

## **JOB DESCRIPTION**

**JOB TITLE: Physiotherapist**

**RESPONSIBLE TO: Clinical Nurse Manager**

**RESPONSIBLE FOR: Physiotherapist Assistants**

### **Exemplar Health Care Values:**

- Our enthusiasm
- Our perseverance
- Our willingness to challenge
- Our desire to improve the lives of others

We provide specialist nurse-led care for adults with complex needs arising from enduring mental ill-health, neuro-disability, profound learning disability and autism, brain injury and stroke.

Our mission is to make every day better for every one we care for and work with. At Exemplar, we enhance the lives of our services users, families and staff by providing everyone with the opportunity to develop, grow and reach their potential - irrespective of health or ability.

### **Key Responsibilities:**

- Be responsible for a clinical caseload and ensure that the service users receive appropriate treatment to a high professional standard in accordance with the Professional Standards and Code of Ethics of the Chartered Society of Physiotherapists (CSP) and Health Professions Council regulations. To be professionally and legally accountable for all aspects of own work.
- Undertake a skilled assessment of every service user, and a more comprehensive examination of those with complex presentations. To apply specialist clinical reasoning skills to assessment findings in order to determine the optimum basis for the physiotherapeutic plan of management for their condition.
- Prepare, explain to and agree with the service user/relative the delivery of an individual physiotherapy treatment programme based on a sound knowledge of evidence-based practice and treatment options, using specialist clinical assessment, reasoning skills and treatment skills. These may include manual therapy techniques, patient education, exercise programmes both in groups or individually and other options.

- Monitor and evaluate and record appropriately patient progress, modifying specialist treatment plans as required.
- Assess service user understanding of treatment proposals, gain valid informed consent to treatment and to work within a legal framework with patients who lack the capacity to give informed consent.
- Ensure accurate and comprehensive assessment and treatment records are maintained on patients receiving physiotherapy, and to be responsible for correspondence and reports relating to one's own service user caseload.
- Be responsible for the safe and competent use of equipment used as part of treatment and to ensure safe and competent patient use of appliances and aids.
- Work closely with physiotherapists and other staff from other agencies such as the GP's, consultants, hospital staff, PCT, Social Services etc to ensure that the patient's ongoing care and management is timely and effective.
- Be responsible for supervision and co-ordination of the workloads of physiotherapy assistants on a daily basis as well as organising and planning own workload to meet service and caseload priorities.
- Highlight potential or actual problems or deficiencies along with possibilities for resolving them to the home manager, to optimise service delivery within resources.
- Initiate, plan and undertake audit projects and reviews of clinical research and evidence or to assist in clinical research as necessary.
- Be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
- Maintain and develop knowledge of evidence-based practice in the rehabilitation area, developing specialist knowledge of particular conditions, assessments and treatments.
- Provide training to physiotherapy assistants, including assessing and evaluating their performance.
- Assist with the training of other health care staff as may be deemed appropriate to the benefit of the service
- Use a range of techniques to ensure effective communication with service users who may have barriers to understanding. Such techniques would include verbal, non-verbal and written forms to assure informed consent and compliance with treatment programmes. Circumstances may occasionally be distressing, dealing with distressed patients and/or carers and family.

- Attend staff meetings and contribute to your own and colleagues' development and training, along with that of the overall service.
- Participate in the staff appraisal scheme taking a lead in the appraisal of physiotherapy assistant staff ensuring their objectives and personal development plans are in accordance with the team's objectives.
- Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes.
- Provide induction, support and supervision to physiotherapy assistants. This might include providing support when dealing with distressing incidents or complex patients.
- By adept planning, ensure that both short and medium term clinical objectives and non-clinical projects are achieved.
- Ensure that tasks delegated to physiotherapy assistants remain attainable and appropriate for that individual's and the team's needs.
- Hold responsibility for own caseload working without direct supervision. Access to advice and support from other physiotherapists within the group is available as required.
- Promote the good reputation of the home.
- Maintain effective communication systems and practice throughout the home, with all other staff.
- Promote good relations with the public, service users relatives, GP's and all other external professional and statutory bodies.
- Carry out other duties as will, from time to time, be directed
- Carry out all duties in a safe manner having a regard for the health, safety and welfare of self, staff, service users, visitors and other persons
- Undertake appropriate training and development to ensure statutory compliance and maintain appropriate professional registration
- Participate in appraisal and supervision processes within the statutory guidelines
- In accordance with the *Health & Social Care Act 2008*, the post holder will actively participate in the prevention and control of infection within the capacity of their role

## **Health and Safety**

As an employee of Exemplar Health Care, the post holder 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 service, 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.
- Recognise the personal right of the service user to positive risk taking in promoting their own recovery, working within identified guidelines.
- Have a general duty to take reasonable care for the health and safety of self and others who may be affected by their acts or omissions at work. All safety rules, regulations and codes of practice relating to the work area should be observed.
- Report all accidents, dangerous occurrences, incidents and hazards in line with company policy.
- Respect confidentiality relating to information gained through employment with the organisation and to ensure information is not disclosed to any unauthorised person/agency.

This job description is not exhaustive and is subject to regular review and appropriate modification. The post holder may be required to undertake other relevant and appropriate duties as reasonably required.

I confirm I have read and understand this Job Description

Name of Post holder: .....

Signature: .....

Date: .....