



JOB DESCRIPTION TEMPLATE

JOB DETAILS:

Job Title	Physiotherapist
Pay Band	Band 5
Hours of Work and Nature of Contract	37.5 hours to include on – call and to be Flexible according to the needs of the service over a 7 day working week.
Division/Directorate	Physiotherapy
Department	Physiotherapy
Base	Ysbyty Gwynedd

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	Team Leader
Professionally Responsible to:	Head of Physiotherapy

Job Summary/Job Purpose:

To provide an effective physiotherapy service to all patients within the following rotations –

- Orthopaedic Wards.
- ITU & Surgical Wards.
- MHDU & Medical Wards.
- Neurological Rehabilitation Ward
- Acute Care of Elderly Wards.
- Musculo-skeletal Out patient Department.inc, Community Hospitals
- Community
- Elderly Rehab Unit
- Paediatrics

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- To assess and treat patients from a designated caseload, some may have complex physical and psychological problems
- To provide a diagnosis and plan and deliver an individualised treatment programme.
- To hold responsibility for own caseload working with out direct supervision. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review, case conferences. Access to advice and support from a senior physiotherapist is always available if required, clinical work is routinely evaluated.
- To undertake all aspects of clinical duties as an autonomous practitioner.
- To present a case study, review of aspect of physiotherapy input/ practice in particular area at the end of each rotation.

DUTIES/RESPONSIBILITIES:

CLINICAL

- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
- To undertake a comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies; use clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition.
- Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual physiotherapy techniques, patient education, exercise classes, electrotherapy techniques and other alternative options.
- Formulate in conjunction with the MDT team or senior physiotherapist accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans.
- Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, blind or who may be unable to accept diagnosis.
- Evaluate patient progress, reassess and alter treatment programmes if required.
- To manage clinical risk within own patient case load.
- Work within health board clinical guidelines and CSP guidelines and to have a good

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working knowledge of national and local standards and monitor own quality of practice as appropriate.

- When working on the emergency duty rota, undertake the assessment and treatment of acutely ill patients with respiratory problems, who may have a complex presentation and maintain associated records as an autonomous practitioner.
- When working on the emergency duty on-call rota, provide advice to medical and nursing staff and other members of the multi-disciplinary team regarding patients respiratory and chest functions/condition.
- To supervise student physiotherapists record keeping system according to professional and the physiotherapy service standards.
- Represent physiotherapy service and / or individual patients at the multidisciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate physiotherapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning.
- To be an active member of the respiratory evening and on-call weekly rota.
- To be responsible for the safe and competent use of all electrotherapy equipment, gym equipment, gym equipment and patient appliances and aids by patients and ensure that /assistants attain competency prior to use.

Professional

- To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
- Maintain and develop current knowledge of evidenced-based practice in the areas of each rotation, developing specialist knowledge of particular conditions and patient types.
- Participate in the staff appraisal scheme as an appraisee and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.
- Undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, audit and outcome measures, either individually or with more senior physiotherapists.
- Be an active member of the in-service training programme by attendance at, and participation in, in-service training programmes, tutorials individual training sessions, external courses and peer review.
- To be aware of the audit process and assist as appropriate.
- Be actively involved in the clinical governance process such as the health board Journal Club,
- CSP Clinical Interest Groups, Peer Review Groups and other professional development activities.
- Provide support guidance and training to assistants, assessing and evaluating

competence.

Organisational

- Be responsible for the supervision and co-ordination of, assistants on a daily basis.and students when required.
- Ensure that your own practice and that of staff under your supervision meet the required professional standards of physiotherapy practice.
- Be responsible for the safe and competent use of gym, electrotherapy equipment by patient's assistants and student physiotherapists, through teaching, training and supervision of practice.
- To be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	Degree in physiotherapy. HPC registration.	Member of CSP	Application form and pre employment checks
Experience	Wide range of clinical placements during training. Previous experience in NHS environment	Pre-registration work experience in a relevant area. e.g. Nursing home,	Application form and interview
Aptitude and Abilities	Ability to communicate in a professional manner. Basic assessment and problem solving skills. Ability to critically appraise research literature. Computer literate	Welsh Speaker	Interview
Values	Understanding of NHS roles inc. Assistants/ T.I. Multidisciplinary/agency working.	Understanding of audit process.	Application Form Interview References
Other	Motivated. Team player. Ability to use initiative. Flexible approach to work Ability to move between departments and sites in a timely manner		Application form and interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code

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of conduct and requirements of their professional registration.

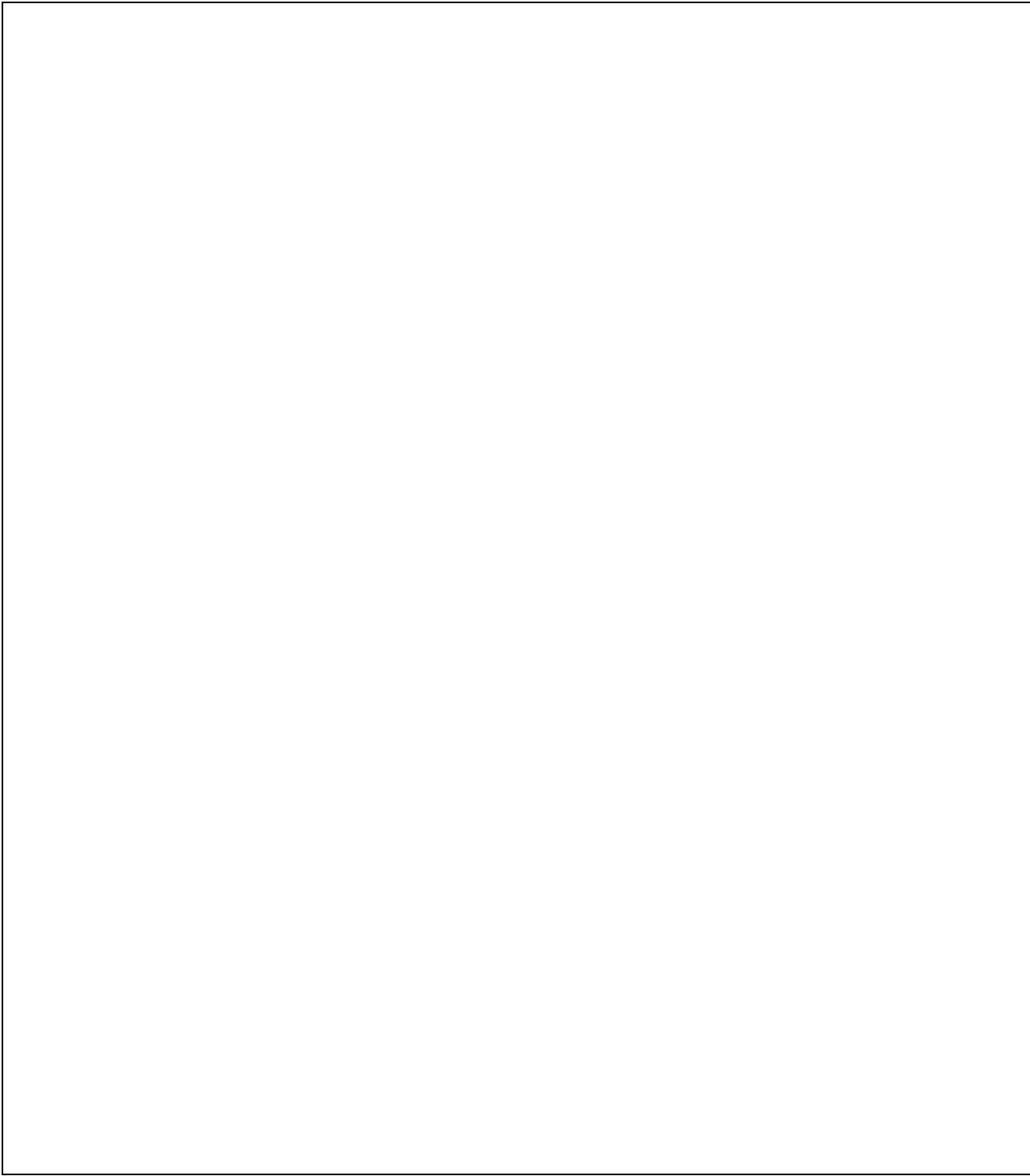
- **Healthcare Support Workers:** Healthcare Support Workers make a valuable and important contribution to the delivery of high quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organisation's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection Act 1998:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the Data Protection Act 1998 and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation (Data Protection Act) and the HB Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.

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- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB is committed to ensuring that no job applicant or employee receives less favourable treatment of any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have * direct / indirect contact with* patients/service users/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau *Standard / Enhance Disclosure Check as part of the Trust's pre-employment check procedure. *Delete as appropriate.
The post holder does not require a DBS Disclosure Check. *Delete as appropriate.
- **Safeguarding Children and Vulnerable Adults:** The organisation is committed to safeguarding children and vulnerable adults. All staff must therefore attend Safeguarding Children training and be aware of their responsibility under the Adult Protection Policy.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board sites, including buildings and grounds, are smoke free.

Flexibility Statement: The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.





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