##### JOB DESCRIPTION

**JOB TITLE:** Physiotherapist

**RESPONSIBLE TO:** Physiotherapy Manager

**ACCOUNTABLE TO:** Head of Nursing and Clinical Services Manager

## **JOB SUMMARY**

To provide an effective and professional Physiotherapy service to patients using the hospital. To ensure that all Physiotherapy care being provided meets the agreed clinical protocols and reflects best practice within the field of Orthopaedics. Work as a key member of the multi-disciplinary team within the Outpatient Department, Ward and Day Surgery areas. To ensure patients and carers receive all the required information and educational programmes to ensure patient compliance with set clinical protocols.

### Principal Duties and Responsibilities

The role has managerial, clinical, educational and professional development responsibilities.

**Managerial**

* To managed own workload during pre-assessment clinics, pre-surgical treatments and all peri-operative care
* To participate in clinical audit as required
* To regularly inspect all equipment used and report any defects
* To deputise in specific tasks delegated by the Lead Physiotherapist

**Clinical/Professional**

* To be able to undertake and record a through, sensitive and detailed assessment, using appropriate techniques and equipment
* To be able to analyse and evaluate the information collected
* To be able to use research, evidence based practice, reasoning and problem solving skils to determine appropriate actions
* To recognise the need to discuss and be able to explain the rationale for the use of Physiotherapy interventions
* To be able to form a diagnosis on the basis of a Physiotherapy assessment
* To be responsible to the efficient assessment, treatment and management of own patient load to a high professional standard
* To work closely with the Surgeons, Nurses and all the multi-disciplinary team to ensure that all patient physical therapy needs are assessed and care plans directly reflect their individual needs
* With the support of the Lead Physiotherapist, to develop new working practices and keep abreast of new developments, techniques and treatments in the field of Musculoskeletal Physiotherapy
* To be responsible for the keeping of accurate and confidential records
* To be willing to work on weekends including bank holidays as deemed essential to meet the targets of the hospital
* To undertake ordering and demonstration and of the use of mobility and home aids, in the education of patients prior to surgery
* To participate in the education of patients who are undergoing orthopaedic procedures and their carers
* To always practice within the legal and ethical boundaries of the profession
* To work within the Physiotherapy team to implement best practice within Practice Plus Group Physiotherapy protocols

**Education and Training**

* To ensure that all staff receive an annual performance review against personal objectives which may be linked to Practice Plus Group business objectives. Ensure that staff training needs are identified and implemented, empowering staff to develop their full potential
* To adhere at all times to the relevant regulatory bodies framework and guidance
* To take responsibility for planning self and professional development, identifying personal objectives for discussion at individual performance review
* To be responsible for attending mandatory training sessions and to ensure that all policies and procedures are adhered to
* To have active participation in staff induction and training of all team members

**Quality Issues**

* Promote clinical excellence and best evidence practice reflecting Practice Plus Group philosophy.
* Participate in annual review of protocols and evidence based documentation.
* Participate in clinical audit strategy.
* Act responsibly as an employee to maintain a safe and healthy environment for service users, visitors and staff.
* Reporting any incidents as per local guidelines.
* Advocate for patients where feedback has been received.

**Performance Assessment**

* Participate fully in an annual appraisal process and agree a personal development plan that will ensure that the objectives of the individual, the team are achieved.

**General**

* Carry out your duties at all times with due regard to the Company’s equal opportunities policy.

**Health and Safety**

As an employee of Practice Plus Group, the postholder has a duty under the Health and Safety at Work Act 1974, to:-

* Take reasonable care of the health and safety of themselves and all other persons who may be affected by their acts or omissions at work.
* Co-operate with their employer to ensure compliance with Health and Safety legislation and the Health and Safety policies and procedures of the hospital, not intentionally or recklessly interfere with, or misuse, anything provided in the interests of health, safety, or welfare, in pursuance of any of the relevant statutory provisions.

**Data Protection**

The postholder 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 authorized persons or organizations as instructed.

This list of duties and responsibilities is by not exhaustive and the post holder may be required to undertake other relevant and appropriate duties as reasonably required.

This job description is subject to regular review and appropriate modification.

I confirm I have read and understand this Job Description

Name of Postholder ……………………….…………..

Signature …………………………………...

Date …………………………………...

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| **Person Specification – Physiotherapist** |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications | * Degree or diploma in Physiotherapy
* HCPC Registered
 | * Post graduate training/qualification in the management of musculoskeletal disorders
* CSP membership
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| **Experience** | * Recent post graduate experience
* Recent post graduate experience in the field of musculoskeletal disorders
* Previous experience within an acute hospital environment especially with orthopaedics
 | * Experience working in a private setting
* Experience in developing other staff
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| **Skills and Knowledge** | * Able to motivate others
* Able to work independently and as part of a team
* Computer literate
* Able to problem solve
* Excellent communication skills
* Understanding and use of evidence based practice
* Evidence of ability to work in a multidisciplinary team
* Ability to plan and prioritise own workload when under pressure
* Intermediate life support skills
* Safe manual handling skills
 | * Knowledge of UK Physiotherapy protocols within Orthopaedics
* Leadership skills
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| Other Factors | * Polite, friendly and approachable manner
* Willing to learn new skills and gain new or additional competencies
* Able to undertake mandatory training
* Motivation to provide a high standard of service
* Calm under pressure
* Satisfactory pre employment checks
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| **HAZARDS:** |
| Laboratory SpecimensProteinacious Dusts | X | Clinical Contact with patients | X | Performing Exposure Prone Invasive Procedures | X |
| Blood/Body Fluids | X | Dusty environment |  | VDU Use | X |
| Radiation |  | Challenging Behaviour | X | Manual Handling | X |
| Solvents |  | Driving |  | Noise | X |
| Respiratory Sensitisers |  | Food Handling |  | Working in Isolation |  |