

Aneurin Bevan University Health Board
Physiotherapy Service
Job Description



GIG
CYMRU
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WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

Post:	Physiotherapist (Rotational)
Band:	Band 5
Reporting To and Managerially Accountable To:	Operational Manager
Professionally Responsible To:	Head of Physiotherapy Service
Post Summary:	<p>A Physiotherapist participates as a member of the physiotherapy team managing a clinical caseload with the support and guidance of senior clinicians.</p> <p>The post holder will complete a designated rotational programme through various clinical specialties, which is designed to consolidate their undergraduate clinical education and develop their independent clinical practice. The length of these rotations will be approximately 4 months; however this may be varied to meet the needs of the applicant or the service.</p>

PHYSIOTHERAPIST (ROTATIONAL)

POST OUTLINE

The post holder will be given the opportunity to work through rotations from the following clinical areas:

- Musculoskeletal Outpatients
- Orthopaedics
- Respiratory
- Rehabilitation
- Neurology
- Paediatrics
- Acute Medicine
- Adult Learning Disabilities

Rotations will be based at the Grange University Hospital, Royal Gwent Hospital, Nevill Hall Hospital, St Woolos Hospital, Ysbyty Ystrad Fawr, Chepstow Community Hospital, Ysbyty Aneurin Bevan, County Hospital and Children's Centres.

Once considered competent the post holder will participate in the respiratory on-call rota covering evenings, weekends and bank holidays (as per Operational Policy for the Physiotherapy Respiratory On-Call Service). They will also participate in other weekend/bank holiday rotas as required and 7 day working practices that the physiotherapy service supports.

PRINCIPAL RESPONSIBILITIES AND DUTIES

Clinical

- To undertake all aspects of clinical duties as an autonomous practitioner
- To be professionally and legally accountable for a designated patient caseload and to decide priorities for own work area, balancing other patient related and professional demands. Support will be available from designated senior physiotherapists
- To manage clinical risk within own patient caseload
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient
- To undertake the comprehensive assessment and accurate diagnosis of patients, including those with a complex presentation, using investigative, palpatory, analytical and clinical reasoning skills
- To undertake physical treatment techniques utilising highly developed manual skills
- To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a programme of care
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers, other disciplines and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme
- To participate in multidisciplinary/multi-agency team meetings and case conferences to ensure the co-ordination of patient care. This may include the review of patient progress and discharge planning
- To ensure accurate, comprehensive and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria
- To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcomes

- To undertake the measurement and evaluation of own work through audit, outcome measurement, the application of evidence based practice and research where appropriate
- To work to Health Board, Professional and National clinical guidelines/standards against which quality of practice should be monitored
- Once considered competent, to participate in the respiratory on-call rota, any other rotas where clinically appropriate and 7 day working practices that the physiotherapy service supports

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.

Communication

- To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis
- To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention
- To engage the patient, and relatives/carers where appropriate, in the planning and agreement of a treatment programme to maximise rehabilitation potential
- To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme
- To communicate with empathy, patient information which may be of a complex and sensitive nature
- To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management
- To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service

- To acknowledge and support patients/clients/carers rights by promoting individual choice respecting their beliefs, privacy and dignity at all times
- To strive at all times to provide an environment where the diversity of patients/clients/carers and colleagues is respected
- To provide a high quality service acting at all times in a professional manner

Managerial

- To participate in departmental meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery
- To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care
- To undertake specific tasks as designated by senior staff and operational manager(s)
- To contribute to physiotherapy service development
- To adhere to the policies and procedures of the Health Board and physiotherapy service
- To maintain state registration with the Health and Care Professions Council (HCPC) and to provide evidence of that registration annually upon request

Education and Training

- To participate in the Health Board's Personal Appraisal Development Review process (PADR) and to take responsibility for the adherence to an agreed personal development plan
- To be responsible for maintaining own competency to practice through continuing professional development activities including reflective practice, review of relevant literature, participation in local in-service training programmes and peer review, maintenance of a personal portfolio and the attendance of relevant training courses as identified within a personal development plan

- To participate in the objective led, Band 5 review process
- To maintain and develop current knowledge of evidence based practice in the areas of each rotation, develop specialist knowledge of particular conditions and patient types
- To be an active member and contribute to the delivery of the in-service training programme with the support of senior staff
- To assist senior staff in the supervision and tuition of undergraduate physiotherapy students, assistants and technicians
- To participate in mandatory/statutory training as outlined by the Health Board and mandatory core skills training as outlined by the physiotherapy service

Health and Safety

Individuals employed within the Health Board must take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions whilst at work.

Data Protection

Individuals employed within the Health Board are responsible for any records they create, use or handle. This responsibility is established at, and defined, by law.

All employees working for or within the NHS who record, handle, store or otherwise come across information, have a personal common-law duty of confidence. The Data Protection Act 1998 now places statutory restrictions on the use of personal information, including health information. All staff need to acknowledge the importance of health records and their personal responsibilities.

Its security is of prime importance and serious consequences can result should a record go missing. Any disclosure of such information without permission is a disciplinary offence and may result in dismissal.

Flexibility Statement

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It will be periodically reviewed in the light of developing work requirements and, in consultation with the post holder may well be changed from time to time to meet changes in the Health Board's requirements.

The post holder may be required to provide cover for other clinical areas during periods of staff shortages, leave or sickness.

Name of Post Holder

Signature of Post Holder

Name of Manager

Signature of Manager

Date Agreed

**Aneurin Bevan University Health Board
Physiotherapy Service Employee
Specification**



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Band: 5	
The candidates should be able to demonstrate the following either through specific examples identified when making the application or at interview	
Education/Qualifications/Training	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Diploma/degree in Physiotherapy ▪ Registered with Health and Care Professions Council (HCPC) 	<ul style="list-style-type: none"> ▪ MCSP
Experience	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Clinical experience at undergraduate level 	<ul style="list-style-type: none"> ▪ Previous additional experience in a NHS and/or social care environment ▪ Experience of leading an in-service training session while on student placement ▪ Previous Band 5 post
Skills & Knowledge	
Essential	Desirable
<ul style="list-style-type: none"> ▪ The ability to discuss the clinical reasoning process in the management of routine cases ▪ The ability to identify and act upon adverse clinical signs ▪ Good communication skills both verbal and written when interacting with members of the team, other professionals, patients and their families ▪ The ability to work effectively in a team environment ▪ Evidence of initiative ▪ Good time management ▪ Demonstrate the ability to discuss the ethos of clinical governance and it's relevance in physiotherapy practice ▪ Evidence of Continuing Professional Development to meet HCPC requirements 	<ul style="list-style-type: none"> ▪ The ability to demonstrate an understanding of the NHS and the challenges facing the physiotherapy service ▪ Awareness of relevant national and local clinical guidelines ▪ Commitment to research ▪ Commitment to participating in clinical audit ▪ I T Literate ▪ The ability to speak Welsh or willingness to learn

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Other Requirements	
Essential	Desirable
<ul style="list-style-type: none"> ▪ The physical ability to perform and cope with all aspects of manual handling as demanded by the job role ▪ Professional appearance ▪ The ability to adapt to changes in work routine ▪ Available for on-call, weekend, bank holiday and seven day working rotas where clinically appropriate ▪ The ability to travel between sites within the Health Board or patients' residences in a timely manner to meet the requirements of the post 	