

**THE DOROTHY KERIN TRUST
JOB DESCRIPTION**

JOB TITLE	SENIOR OUTPATIENT PHYSIOTHERAPIST
------------------	--

DEPARTMENT	Therapy Suite of Services
-------------------	---------------------------

JOB PURPOSE	<p>To lead, motivate and support junior members of the physiotherapy and hydrotherapy services team, ensuring the provision of a professional, safe, effective and efficient service to patients and clients.</p> <p>To provide a range of specialist physiotherapy interventions for patients with diverse complex needs, working within the context of the multi-disciplinary team.</p>
--------------------	---

REPORTS TO	Physiotherapy and Hydrotherapy Lead
-------------------	-------------------------------------

RESPONSIBLE FOR	Line Management and supervision of Junior Physiotherapists, Physiotherapy Assistants, Volunteers.
------------------------	---

KEY RELATIONSHIPS	Head of Therapies, Physiotherapy team, Occupational Therapists, Out-Patient Service Co-ordinator
--------------------------	--

<p>KEY DUTIES & RESPONSIBILITIES</p> <p>Clinical</p> <ul style="list-style-type: none"> • Independently assess, clinically reason and provide a clinical diagnosis for individual patients to determine their need for physiotherapy intervention, especially in relation to complex cases. • Plan, implement, evaluate, treat and progress patient care to maximise rehabilitation potential, specialising in the more complex cases. • Manage caseload of patients effectively and efficiently. • Assist with the development, implementation and maintenance of appropriate clinical guidelines in order to ensure clinical effectiveness to optimise patient care and outcomes. • Assist the Physiotherapy and Hydrotherapy Lead to ensure that all practice within the department is carried out within the Burrswood ethos of whole person care. • Keep clinically accurate and timely records in accordance with CSP guidelines. • Liaise with other members of the inter-disciplinary team as necessary regarding complex patient care situations. • Work within a framework of CQC regulations and standards.
--

- Contribute to a schedule of audit and activity monitoring for the department.
- Work flexibly to provide physiotherapy cover across the department as required.

Own Practice

- Be aware of, and comply with, the core standards of The Chartered Society of Physiotherapy and fulfil the requirements of HCPC.
- Ensure that own practice is in line with current and best practice physiotherapy developments, undertaking any training and development activities as necessary.
- Attend all mandatory training.

Service Development

- Contribute innovatively to the development of the Physiotherapy and Hydrotherapy Service.
- Assist in the development and implementation of policies and procedures to promote a fair, consistent and safe working environment.
- Assist with the development and monitoring of key performance indicators, clinical outcome measures and minimum data activity.

Budget and Resources

- Assist with the allocation of physiotherapy and hydrotherapy staff and resources on a daily basis to ensure a professional and efficient service, being aware of patient care needs at all times.
- Take part in evening and weekend work as necessary to ensure cover.

Staff development

- Support physiotherapy and hydrotherapy clinical education and clinical development within the Therapy Services team.
- Contribute to and challenge clinical reasoning skills within the inter-disciplinary care team to progress and optimise available clinical care.
- Contribute to training for all team members to develop clinical skills and knowledge.
- Suggest and develop opportunities for the relevant education of and training with other members of the inter-disciplinary care team.
- Mentoring and monitoring of undergraduate and postgraduate physiotherapy students as required.
- Carry out regular staff appraisals with junior members of staff and ensure that they have a personal development plan.
- Encourage and support junior team members to develop their own competence in using different physiotherapy and hydrotherapy interventions designed to promote patients' health and wellbeing.

General

- Attend and participate in weekly team meetings.
- Contribute to policies and procedures for the department.

Health and Safety

- Compliance with health and safety within the department.
- Be particularly familiar with the health and safety requirements within the pool area and be able to participate in an emergency evacuation procedure should this be necessary.
- Attend regular pool evacuation training.

Other	
<ul style="list-style-type: none"> • All staff must follow the Safeguarding policies and guidelines, know how to seek specialist advice and must make themselves available for safeguarding training and supervision as required. • The Job description is intended to provide a broad outline of the role. The job holder may be required to carry out other duties as the role develops or to provide cover for colleagues where appropriate. In certain circumstances the nature of the job may be changed due to new working practices. • The job holder will be expected to accept any necessary training that results and to take on changes as requested. • All key tasks to be carried out to the standard required by current legislation, and in accordance with any changes in legislation that may ensue in the future. 	
ADDITIONAL INFORMATION	
Salary	£31,000 to £33,000 per annum.
Hours of Work	37.5 hours per week.
Holiday	5.6 weeks per calendar year including 8 days bank and public holidays (pro rata for part-time working). The holiday year runs from 1 February to 31 January. An additional one day of holiday will be awarded following 5 years continuous service (pro rata for part-time working).
Pension Scheme	The Trust operates a contributory Qualifying Workplace Pension Scheme.
Meals	Provided while on duty
Uniform	You are required to wear a uniform tunic or polo shirt whilst on duty and this will be provided by the Trust. You must provide your own black or navy blue trousers. Whilst carrying out duties in the Hydrotherapy pool you are required to wear a black swimming costume/swimming shorts. Any uniform items provided by the Trust remain the property of the Trust.
Probationary Period	3 months
Notice Period	1 week on either side during probationary period. 2 months on either side following successful completion of probationary period.

Person Specification		
Attributes	Essential	Desirable
Qualifications	<p>State registered Physiotherapist Member of the Health and Care Professionals Council and Member of the Chartered Society of Physiotherapists</p>	<p>Post graduate training MSc</p>
Work related Knowledge and Experience	<p>2 years post graduate experience working as a physiotherapist in a variety of settings including rehabilitation.</p> <p>An advanced understanding of clinical reasoning, assessment and treatment skills within inpatient and outpatient setting.</p> <p>Be able to assess the needs of people that are complex and changing and plan, deliver and evaluate care needs that may be complex and subject to change and determine their need for Physiotherapy.</p> <p>Able to deliver 1:1 as well as group work to patients.</p> <p>Ability to work alone and without direct supervision but also as part of a team.</p> <p>Able to work flexibly and use a high standard of prioritisation skills to meet service demand.</p> <p>Excellent interpersonal skills – communication, negotiation. Demonstrate empathy with patients, carers and families where barriers to understanding may exist ensuring that effective communication is achieved to persuade and motivate participation in therapeutic activities.</p> <p>Practical, organisational skills and effective time management.</p> <p>Know personal limits and be able to work under supervision seeking advice and support as required.</p> <p>IT literate – ability to use Microsoft packages and Outlook and willingness to learn online patient and staff systems in house.</p>	<p>Previous experience as a Senior Physiotherapist</p> <p>Experience of working in hydrotherapy and neuro rehabilitation</p> <p>Experience of working in back, pain clinics</p>

<p>Personal Qualities</p>	<p>Flexible, punctual and reliable.</p> <p>Self motivated, enthusiastic and confident.</p> <p>Ability to demonstrate discretion, empathy, sensitivity and tact.</p> <p>Be willing and able to develop own knowledge and skills and to contribute to the development of others, using research based evidence, best practice etc.</p> <p>Ability to work as part of a team.</p> <p>Clean and tidy appearance.</p>	<p>Sense of humour</p>
<p>Circumstance</p>	<p>Hepatitis B immune or willing to undergo an immunisation course.</p> <p>Able to drive (clean licence) and willing to travel.</p>	

It is essential that all applicants respect the Commission, Mission, Approach and Values of the Trust as shown on the application form.