JOB TITLE: **PHYSIOTHERAPIST SENIOR II – ROTATIONAL**

ACCOUNTABLE TO: Physiotherapy Services Manager

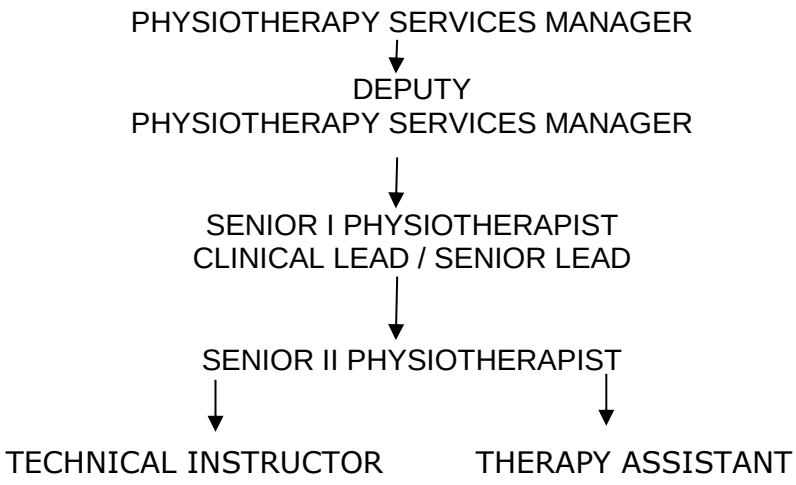
JOB PURPOSE

To work as part of the Physiotherapy Team, AHP group and wider GHA team across a wide variety of clinical areas providing Physiotherapy assessment, treatment and advice to a client group or individuals.

To work through the following rotations in order to gain increased / broad knowledge in a variety of clinical areas:

- Out-patients (SBH)
- In-patients (SBH)
- Community Adult and Mental Health Services
- Paediatrics and Special Needs if required by Service needs and mutually agreed by both parties
- Work in combined rotations/split rotations

ORGANISATIONAL POSITION



DIMENSIONS

Service provision in the following clinical areas, through Senior II Rotations:

In-patients: Medical, ICU, Orthopaedics, Surgical, Day Surgery, Maternity and Paediatrics (exception of paediatric ICU / Critically Ill / Critical Care).

Out-patients: Musculo-skeletal.

Adult Community: Primary Care base to include Domiciliary visits, St Bernard's out-patients, Mental Health Services.

Paediatrics and Special Needs: Primary care base, Domiciliary, Mainstream and St Martins Schools Special Needs, if required by Service needs and mutually agreed by both parties.

- Working with any number of Physiotherapists, Assistants, Technical Instructors, AHPs and the wider MDT to ensure a holistic approach to the treatment of GHA patients.

- To assist Senior I / Lead with day to day supervision of Therapy Assistants / Technical Instructor working within the same rotation.

- Work with all client groups from Children to the Elderly and including Palliative care.

- Participation in Acute emergency respiratory On-call Physiotherapy Services Roster

MAIN DUTIES

- The Physiotherapy Service is a distinct service within the Multi-disciplinary setting of the Allied Health Professions group within the Gibraltar Health Authority and Inter-Agencies such as Education and Social Services.

- Key responsibilities of the service:

- Provision of specialist Physiotherapy care for a diverse range of clinical conditions and patient types in a variety of environments within the GHA and Inter-Agencies.

- Provision of an out of hours Acute Emergency Respiratory On Call Physiotherapy Service.

- Provide specialist advice to other members of the Multi-disciplinary team and to work alongside colleagues in Nursing, Medical, AHP and Social and Education teams.

- Provide Physiotherapy advice, assessment treatments and management for a whole range of conditions.

- Evaluate and Audit the Physiotherapy Service as required by professional and Corporate Objectives.

- Development, implementation and management of a GHA Clinical Governance Strategy through Clinical Audit and effective use of outcome measures.

- Provide Health strategy to the wider community.

KEY RESULT AREAS

Clinical

- Rotational Physiotherapists work in the therapeutic handling and treatment of a wide range of patients e.g. with musculoskeletal, neurological and respiratory conditions, including those with complex needs and to include all age groups, both on an individual and group basis.
- Will be responsible for an agreed clinical caseload as part of the rotation.
- To be professionally and legally responsible and accountable for all aspects of own work.

- To carry out assessment of patients as an autonomous practitioner including complex or chronic presentations, using knowledge of evidenced based practice.

- To determine and modify care plans utilising in a wide range of treatment skills.

- To work as a lone practitioner in the Community, dealing with environmental risks and demands.

- To participate in and make recommendations as part of the Discharge planning in order to optimise care beyond the hospital setting.

- To assist the clinical lead /senior I in proposing and reviewing changes in practice that impact service in own work area.

- To participate in acute emergency respiratory On Call duties as an autonomous practitioner.

- To provide advice, teaching and instruction to Physiotherapy colleagues, wider MDT and patients/carers in order to promote understanding of Physiotherapy goals and to ensure continuity of care.

- To be aware of and report clinical risk within own caseload.

- To ensure that documentation is completed according to GHA Policy.
- Work with patients in all areas within GHA services.
- To undertake any other reasonable duties and responsibilities as requested by GHA Management.

Organisation

- Ensure working in a safe and environmentally friendly department.
- Report any equipment defects, accidents or complaints to Senior I/Manager of Physiotherapy for action.
- To plan and organise clinical activity with appropriate time scheduling in order to complete all clinical and administrative duties including statistical record keeping.
- Ensure compliance with professional duties as a Physiotherapist in the administration of the patient caseload.
- To assist in implementing organisational and departmental policies and to be involved in reviewing and updating as appropriate as guided by the Senior I/ Manager of Physiotherapy.
- Experienced rotational physiotherapist will be required to act for Senior I when requested with regards to day to day running of the service.

Professional

- To record and progress own Continuing Professional Development as required by the Health Professions Council including use of Professional Portfolio.
- To develop skills through attendance at post-graduate or accredited courses and through Peer Review, experiential learning, IST and reflective practice.
- To participate in the staff appraisal scheme and personal development planning as an Appraisee utilising GHA Documentation.
- Be an active member of the in-service programme.
- Within the rotation assist Senior I in providing day to day supervision for Assistants/ Technical Instructors.
- Participate in Assistant Induction and on-going supervision.
- Maintain confidentiality at all times and to comply with Data protection legislation.
- Ensure appropriate and timely documentation in line with legal and professional requirements.

- Maintain timely and accurate statistics for own caseload.
- To comply with all GHA Policies and Guidelines including Health and Safety, Disciplinary and Grievance Procedures and Risk Management.
- Assist Senior I/lead in the identification of gaps in service provision.
- Participate in the development of improvements to service delivery and clinical practice.

EQUIPMENT AND MACHINERY

- Required to work with the following: Egs
- Walking aids: Crutches, Frames, rollators of various types, Sticks various
- Manual handling equipment: mechanical hoists, sliding boards, ARJO walking hoist
- Electrotherapy equipment: TENS, Pulse shortwave, Ultrasound.
- Supports: Large range of appliances and orthoses.
- Rehabilitation equipment: Treadmill, Bicycle, Small exercise equipment, stairs and weights.
- IT Equipment: Personal computer, software e.g. Physio-tools. Microsoft applications including Excel PowerPoint Hospital Intranet and Internet relevant search engines.
- Deliver equipment to patient's homes, manipulation equipment in and out of car and up/down stairs.
- Responsible for safe prescription and use of Electrotherapy equipment.
- Responsible for safe assessment and issue of Walking Aids; crutches, frames and rollators of various types. To teach and demonstrate use of safe walking practices ensuring appropriate size, and educating the client in the correct use of the equipment. Walking Practice and Stair assessments outdoors.
- Responsible for safe prescription and use of General rehabilitation and exercise equipment such as above.
- Responsible for safe prescription and issue of Full range of Resting supports and Orthoses.
- Participate with the prescription and issue of suitable manual handling equipment such as glide sheets mechanical hoists, slide boards Walking Hoist.

SYSTEMS

- Work with Patient Information systems in Radiology (PACS) and Pathology.
- Maintain Patients records and treatment progression in MDT notes in accordance with the Legal and professional requirements for Physiotherapy intervention.
- To participate in the collation and collection of qualitative and quantitative data with regards to own work, including using excel database and Front-desk.

ASSIGNMENT AND REVIEW OF WORK

- Autonomous practitioner: outcomes assessed at regular intervals within rotations.
- Mixed clinical caseload appropriate to clinical area.
- Patients referred for physiotherapy assessment, advice and treatment given where applicable.
- Referrals from Consultants, GP's, Health Professionals.
- Senior I may also delegate non-clinical tasks related to clinical area.
- Participate in the evaluation of your own work and current practices through use of IPRs, Audit, outcome measures, peer reviews and reflective practice.
- Meet regularly with Senior I to discuss and plan service delivery within the clinical area through team participation.

DECISIONS AND JUDGEMENTS

- To be able to establish priority, determine needs and initiate a treatment plan for patients referred for Physiotherapy using judgment of complex facts or situations which require the analysis interpretation and comparison of a wide range of options. Review the outcome of same.
- Shared responsibility for and provides clinical advice and support to Junior Physiotherapists, Assistant/Technical Instructor.
- Skills required for evaluating patients condition. Incorporates individual and group practice. Needs to be able to make a judgement with regards to the environment, clinical risk and level of supervision required appropriate to changing circumstance.

- Plans and priorities own caseload when working singlehandedly as in Community or In-patients.

- To manage own patient caseload against clinical and non-clinical interruptions arising during course of the day.

- Works independently using own initiative according to experience and work practices. With regular access to a Clinical Physiotherapist.

MOST CHALLENGING / DIFFICULT PARTS OF THE JOB

- Rotations through 4 diverse clinical areas with different skill/knowledge sets for the client group to be treated.

- When acting for Senior I / Lead Physiotherapist exercise of advanced clinical skills and management tools.

- To safeguard own health and safety as well as the health & safety of patients and colleagues.

- To use highly developed observational and physical dexterity skills in assessment and treatment of patients.

- Is required to make a judgement on non-clinical responsibilities and responding to the needs of Junior Assistant and Technical Instructors, whilst managing own caseload.

- To perform frequent moderate physical effort for several long periods involving moving and manoeuvring patients.

- Frequently required to take on additional workload and prioritise both caseloads arising through illness, annual leave cover or staff shortages.

- Rehab Reception duties where good communication is paramount, to attend to frequently emotive and aggressive patients.

- Participation in Acute emergency respiratory on call during unsocial hours and including night callouts.

COMMUNICATIONS AND RELATIONSHIPS

- To maintain good communication links with client, carers and all associated professional practitioners and complete comprehensive, accurate and legally compliant clinical records.

- To work with the provision of informed consent and patient centred goal setting.

- To use effective communication skills to gain co-operation with treatment where there may be barriers to understanding, e.g. stroke, deafness, children, special needs, mental health etc.

- Communication will frequently require advanced communication skills including Motivation, Persuasion, Explanation of complex issues, sensitivity and empathy. Additionally knowledge of clinical communication loss such as the impact of Receptive and expressive Dysphasia, altered perceptions and cognition, loss of consciousness, Language and cultural barriers and dysfunctional illness beliefs.

- When dealing with children to employ appropriate skills to engage children and their carers and facilitate motivation and co-operation.

- To communicate effectively and work collaboratively with Medical, Nursing and AHPs to ensure delivery of a co-ordinated MDT service. This will include attendance at case conferences, ward rounds, discharge planning and service development meetings.

- To communicate assessment and treatment results, when required, to relevant disciplines and external agencies in the form of reports and letters.

- To provide and receive routine information related to Physiotherapy and other AHPs. To be tactful and informative when conversing with patients.

- Will be required to develop effective communication and good working relationships with all members of the multi-disciplinary team, outside agencies, families and carers in order to share relevant clinical information to enhance patient care.

PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS

Physical Effort:

- To use developed observational and physical skills that require manual dexterity co-ordination and manual treatment of patients.

- To be able to frequently exert moderate physical effort for several long periods during work e.g. as in Therapeutic handling of heavy or patients with reduced consciousness, use of static postures, Manual Techniques, treating Adults and children with severely challenging behaviour.

Mental and Emotional:

- Frequent Mental & Emotional demands in situations of unpredictable work patterns whilst at the same time concentration on patient assessment and treatment.

- Frequent exposure to distressing and emotional patient situations including long term illness, death and bereavement.

- Working with patients with communication difficulties and including those with severely challenging behaviour and Mental Health issues.

- Working in stressful situations such as providing cover during sickness leave and working without the support of an Assistant.

- Intense concentration required for complex patient treatment and implementing and evaluating work.

- Participation in Acute emergency respiratory on call during unsocial hours and including night callouts with having to work following day.

Environmental and working conditions:

- Working in the Community in hot and cold seasons.

- Deals with patients who may have poor personal Hygiene, Body odours and comes into contact with body fluids.

KNOWLEDGE, TRAINING AND EXPERIENCE

- Post Graduate Diploma /BSc in Physiotherapy, Chartered Physiotherapist, Registration with Health Professions Council.

- Broad based knowledge and skills gained through participation in core Junior Rotations.

- Relevant CPD experience across specialities gained from post registration rotations or equivalent.

- Experience of working in a MDT.

- Ability to communicate effectively.

- To Communicate treatment plans and goals to qualified and non-qualified staff in verbal and written format.

- Able to carry out moderate effort throughout the day and carry out concurrent activities.

- IT skills to include Microsoft Applications e.g. Excel, Power point, Internet.

- Car / motorbike license desirable for Community use.

HEALTH & SAFETY

- Promote best practice in health, safety and security of self and others in area of specialist practice.

- To maintain a safe and pleasant environment for patients and staff.

- To report accidents and near misses as part of an overall risk assessment policy and take the appropriate action to redress them

- To maintain a high standard of hygiene with in the provision of care.

- To practice according to GHA policies and procedures.

DATA PROTECTION

The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

PROFESSIONAL DEVELOPMENT

The successful candidate must be prepared to undertake any necessary training, if required by the GHA. Due to the level of contact with all members of the public and GHA users, courtesy and responsiveness is essential.

RISK MANAGEMENT

All staff have a responsibility to report all accidents at work or untoward incidents promptly and when requested, co-operate with any investigations undertaken.

CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Official Secrets Act.

CONFLICT OF INTEREST

The Gibraltar Health Authority is responsible for ensuring that the service provided for patients in its care, meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. Staff are not allowed to further their private interest in the course of their GHA duties.

SMOKING POLICY

It is the policy of the GHA to promote health. Smoking is actively discouraged and is prohibited in most areas of the GHA, with the exception of designated smoking areas.

This list is only an indication of the Main Tasks that are required to be performed. It is not an exhaustive list of duties and responsibilities and may be subject to amendments to take account of changing circumstances.

Due to the transformational agenda the GHA is going through, it is likely that the responsibilities of this post will evolve over time. The duties of the post holder will be subject to regular/appraisal and any amendments will be made in consultation and agreement with the post holder.

This Job Description if a reflection of the post at the present time and is subject to alterations in detail and emphasis in the light of any future development in consultation with the post-holder.

Signature of
Post-holder…….. Date…….

Signature of Director of
Relevant line manager ……..…… Date…….

First Review Date…….

Review Date: Yearly…….

Person Specification

	Essential	Desirable
Education & Qualifications	BSc(hons) physiotherapy HCPC registered GMRB registered	Working towards an extended qualification relevant to the discipline
Previous Experience	Minimum 2 years post graduate experience within NHS rotational settings.	Working with adults with physical & learning disabilities to be able to deliver a service that supports their needs.
	Experience/demonstrates understanding of working within rehabilitation	Evidence of managing long term conditions with available resources
	Experience working with outside agencies	
	Experience of providing clinical and professional supervision to staff at all levels	
Knowledge	Specialist knowledge in anatomy and physiology related to long term neurological conditions	Knowledge of & how to access support services available in Gibraltar for the community
	Advanced autonomous clinical reasoning skills within a community setting.	
	Experience of understanding the importance of triage and lone working	
	Audit experience of own and other practices	
Skills and attributes	Evidence of contribution to service and staff development	Able to present information in a clear and logical way
	Experience of working within a team and independently	
	Access to car to drive between places of work	
	Proven organisational skills including time management, effective delegation and prioritisation to complete a task	
Attributes	Flexibility, able to adapt to changing ways of working and services at short notice	
	To provide a safe environment that is supportive for your team and others.	
	To be able to communicate and liaise effectively with multi agencies	
Health & Appearance	To wear the uniform that has been provided/ approved by the GHA	
	To be physically fit to be able to travel between sites and treat patients	