



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



## Job Description

<b>Job Title</b>	<b>Rotational Physiotherapist</b>
<b>Pay Band</b>	<b>5</b>
<b>Delivery Unit</b>	<b>Primary Care and Therapies</b>
<b>Service</b>	<b>Physiotherapy</b>
<b>Department</b>	<b>Physiotherapy</b>
<b>Reports to (Line Manager):</b>	<b>Physiotherapy Team Lead</b>
<b>Accountable to (Professionally/managerially):</b>	<b>Head of Physiotherapy</b>
<b>Safeguarding Children Training</b>	<b>Level 2</b>

### Job Summary/Job Purpose

- To manage a defined caseload, using evidence based /client centred principles to assess, plan, implement and evaluate interventions in hospital & community settings and on home visits.
- To be an active participant in the On Call rota and the 7 day working rota
- To maintain clinical records and report accurately to others.
- To develop skills and knowledge through participation in the band 5 Development Programme and competency framework
- To gain experience through participation in the 4 monthly rotational scheme, and complete all core objectives

### Organisational Chart

Head of Physiotherapy



Clinical Lead



Band 6 physiotherapist



**Band 5 physiotherapist**

### **Our Values**

In this Health Board we aspire to be driven by our values; where every person that works for us, regardless of their role, is expected to demonstrate the values of “caring for each other”, “working together” and “always improving”.

### **Key Tasks and Responsibilities of the Post**

#### **Management**

- Co-ordinate the activities of less experienced & support staff in the treatment of clients within designated area.
- Undertake the supervision and appraisal of staff as delegated by line manager identifying developmental needs and support the individuals in the development of their Personal Development Plans.
- Be responsible for the supervision and assessment of physiotherapy students on practice placement within the Health Board (within clinical area).
- Review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal.
- Establish and monitor relationships with colleagues (both multi-disciplinary and multi-agency) to improve effectiveness of service delivery and reduce duplication.
- Identify and minimise interpersonal conflict.

#### **Clinical**

- Be clinically competent to provide expert advice and treatment to individuals of all ages with diverse healthcare needs.
- Undertake physiotherapy assessments for a designated caseload, addressing functional deficits via physiotherapeutic treatment plan.
- Ability to apply a problem solving approach to a variety of conditions and circumstances in order to select and implement a appropriate of treatment plans
- Work with clients to identify physiotherapy goals as part of the overall clinical management plan.
- Plan and implement individual and/or group interventions, in collaboration with the client, using graded activity to achieve therapeutic goals.
- Monitor and evaluate treatment in order to measure progress and ensure effectiveness of the intervention.
- Respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs.
- Participate in the physiotherapy on call and 7 day working rota as per physiotherapy service policy.

#### **Professional**

- Undertake all aspects of clinical duties as an autonomous practitioner.
- Provide a quality physiotherapy service using a wide range of clinical work practices that require significant knowledge from training, evidence based practice, research and national/international guidelines.

- Demonstrate confidence and skill to use reflective practice and identify personal strengths and areas for development.
- Demonstrate the ability to acknowledge limitations in own practice and seek help to develop professional competence/practice
- Work autonomously to undertake physiotherapy assessments for a designated caseload within this setting addressing physical performance and skills deficits by diagnosing the clients problem using analytical skills to formulate solutions.
- Make judgements involving complex facts/ situations requiring analysis/ interpretation and comparisons of a range of therapeutic options in order to decide on the best course of intervention and accurate prognosis and comprehensive discharge plans.
- Be required to undertake some activities single-handedly.
- Frequent exposure to unpleasant conditions e.g. verbal abuse, bodily fluids, unpleasant smells.
- Suitable physical fitness, dexterity & skill to carry out manual physiotherapy techniques

### **Service Delivery**

- Plan and prioritise own client workload to meet service and patient priorities readjusting plans as situation/changes arise.
- Participate in multi-disciplinary team meetings, contributing to decisions with regard to the patients care.
- Liaise with other agencies to facilitate the discharge process by communicating the discharge requirements of clients on own caseload.
- Comply with departmental and Health Board policies and procedures to ensure the smooth running of the service, and to communicate any problems or discrepancies to line manager immediately.
- Undertake any other duties as requested by the Team Lead/Head of Service

### **Leadership**

- Advise the Physiotherapy Team Lead on issues related to service planning and development in designated clinical area.
- Implement policies and proposes and contributes to changes in working practices/ procedures for own area.
- Attend Physiotherapy Service meetings as directed and contribute to the personal and professional growth of the service.
- Adhere to the standards of practice for Physiotherapy (CSP/HCPC and service specific) and ensure that minimum requirements are met, evaluate practice against standards and review if necessary.
- Follow Health Board, Physiotherapy Service and professional policies, protocols and guidelines.
- Demonstrate an understanding of specific national policies/ legislation/ guidelines and their implications for area of responsibility.
- Be proactive in the development of clinical networks.
- Demonstrate a detailed understanding of clinical governance and take responsibility for its application to the delivery of physiotherapy within own area of work.

### **Communication**

- Develop rapport with the client before applying other professional skills.
- Communicate complex sensitive information in an understandable form to patients and carers requiring persuasion, reassurance and empathy.
- Communicate effectively with other members of the multi-disciplinary team both formally and informally.
- Share acquired knowledge and skills with others using various teaching,

<p>presentational skills and methods.</p> <ul style="list-style-type: none"> <li>• Ensure that records/ documentation are maintained to set standards and reports accurately when providing feedback to others.</li> </ul>
<p><b>Education and Training/Staff Management</b></p> <ul style="list-style-type: none"> <li>• Hold a qualification approved by the Chartered Society of Physiotherapy (CSP) enabling registration with the Health Care Professions Council (HCPC) as a Physiotherapist.</li> <li>• Comply with the CSP Code of Ethics and Professional Conduct and HCPC Standards of practice.</li> <li>• Apply acquired skills and knowledge of professional practice in order to maintain fitness to practise as a Physiotherapist and to increase expertise.</li> <li>• Apply knowledge and skills to safely use and issue a range of therapeutic equipment</li> <li>• Undertake an annual PDR (Personal Development Review) and develop a PDP (Personal Development Plan)</li> <li>• Maintain a professional portfolio for CPD recording learning outcomes through participation in internal and external development opportunities.</li> <li>• Attend staff/ team meetings as directed.</li> <li>• Communicate information which is of relevance to the effectiveness of service delivery to relevant member of staff.</li> <li>• Follow the standards of practice for physiotherapy and ensure that minimum requirements are met (CSP/HCPC and service specific).</li> <li>• Follow Health Board, Physiotherapy Service and professional policies, protocols and guidelines.</li> <li>• Contribute to service developments, policies and guidelines as required</li> </ul>
<p><b>Information Resources</b></p> <ul style="list-style-type: none"> <li>• Demonstrate a sound understanding of clinical governance and its application to the delivery of physiotherapy</li> <li>• Commitment to continue professional development, documented evidence to be demonstrated within the post holders portfolio.</li> <li>• Undertake and contribute to Departmental and Health Board wide audits, research and developments as required.</li> </ul>
<p><b>Finance</b></p> <ul style="list-style-type: none"> <li>• Exercise good personal time management, punctuality and consistent reliable attendance.</li> <li>• Assist in maintaining stock, advising on resources to carry out the job.</li> <li>• Maximise the use of available resources to the benefit of client care.</li> <li>• Ensure safe use of equipment in intervention programmes, be responsible for the security of equipment and report any shortfalls/maintenance requirements to line manager</li> </ul>
<p><b>Research and Development</b></p> <ul style="list-style-type: none"> <li>• Demonstrate active membership of CSP and/ or Special Interest Group.</li> <li>• Participate in the planning, evaluation and audit of practice, clinical pathways and protocols within your area.</li> <li>• Actively responsible for maintaining own CPD and having an up-to-date personal portfolio.</li> <li>• Demonstrate the ability to critically evaluate current research and apply to practice</li> </ul>

## General Considerations

- **Performance Reviews/Performance Obligation:** The post holder will be expected to participate in the Health Boards individual performance review process to ensure continued professional development.
- **Job Limitations:** At no time should the post holder work outside their defined level of competence. If the post holder has concerns regarding this, they should immediately discuss them with their Manager / Supervisor / Consultant. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.
- **Confidentiality:** In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.
- **Health & Safety:** The post holder is required to co-operate with the health Boards Health and Safety Policy to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required. All staff have a responsibility to access Occupational Health and other support in times of need and advice.
- **Quality Improvement:** The Health Board is keen to promote an understanding of the principles of continuous quality Improvement and encourages all staff to undertake IQT ("Improving Quality Together") training.
- **Corporate Governance:** The post holder is required to ensure the highest standards of corporate governance and probity are maintained by ensuring all staff work within the provision of Standards of Business Conduct, Standing orders and Standing Financial Instructions.
- **Risk Management:** The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process.
- **Safeguarding Children:** The Health Board is committed to safeguarding children therefore all staff must attend the required level of safeguarding children training. This post requires minimum level 2

- **Cognitive Dysfunction:** Some degree of cognitive impairment is now common in the communities that we serve. We encourage all our staff to undertake online training for dementia awareness, so as to understand and be responsive to the particular needs of people with cognitive dysfunction.
- **Infection Control:** The Health Board is committed to meet its obligations to minimise infection. The post holder is required to comply with current procedures for the control of infection, not to tolerate non-compliance by colleagues, and to attend training in infection control provided by the Health Board.
- **Records Management:** The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer. All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.
- **Job Description:** This job description is not exhaustive but is an outline and account of the main duties. Any changes will be discussed fully with the post holder in advance. The job description will be reviewed periodically to take into account changes and developments in service requirements.

**For Clinical Staff Only:** All clinical staff are required to comply, at all times, with the relevant codes of practice and other requirements of the appropriate professional organisations NMC, GMC, GDC, HCPC etc. It is the post holder's responsibility to ensure that they are both familiar with and adhere to these requirements.

- **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.



**GIG**  
CYMRU  
**NHS**  
WALES

Bwrdd Iechyd Prifysgol  
Bae Abertawe  
Swansea Bay University  
Health Board



## **Person Specification**

### **Job Title – Rotational Physiotherapist**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Diploma/Degree in Physiotherapy</li> <li>• Professional Registration with HCPC</li> <li>• Evidence of CPD maintained in a portfolio including attendance at recent postgraduate courses/training</li> </ul>	<ul style="list-style-type: none"> <li>• Membership of the Chartered Society of Physiotherapy</li> </ul>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"> <li>• Understanding of the fundamentals of Physiotherapy</li> <li>• Broad range of student or work placements in the NHS</li> <li>• Documented evidence of CPD/reflective practice.</li> <li>• Some knowledge of current best practice in Physiotherapy</li> </ul>	IT skills

	<ul style="list-style-type: none"> <li>• Basic knowledge of the principles of Clinical Governance</li> <li>• Basic understanding of the significance of professional regulation e.g. HCPC, CSP</li> <li>• Basic understanding of the wider economic and socio-political issues that impinge on service delivery</li> </ul>	
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Ability to work independently or as part of a team</li> <li>• Group work skills</li> <li>• Effective written and oral communication skills.</li> <li>• Computer Literacy/IT skills</li> <li>• Ability to travel between sites in a timely manner</li> <li>• Ability to reflect and critically appraise own performance.</li> </ul>	
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Physical fitness to undertake rehabilitation handling of patients.</li> <li>• Professional manner and appearance</li> <li>• Ability to work flexibly and</li> </ul>	Ability to speak Welsh



	<p>prioritise workload appropriately.</p> <ul style="list-style-type: none"> <li>• Ability to handle difficult situations.</li> <li>• Motivation &amp; enthusiasm</li> <li>• Availability for on call, 7 day working and extended hours</li> </ul>	
--	--	--