

## ROLE BRIEF

<b>Department:</b>	Inpatient Therapy Department
<b>Job Title:</b>	Physiotherapist
<b>Contract (Perm/Temp):</b>	Bank
<b>Responsible To:</b>	Inpatient Therapy Manager
<b>Location:</b>	The Horder Centre; The McIndoe Centre;
<b>Key Duties:</b>	<ul style="list-style-type: none"> <li>• To provide the highest standard of Physiotherapy services for patients.</li> <li>• To assist in the provision of a Therapy service for The Horder Centre and The McIndoe Centre. Duties may include work with Inpatients, Day services, Pre assessment and, if appropriate, Physiotherapy Outpatients.</li> <li>• To participate in pre and post-op clinics, as necessary.</li> <li>• To partake in clinical competency assessments to demonstrate improvements in clinical abilities.</li> </ul>
<b>Key Accountabilities:</b>	<p><b><u>Clinical</u></b></p> <ul style="list-style-type: none"> <li>• To deliver at all times high quality, professional physiotherapy services that promotes enhanced recovery.</li> <li>• To actively participate in the 7 day Physiotherapy service for The Horder Centre and The McIndoe Centre, when appropriate.</li> <li>• To work co-operatively with the Medical staff and other members of the multidisciplinary team and outside agencies in order to ensure positive outcomes for each patient episode.</li> <li>• To use communication tools (verbal and non-verbal) to gain informed consent with patients where there will often be barriers to effective communication; eg loss of hearing, altered perception, pain, etc.</li> <li>• To be responsible for your own patient caseload, readjusting plans as situations and service develop.</li> <li>• To be confident and able to work autonomously, guided by defined clinical and professional guidelines.</li> <li>• To participate in clinical and organisational audits for the maintenance and development of a quality service.</li> <li>• To take an active role in clinical supervision as appropriate.</li> <li>• To participate with the Therapy Clinical Leads in the conceptual development of practice, including the development and formulation of evidence-linked multidisciplinary Care Pathways.</li> </ul>

- To ensure that all patients have documented records in compliance with the Documentation policy.
- To risk assess and apply to work situation in line with Horder Healthcare 's Risk Policy.
- Where there is concern regarding diagnosis, the Physiotherapist should consult with the referring practitioner.
- To hold current registration with the Health and Care Professions Council (HCPC) and be a member of The Chartered Society of Physiotherapists (C.S.P.)
- To comply and be personally accountable for own actions and omissions in line with C.S.P. Code of Members' Professional Values and Behaviour (Code of Professional Conduct).
- To ensure that equipment is used correctly in accordance with safety guidelines and C.S.P. standards for the use of electrophysical modalities.
- To take an active role in being a member of the whole Therapy team.

## **Managerial**

- To establish and promote sound lines of communication to all staff, patients and visitors.
- To ensure accidents and complaints are fully documented and that steps are taken to prevent reoccurrence and that the Therapy Clinical Leads is informed.
- To take an active role in Horder Healthcare staff appraisal system and action agreed goals and objectives.
- To be actively involved in marketing activities relating to the organisation.
- To attend meetings and discussions to improve practice, when required.
- When improved working practices have been identified, support the therapy team with implementing the required changes

## **Professional**

- To take every opportunity to maintain and improve knowledge and professional competence, in line with the appropriate professional body or as agreed at the annual Individual Performance Review.
- To maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments, and appropriately incorporate them as necessary into your work.

	<ul style="list-style-type: none"> <li>To participate in in-service training and to participate in external education where appropriate.</li> <li>To participate in clinical and organisational audits for the maintenance and development of a quality service.</li> <li>To supervise and guide the work of therapy students, providing a suitable learning environment.</li> </ul>
<b>Key Knowledge, Skills and Experience:</b>	<p><b><u>Must Haves</u></b></p> <ul style="list-style-type: none"> <li>A degree in Physiotherapy – we welcome applications from new Graduates</li> </ul> <p><b><u>Nice to Haves</u></b></p> <ul style="list-style-type: none"> <li>If you've worked within an Inpatient service or Orthopaedic healthcare role it will set you apart from the rest.</li> <li>Have a good understanding or experience within an enhanced recovery service.</li> </ul>
<b>Health and Safety:</b>	<p><b>The Health Act 2008</b> Code of Practice for Prevention and Control of Healthcare Associated Infections:</p> <p>You'll carry out your duties in a way that maintains and promotes the principles and practice of infection prevention and control. You'll comply with national standards, policies, guidelines and procedures. If you need a few tips, speak with our Infection Control Specialist.</p> <p>For clinical colleagues with direct patient contact, this will include (but is not limited to):</p> <ul style="list-style-type: none"> <li>compliance with clinical procedures and protocols, including uniform and dress code</li> <li>the use of personal protective equipment</li> <li>safe procedures for using aseptic techniques</li> <li>safe disposal of sharps.</li> </ul> <p>Please take due care at work, reporting any accidents, incidents or near misses to your line manager and record them on the Datix system.</p>
<b>Equal Opportunities</b>	<p>Horder HealthCare's Equal Opportunities Policy tells you all about our commitment to ensuring that no patient, colleague or prospective colleague is discriminated against, whether directly or indirectly on the grounds of: gender, sexual orientation, age, marital status, responsibility for dependants, disability, religion, creed, colour, race, nationality, ethnic or national origin, trade union activity, social background, health status, or is disadvantaged by conditions or requirements which cannot be shown as justifiable.</p>
<b>Confidentiality</b>	<p>You'll make sure that no confidential information is disclosed about Horder Healthcare or its associated companies (including information about patients and colleagues) to any unauthorised person.</p>
<b>Safeguarding</b>	<p>You'll be aware of the key issues in safeguarding children and vulnerable adults from significant and serious harm. Reporting safeguarding concerns to</p>

	appropriate professionals and recording incidents accurately.
<b>Review</b>	<p>Whilst this role brief outlines the main duties of your role identified at the date of issue, you may be required to carry out additional tasks as requested by senior colleagues.</p> <p>Your role may be subject to amendments in the light of the changing needs of the business, and will be reviewed periodically, which we'll discuss with you first.</p>
<b>Role Brief Agreement</b>	<p>I have read this role brief and understand the contents of my day-to-day duties. I also understand that this role brief may change over time with the business needs of Horder Healthcare. I understand that the role brief will therefore be subject to periodic review.</p> <p><b>Colleague name:</b></p> <p><b>Colleague signature:</b></p> <p><b>Date:</b></p>