

Join us at UHB



Building healthier lives

Welcome from our CEO

Professor David Rosser



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'D. Rosser', written over a light blue horizontal line.

Professor David Rosser,
Chief Executive Officer

JOB DESCRIPTION

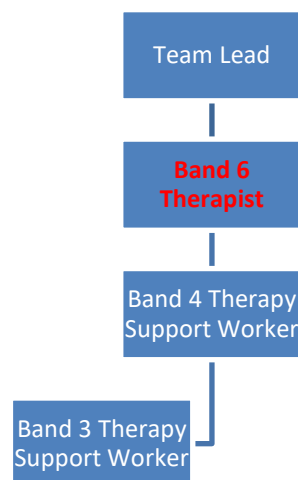
Job Title	Senior Physiotherapist or Occupational Therapist
Pay Band	6
Department	Solihull Community Therapy Teams
Division	Division 3
Reports to	Therapy Team Lead
Professionally Responsible to	Clinical Team Lead

JOB SUMMARY

To deliver a high standard of Physiotherapy provision within the Solihull Community Therapy Team. To provide rehabilitation to our patients; promoting recovery, reducing risk of admission / re-admission and facilitating discharges and flow from the acute setting into the Community.

To contribute to seven day working programmes across the organisation.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

To hold responsibility for own case load and be responsible for a defined area of the service, working without direct supervision. Supervision takes the form of regular formal training and clinical reasoning sessions, peer review, case conferences. Access to advice and support from senior staff is available if required, clinical work is not routinely evaluated.

To undertake all aspects of clinical duties as an autonomous practitioner and maintain associated records. This will include fulfilling duties such as the triaging 'Clinician of the Day' and the 'Rapid Response' therapist as per rota.

To assist with supervision, education and assessment of the performance of students; this would be to a graduate standard and involve working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification.

To assist with supervision, education and co-ordination of generic therapy assistants and junior therapy staff.

Undertake evidence-based audit and research projects to further own and teams clinical practice. Make recommendations to clinical lead/manager of service for changes to practice by the team. May lead the implementation of specific changes to practice or contribute to service protocols.

KEY RESPONSIBILITIES

SPECIFIC 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 advanced clinical reasoning skills and assessment techniques to provide an accurate diagnosis of their condition and / or problems.

Formulate and deliver an individual treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills.

To take delegated responsibility from the Band 7 Therapist for managing patients with particular conditions and be responsible for providing assessment and treatment plans for patients with these conditions.

To formulate accurate prognoses and recommend best course of intervention to patients, carers and other health care professionals, developing comprehensive discharge plans.

To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of Community Therapy, and to ensure a consistent approach to patient care.

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.

To use a wide range of verbal and non-verbal communication tools to communicate effectively with patients and carers (as appropriate) to progress treatment programmes. This will include patients who may have difficulties in understanding or communicating, cultural issues and who require interpreters. For example, patients may have slurred speech, be confused, in pain, depressed, deaf, blind or who may be unable to accept diagnosis and where English is not the first language.

Evaluate patient progress, reassess and alter interventions if required.

To manage clinical risk within own patient case load, at all times.

Work within The Trust clinical guidelines and profession specific guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.

To contribute to service over 7 day period in line with out of hours provision.

To provide spontaneous and planned specialist advice to medical and nursing staff and other members of the multi-disciplinary team regarding patient's condition and fitness for discharge.

To be responsible for maintaining accurate and comprehensive patient treatment records in line with Trust Policy.

To represent the Community Therapy Service and /or individual patients whenever necessary, e.g. at the multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service. This will include discussion of patient care, patient progress and involvement in discharge planning.

To be responsible for the safe and competent use of all equipment, and patient appliances and aids by patients and ensure that junior staff/assistants attain competency prior to use.
To raise any concerns relating to safeguarding.

Professional

1. To abide by the Chartered Society of Physiotherapy or British Association of Occupational therapist rules of Professional Conduct and the Health Professions Council Standards of Proficiency, Conduct of Performance and Ethics.
2. To be responsible for maintaining own competency to practice through CPD activities,

and maintain a portfolio which reflects personal development.

3. To assist with teaching students to graduate level.
4. Teach, assess and contribute to the performance assessment and appraisal of newly qualified staff within the Community Therapy team and generic therapy assistant staff.
5. Maintain and develop current knowledge of evidenced based practice, developing specialist knowledge of particular conditions and patient types.
6. To regularly participate in the staff appraisal scheme as an appraise / appraiser and be responsible for complying with your agreed personal development programmes to meet set knowledge and competencies.
7. Undertake the measurement and evaluation of your work and current practices through the use of e.g. evidence based practice projects, audit and outcome measures, either individually or with more senior staff.
8. To attend all mandatory training, as required by Trust Policy.
9. 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.

Organisational

1. Ensure that your own practice and that of staff under your supervision meet the required professional standards of your professional practice.
2. To comply with the organisational and departmental policies and procedures and be involved in reviewing and up-dating as appropriate.
3. To be responsible for the safe and competent use of relevant equipment by patients, and by assistants and students, through supervision of practice. Additionally ordering, monitoring and ensuring that equipment use is safe by checking / testing equipment prior to use and maintenance reporting.
4. To be actively involved in the collection of appropriate data and statistics for the use of the department on a monthly basis.

5. Deputise for the band 7 in their absence as required, taking responsibility for operational management of the team, including allocating and organising the work of junior and assistant staff to meet service priorities on a daily basis.
6. To be responsible for organising and planning own caseload to meet service and patient priorities. Readjusting plans as situations change/arise.

BUDGETARY AND RESOURCE MANAGEMENT

To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

Assist with the supervision and co-ordination of junior staff, students and assistants on a daily basis.

RESEARCH AND DEVELOPMENT

1. To undertake as directed the collection of data for use in service audit and research projects, where appropriate. To manage and undertake research into specific areas of clinical practice and/or service delivery using a range of research methodologies as part of MDT audit and departmental research initiatives.
2. Be actively involved in professional clinical groups, such as Clinical Interest Groups, Peer Review Groups and other professional development activities.

EFFORT

The post holder will be required to have highly developed physical skills including dexterity, co-ordination & sensory skills for assessment and manual treatment of patients. This will include an ability to cope with moving / manoeuvring patients / equipment on a daily basis.

There will be a requirement to frequently concentrate on complex patient assessments and treatments.

The post holder will be required to work following the PPE measures in place

The post holder will require the ability to cope with occasional exposure to distressing / emotional situations

The post holder will be required to work within the requirements of the 7 day working scheme which will include extended hours and weekend working

TRUST VISION & VALUES

DO NOT AMEND THIS SECTION

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Last Updated:

PERSON SPECIFICATION

JOB TITLE: B6 Physiotherapist or Occupational Therapist	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Good standard of general education including, GCSE English and Maths grade C or above 	<ul style="list-style-type: none"> Evidence of leadership training Fieldwork Educator's certificate or attendance at Clinical Educators Course



<ul style="list-style-type: none"> • A Levels or equivalent qualification • Degree / diploma in Physiotherapy • Registered with Health and Care Professionals Council • Evidence of CPD including recent post graduate training relevant to clinical speciality 	
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Demonstrates clinical experience enabling the post holder to manage a caseload of patients with complex needs. This would usually be approximately 12 months and will include experience in Medical, Older People, Trauma and Orthopaedics • Specialist knowledge across a range of practices, routine and non-routine, requiring expertise within the field of Physiotherapy relating to Community Services • Previous and on-going attendance at mandatory training • CPD portfolio 	<ul style="list-style-type: none"> • Experience and understanding of team / service development • Supervision of Band 5 staff, students and assistants • Clinical experience within Community Therapy Services including admission prevention service • Previous and on-going attendance at recent postgraduate courses relevant to the specialist clinical work • Evidence of attendance at and delivery of in-service training • Evidence of active involvement in clinical audit / R&D activity
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Excellent written and verbal communication skills including an ability to provide and receive complex, sensitive and contentious information • An ability to prioritise and organise own workload • An ability to cope with a range of complex options, find solutions, analyse, compare and decide on appropriate course of action • An ability to work as part of an inter-disciplinary team 	<ul style="list-style-type: none"> • Highly developed physical skills including dexterity, co-ordination & sensory skills for assessment and manual treatment of patients



<ul style="list-style-type: none"> • Demonstrate enthusiasm for the specialist area and for the profession • Demonstrate a professional attitude • An ability to prioritise and organise own workload 	
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • An ability to cope with moving / manoeuvring patients / equipment on a daily basis • An ability to frequently concentrate on complex patient assessments and treatments • To be able to work following the PPE measures in place • An ability to cope with occasional exposure to distressing / emotional situations • Be able to work within the requirements of the 7 day working scheme which will include extended hours and weekend working • Where the post includes a requirement to travel the post-holder will be able to meet the travel requirements of the post, and as such it is essential to possess a full category B car driving licence preferably clean or with no more than a maximum of 3 points 	<ul style="list-style-type: none"> •

