

## **JOB DESCRIPTION**

### **Specialist Physiotherapist Band 6**

Hours:	As per contract. Saturday morning and some out of hours working may be required.
Contract:	Permanent following a 6 month probation period
Location:	Wendover, Buckinghamshire
Reports to:	Head of Integrated Clinical Services and Deputy Head of Integrated Clinical Services
Accountable to:	Chief Executive Officer and trustees
Line Manages:	Band 5 Physiotherapists, Technical Instructors, Rehabilitation Assistants
Internal Relationships:	Senior Leadership Team, Trustees, Clinical staff, Oxygen Treatment volunteers, staff colleagues, patients and visitors etc.
External Relationships:	A range of professionals across all disciplines

### **Job Purpose**

The Specialist Physiotherapist will:

- Be a specialist with a special interest in neurological management. To assess, diagnose and treat complex patients referred to Physiotherapy formulating recommendations for onward referral or review based on sound clinical reasoning.
- Oversee and manage junior staff including Band 5, Rehabilitation Assistants and physiotherapy assistants in the delivery of physiotherapy at the CMSC.
- Actively contribute to Continuous Quality Improvement (CQI) activities through clinical audit and liaise closely with the Clinical Lead regarding professional performance, in accordance with HCPC guidelines and governing core standards.
- Support the delivery of a high quality, appropriate, cost effective and efficient physiotherapy service for people with MS; empowering clients to manage their condition effectively and maximise their potential to reach their goals of self-management.
- Deputise for the Clinical Lead Physiotherapist during times of absence.

### **Duties and Responsibilities**

The Specialist Physiotherapist will be responsible for the following tasks and activities:

- To have a clinical caseload of patients in the Physiotherapy Department which will be patients with complex neurological disease (including Multiple Sclerosis, Parkinson's Disease & stroke).
- To develop and maintain skills required to work at a clinical specialist level within physiotherapy as acknowledged by the CSP.
- To act as a source of clinical expertise providing specialised advice to patients, carers, Physiotherapists and other healthcare professionals and GPs in the assessment, diagnosis, treatment and management of patients diagnosed with neurological conditions such as Multiple Sclerosis, Parkinson's Disease and stroke.
- To be professionally and legally accountable for all aspects of clinical work including the management of patients.
- To actively contribute to maintaining a high standard of clinical practice for Physiotherapists within the CMSC.
- To undertake expert comprehensive clinical assessments of patients including those with diverse or complex presentations/multiple pathologies whilst reasoning appropriate outcome measures according to the patient's symptoms.
- To formulate and deliver individual physiotherapy treatment programmes using clinical assessment skills, clinical reasoning skills and knowledge of an extensive range of treatment modalities gained through regular participation of post graduate courses and senior level in-service training.
- To formulate goals and clinical objectives jointly with patients, carers, relatives and other health professionals and continually reassess patients to evaluate progress, reassess and alter treatment programmes if required.
- To provide comprehensive progress reports to colleagues and referring GPs, and other patient services.
- To assess patients understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework.
- To manage clinical risk within own patient caseload at all times whilst supervising elements of risk encountered by juniors.
- To be responsible for maintenance of accurate written records, in line with Chartered Society of Physiotherapy (CSP) standards and monitoring the record keeping of staff within the CMSC.
- To work within the CSP and HCPC clinical guidelines where appropriate, and to maintain knowledge of national and local standards and monitor own and colleagues' safe and competent practice.

## **Personal Development**

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for own professional development ensuring mandatory training is in date.
- To attend any training as requested.

## **Code of Conduct**

- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff.
- To follow the Centre's code of conduct
- To display actions and behaviours that represent the Centre values

## **Equal Opportunities/Diversity**

- To be aware of the legislation around equality and diversity and provide equality of treatment and opportunity to employee's, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

## **Health & Safety**

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To co-operate with the organisation to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

## **Infection Control and hand hygiene**

- To comply with policies for infection control and prevention such as hand hygiene, decontamination policy, uniform and workwear code and standard precautions policy to reduce the spread of healthcare-associated infections (HCAIs).



### **Confidentiality and Data Security**

- To comply with GDPR 2018, the Data Protection Act 1998, NHS Confidentiality guidelines (e.g. Caldicott, GMC.) and any code of practice on Confidentiality and Data Protection, as accepted by the organisation.
- To ensure that all information collected, stored and used is done so in compliance with the above Acts and any relevant Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the organisations business. This obligation shall continue in perpetuity.
- To raise any matters of concern with the Head of Integrated Clinical Services.

### **Safeguarding**

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse, or the risk of abuse and their human rights are respected and upheld.
- To ensure any safeguarding concerns are reported promptly to the named Safeguarding Lead.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

### **Other**

- To be aware of and work in line with all policies and procedures.
- To carry out any other tasks as reasonably directed.
- All staff and volunteers at the Chilterns MS Centre agree to adhere to the Charity's Code of Conduct.

This job description should be regarded only as guidance to the duties required and is not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holder.

Signed.....  
(Post holder)

Signed ..... Date.....  
(Manager)

## Person Specification

<b>Education, Qualifications &amp; Training</b>	
Diploma/Degree in Physiotherapy	E
Registered with HCPC	E
Evidence of CPD	E
Relevant clinical courses	D
<b>Experience</b>	
Experience of working in a multi-disciplinary team	E
Evidence of varied Clinical experience during training as a student or within existing role	E
Evidence of Neurological Clinical experience as a post-graduate physiotherapist	E
Evidence of experience of assessing and treating patients in Hydrotherapy	D
Working with Volunteers	D
Working in a charitable organisation	D
<b>Skills &amp; Knowledge</b>	
Excellent verbal and written communication skills	E
Ability to empathise with people facing difficult situations.	E
Ability to motivate and influence others in their health choices.	E
Able to nurture and maintain relationships with individuals.	E
Ability to work as part of a team as well as on own initiative.	E
IT Literate	E
<b>Personal Qualities</b>	
Ability to work as team member	E
Approachable and a good listener	E
Empathetic	E
Reliable	E
Flexible	E
Ability to deal with challenging behaviour	E
Awareness of self – strengths and weaknesses	E
Ability to motivate self and others	E
Good attendance record	E
Good sense of humour	E
<b>Other</b>	
Passes DBS Check	E
Flexible/adaptable to changing working patterns (work will include weekends and possibly evenings)	E