

PILGRIMS HOSPICES – JOB DESCRIPTION

Physiotherapist (Band 6)

MAIN PURPOSE AND SCOPE OF THE JOB:

The post holder will perform therapeutic assessment and treatment of patients with diverse presentation and complex physical, psychological and cognitive conditions. In addition Physiotherapists will develop and deliver an individualised treatment programme appropriate to the patient's condition and contribute to the discharge planning process.

POSITION IN ORGANISATION

Reports to: Therapies and Wellbeing Services Manager

Line Manager for: Physiotherapy Assistant

DUTIES AND KEY RESPONSIBILITIES

Clinical

- To work independently and as part of a multidisciplinary team to diagnose, assess, plan and implement patient specific programmes of care/therapy contributing to the continuous assessment of patients.
- To undertake more complex assessments, using profession specific clinical knowledge and skills.
- To function effectively across a variety of environments including inpatient units and out patients, involving changing and demanding conditions.
- To use recognised outcome measures and goal setting measures to motivate challenging clients.
- To use a comprehensive range of verbal and non-verbal communication tools to communicate effectively with patients, and their families/carers, the diagnosis and treatment plan, that may be complex and sensitive, to help progress rehabilitation. This will include patients who may have difficulties with understanding or communication.
- To evaluate patient progress and alter treatment programmes as and when appropriate.
- To involve patients in goals and treatment proposals. To gain valid informed consent. To work within the legal framework with patients who lack capacity for informed consent.
- To be responsible for own time management and the prioritisation of caseload.
- To develop comprehensive discharge plans and work with relevant professionals to arrange on-going support as needed.
- To attend clinical meetings, liaise closely both verbally and in writing with the multidisciplinary team, patient and carers across boundaries to ensure continuity and integration of patient's treatment.
- To maintain and update accurate clinical records on EMIS systems
- To lead or support the clinical education and support of:
 - Other members of the Team
 - Other health professionals
 - Junior and Non-registered staff
 - Patients and their carers
 - Students

- To manage clinical risk within own patient caseload.
- To be able to manage stressful, upsetting or emotional situations in an empathetic manner supporting other members of the Team, clients and their families in these situations.
- To develop partnership working with all relevant agencies/services/individuals to support optimum management of the identified client group
- To provide support and guidance to more junior members of the physiotherapy team.

Governance

- Take an active role in clinical governance, quality assurance, audit and evaluation to include collection and reporting of patient data
- Participate in monitoring standards e.g. to be able to produce quarterly activity at the request of business and performance/commissioners, to implement action plan to improve quality of services
- Undertake and assist in research to contribute to the development of innovative practice and policies to improve the delivery of services
- Be flexible in supporting other projects the team are involved in
- Ensure that the highest possible standards of patient care and patient safety are maintained at all times
- To work with others in a professional, positive and supportive manner
- Be responsible for maintaining professional knowledge and development, completing an annual personal development plan in line with changes and innovations in practice
- Adhere to relevant professional code of conduct.

Resource Management

- To monitor stock levels of equipment and materials for own clinical area and co-ordinate ordering process as required.
- To check Physiotherapy equipment is in working order within manufacturers' guidelines and reports need for repair if required.
- Ensure clinical services are delivered in line with commissioned activity and planned income.

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.

Code of Conduct –

The post holder is required to observe the following principles:

- Make the care and safety of patients his/her first concern and act to protect them from risk
- Respect the public, patients, relative, carers, staff and partners
- Be honest and act with integrity
- Accept responsibility for his/her own work and the performance of the people the post holder manages
- Show commitment to working as a team by working effectively with team members and the wider community
- Take responsibility for own learning and development
- In all actions undertaken have regard for the hospices reputation

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: September 2022

PILGRIMS HOSPICES – PERSON SPECIFICATION

Physiotherapist (Band 6)

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.

	CRITERIA	Criteria Tested At		
		Application	Interview	Essential?
EXPERIENCE	<ul style="list-style-type: none"> To have at least 18 months experience in a Physiotherapy post. 	✓	✓	✓
	<ul style="list-style-type: none"> To have experience of working within a multidisciplinary team 	✓	✓	✓
SKILLS/ ABILITIES/ KNOWLEDGE	<ul style="list-style-type: none"> To Understand and have experience of Risk Management 	✓	✓	
	<ul style="list-style-type: none"> To have a good understanding of Clinical Governance 	✓	✓	✓
	<ul style="list-style-type: none"> To understand the legal responsibilities of the profession 	✓	✓	✓
	<ul style="list-style-type: none"> To comprehend and work within the Hospice policies of data protection, equal opportunities, Health & Safety and to meet the diverse needs of patients 	✓	✓	✓
	<ul style="list-style-type: none"> To have excellent English verbal and written communication skills 	✓	✓	✓
	<ul style="list-style-type: none"> To be IT literate 	✓	✓	✓
	<ul style="list-style-type: none"> To be able to prioritise effectively 	✓	✓	✓
	<ul style="list-style-type: none"> To show evidence of sound problem solving skills 	✓	✓	✓
	<ul style="list-style-type: none"> To be able to work collaboratively as part of a team 	✓	✓	✓
	<ul style="list-style-type: none"> To have experience of supervising other staff 	✓	✓	✓
	<ul style="list-style-type: none"> To be able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities 	✓	✓	✓
	<ul style="list-style-type: none"> To be able to manage in a stressful working environment and with emotional or aggressive patients/or carers 	✓	✓	✓
	QUALIFICATION/ TRAINING	<ul style="list-style-type: none"> Professional Qualification (Degree or equivalent) 	✓	✓
<ul style="list-style-type: none"> Professional Registration with HPC 		✓	✓	✓
<ul style="list-style-type: none"> Evidence of Continuing Professional Development (CPD) portfolio 		✓	✓	
OTHER REQUIRE-MENTS	<ul style="list-style-type: none"> Able to travel to undertake work and have the capacity to carry equipment relative to your post 	✓	✓	✓
	<ul style="list-style-type: none"> Able to comply with Manual Handling policies and guide lines 	✓	✓	✓

	• Car driver with vehicle	✓	✓	✓
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