

# Job Description & Person Specification



Job Title Senior Physiotherapist	
<b>Responsible to</b>	Home Manager
<b>Responsible for</b>	N/A
<b>Department/Location</b>	Therapy/Strode Park House
<b>Date/ Version</b>	November 2021/V1
<b>Purpose of job</b>	<p>To provide physiotherapy as part of the Strode Park Interdisciplinary Neuro-rehab therapy team.</p> <p>To provide Physiotherapy for the RISE day centre as required in partnership with the Therapy Team, Day Services manager, Registered Home Manger and Therapy Lead.</p>
<b>Key Responsibilities</b>	<ol style="list-style-type: none"> <li>1. To provide physiotherapy as part of the Strode Park Interdisciplinary Neuro-rehab therapy team.</li> <li>2. To provide Physiotherapy for the RISE day centre as required.</li> <li>3. To take responsibility for highly developed clinical reasoning in the advanced assessment and treatment of clients who may have a complex presentation and to determine clinical diagnosis and therapy management.</li> <li>4. To ensure high standards of clinical care within the team, through the training and development of staff.</li> <li>5. To evaluate the effectiveness of the service provided and ensure improvements are implemented (in liaison with the Day Services manager, Registered Home Manager and Therapy Lead).</li> <li>6. To be responsible for identifying training needs of yourself and the wider team in line with Strode Park Foundations appraisal and supervision policy.</li> <li>7. To take clinical responsibility for a caseload of clients and to organise this effectively and efficiently with regard to clinical priorities.</li> <li>8. To undertake the comprehensive and holistic assessment of clients including those with complex presentation using investigative, listening, and clinical reasoning skills to formulate a clinical diagnosis, individualised management and treatment plans.</li> <li>9. To undertake the measurement and evaluation of own and others current practices through measures and CPD.</li> <li>10. To be professionally and legally responsible and accountable for all aspects of own work including maintenance of medical devices.</li> <li>11. To ensure a high standard of clinical care for all clients.</li> <li>12. To provide specialist advice and support to staff, clients and their families.</li> <li>13. To maintain up to date specialist knowledge in the management of clients.</li> </ol>

	<ol style="list-style-type: none"> <li>14. To maintain accurate and contemporaneous client records.</li> <li>15. To communicate effectively with clients and carers to maximise rehabilitation potential and to ensure understanding of condition. To use communication skills of persuasion, motivation, explanations to encourage the clients to undertake their treatment programme.</li> <li>16. To use communication tools (verbal and non verbal) to gain valid consent with clients where there are barriers to effective communication e.g. loss of hearing, altered perception, expressive and receptive dysphasia, pain and fears.</li> <li>17. To provide hydrotherapy assessment and treatment for clients using the hydrotherapy pool at Strode Park.</li> <li>18. To participate in staff development programme as an appraisee and be responsible for complying with an agreed annual Personal Development Review, to meet set competencies and Strode Park Foundation objectives.</li> <li>19. To participate in activities designed to improve service delivery within the team.</li> <li>20. To ensure that risk assessments are undertaken (to minimise risks) in relation to clients care and that action plans are implemented. To review risks annually</li> <li>21. To communicate complex client-related information effectively, to facilitate collaborative working with the multi-disciplinary team colleagues across health and social care sectors. To ensure delivery of a coordinated service.</li> <li>22. To participate in the supervision, education and performance of students as appropriate.</li> <li>23. To be responsible for maintaining own competencies to practice through CPD activities and maintain a portfolio which reflects personal development and enables maintenance of HCPC registration.</li> <li>24. Ensure standards of best practice are maintained.</li> <li>25. To support the aims and objectives of our Charity and play a full and active part in working so that at all times this post is providing the highest standard of care to people who use our services.</li> <li>26. The above list is not exhaustive and the post holder will be required to undertake such tasks as may reasonably be expected within the scope and grading of the post. Job descriptions are regularly reviewed to ensure they are an accurate representation of the post.</li> </ol>
<b>Expectations</b>	<ol style="list-style-type: none"> <li>1. Ensure all responsibilities and activities are consistent with the terms and spirit of SPF's policies.</li> <li>2. Ensure the views and needs of our service users inform and guide your work wherever possible.</li> <li>3. Adhere to professional standards and legislation in relation to CQC.</li> <li>4. Adhere to relevant legal and statutory requirements including the Data Protection Act (ensuring appropriate level of confidentiality at all times), Health and Safety at Work Act (ensuring the Health and Safety of own and others at all times) and any other relevant law/legislation.</li> <li>5. Develop positive relationships with colleagues and other key stakeholders.</li> </ol>

	<ol style="list-style-type: none"> <li>6. Keep abreast of internal and external developments and respond accordingly.</li> <li>7. Attend and contribute to team, departmental and other relevant internal meetings, such as training, supervision and appraisal so that at all times this post, either directly or indirectly, provides the highest standard of care to people who use our services.</li> <li>8. Attend and contribute to staff training and any other training identified as appropriate for the role.</li> <li>9. Contribute to making SPF an environmentally friendly workplace.</li> </ol>
<b>Person Specification</b>	
<b>Essential Criteria</b>	<ol style="list-style-type: none"> <li>1. BSc Hons (or equivalent) in Physiotherapy</li> <li>2. HCPC registration</li> <li>3. Band 6 experience in neurology/neuro-rehabilitation</li> <li>4. Experience in the use of appropriate outcome measures</li> <li>5. Awareness of legislation relating to health and safety and data protection</li> <li>6. Excellent verbal, non-verbal and written communication skills.</li> <li>7. Ability to build and maintain effective relationships with the multidisciplinary team, clients and carers.</li> <li>8. Able to communicate complex condition related information to patients, relatives/carers and other</li> <li>9. clinical/social care staff where there may be barriers to understanding e.g. language barriers, speech, cognitive problems.</li> <li>10. Able to maintain accurate and comprehensive treatment records in line with the Strobe Park Foundations policy and departmental procedures.</li> <li>11. Ability to assess complex information, formulate a diagnosis and plan patient management using clinical reasoning skills and a range of treatment options.</li> <li>12. Ability to solve problems within the team and make decisions where there are a range of options including clinical and strategic issues.</li> <li>13. Evaluation of clinical and non-clinical interventions.</li> <li>14. Ability to organise and prioritise your workload including daily tasks and longer term planning despite interruptions and changing priorities.</li> <li>15. Evidence of appropriate and relevant manual therapy skills to maximise rehabilitation and health outcomes</li> <li>16. Able to travel to required areas within and beyond Strobe Park Foundation.</li> <li>17. Able to assess, plan and deliver hydrotherapy treatment.</li> </ol>
<b>Desirable Criteria</b>	<ol style="list-style-type: none"> <li>1. Member of ACPIN or other relevant special interest group</li> <li>2. Member of the CSP</li> <li>3. Post Graduate training and/or MSc in any area relating to neurology and neuro-rehab.</li> <li>4. Band 7 experience in neurology/neuro-rehabilitation</li> </ol>
<b>Signed (Employee)</b>	

<b>Print Name</b> <b>Date</b>	