit

- To undertake audit projects relevant to the service area, disseminating findings at local level.
- To broaden research and development skills through participation in local audit and research projects.

GENERAL RESPONSIBILITIES

Corporate Governance –

The post holder must, at all times, act honestly and openly and comply with relevant corporate governance requirements, employment legislation and standards of business conduct. Post holders are expected to be familiar with and comply with all policies and procedures published by Pilgrims Hospices in East Kent.

Health and Safety –

Under the Health & Safety at Work Act (1974), it is the responsibility of the post holder at every level to take care of his/her own health and safety and that of others who may be affected by his/her acts at work.

Data Protection –

Ensure that all data is processed in a fair and lawful way for the specific identified purpose, in line with the General Data Protection Regulations (GDPR), national data protection legislation and Pilgrims Hospices' Data Protection Policy. Data must not be disclosed in any manner which is incompatible with the purpose and to any unauthorised persons or organisations.

Flexibility –

The post holder is expected to work flexibly to be able to meet the challenges and opportunities of working within Pilgrims Hospices in East Kent.

This Job Description is not exhaustive. This job description is a reflection of the current position and the post holder is expected to view it as a guide rather than an exact description of all duties and responsibilities. It may be subject to variation from time to time. The post holder will be required to undertake any other duties that may be required by the Line Manager, commensurate with the level of the post.

Date Written: October 2014

PILGRIMS HOSPICES – PERSON SPECIFICATION

Senior Physiotherapist

This person specification sets out the essential, minimum qualities we are seeking for this post. Please ensure that your application demonstrates how you meet the criteria. You may include voluntary, unpaid and paid work.

	Essential	Desirable
Education/ Qualification	<ul style="list-style-type: none"> - Professional Qualification (Degree or equivalent) - Professional Registration with HPC - Evidence of Continuing Professional Development (CPD) portfolio 	<ul style="list-style-type: none"> - Post graduate education specifically relating to client group
Experience	<ul style="list-style-type: none"> - To have at least four years' experience in a comparable post. - To have experience of working within a multidisciplinary team - To have experience of managing and supervising junior staff. - To have experience of working within Palliative Care environment. 	<ul style="list-style-type: none"> - To have a good working knowledge of rehabilitation - To have a good knowledge of community services - Experience in postural management/seating - To have experience working with palliative patients
Skills, Knowledge And Abilities	<ul style="list-style-type: none"> - To Understand and have experience of Risk Management - To have a good understanding of Clinical Governance - To understand the legal responsibilities of the profession - To comprehend and work within the Trust policies of data protection, equal opportunities, Health & Safety and to meet the diverse needs of patients - To have excellent English verbal and written communication skills - To be IT literate - To be able to prioritise effectively - To show evidence of sound problem solving skills - To be able to work collaboratively as part of a team - To have experience of supervising other staff - To be able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities - To be able to manage in a stressful working environment and with emotional or aggressive patients/or carers 	<ul style="list-style-type: none"> - To have awareness of National and local issues concerning palliative patients - To have up to date Manual handling skills - To have experience of Audit - To have experience of working with neurological conditions - To have experience of supervising student placements
Personal Qualities	<ul style="list-style-type: none"> - Enthusiasm - Adaptable and flexible - Able to use own initiative when appropriate - Keen to learn - Team player - Reliable - Able to maintain work life balance 	

	<ul style="list-style-type: none">- Able to challenge and be challenged- Able to build rapport	
Other Relevant Factors	<ul style="list-style-type: none">- Able to travel to undertake work and have the capacity to carry equipment relative to your post- Able to comply with Manual Handling policies and guide lines- Car driver with vehicle	

Date Written: October 2014