

Job Description

Job Title:	Physiotherapist
Band:	5
Responsible to:	Physiotherapy Team Lead
Department:	Mental Health Physiotherapy inpatient services
Directorate:	

Our Values

	Behaviour	How we will demonstrate this behaviour

Job Purpose

<ul style="list-style-type: none">• To work with patients within the acute inpatient mental health services as part of the mental health inpatient physiotherapy team.• To assess and provide physiotherapy treatment for patients who may have complex presentations.• To formulate and support the delivery of ward and gym-based exercise groups.• To promote the use of exercise and physical activity and the vital role in supporting mental wellbeing.• To provide physiotherapy advice to other health professionals within and outside the Trust.• To support the Physiotherapy team in the training of staff and in delivering Physiotherapy placement education.
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Key Responsibilities

Clinical / Service Specific

<ol style="list-style-type: none">1. To be professionally and legally accountable for all aspects for your own and delegated work.2. To work within codes of practice and professional guidelines.3. To undertake holistic assessment (including those with complex presentations and multi pathologies) making use of clinical reasoning skills, and formulate an individual physiotherapy management and/or treatment plan4. To use evidence-based practice, to ensure clinical care is effective and appropriate.5. Organise and manage own time.
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6. Contribute to risk assessments and health and safety assessments and including immediately reporting any changes/newly identified risks.
7. To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of conditions, using the skills of persuasion, motivation and explanation and gaining informed consent where possible. To find ways of overcoming frequent barriers to communication, e.g. hearing loss, altered perception, cognitive impairment, pain or fear.
8. To demonstrate the importance of gaining patient and carer consent in all interventions and have the ability to work within a legal framework with patients who lack the capacity to consent to treatment.
9. To effectively communicate verbally with patients, carers and colleagues using tact and persuasive skills. This may involve using skills where patients have difficulties in communication, e.g. hearing loss, diminished sight, depression, speech problems, cognitive impairment, behavioural problems and pain.
10. To contribute to and work towards the service/organisational aims and objectives of the mental health physiotherapy team.
11. To work effectively within the team structure and liaise appropriately with members of the MDT and other agencies by attending MDT meetings, care plan reviews.
12. To ensure that accurate and timely written records are kept which comply with the Trust policy and HCPC guidance, reporting on any issues as appropriate.
13. To inform/update all members of the multi-disciplinary team, service users and appropriate others, of changes involving current care plans, patients progress and other relevant matters that pertain to the care of the patient.
14. To deliver assessment and treatment interventions in a number of clinical locations, including ward based and physiotherapy gym-based exercise sessions, individually with patients and in a group format.

Research & Service Evaluation

1. To play an active role in service development, quality improvement projects and implementation of evidence-based practise relevant to physiotherapy in mental healthcare
2. To play an active role in xxxxx research strategy as applicable to role and service delivery

Information Technology

1. To use Microsoft Office software and electronic clinical record systems on a daily basis.
2. To use a variety of virtual software to attend and engage in online meetings and learning opportunities.
3. To utilise a variety of software to deliver virtual physiotherapy patient sessions when indicated.
4. To compile and prescribe exercise programmes using exercise software.

Human Resources

1. To maintain own continuing professional development (CPD) by activities.
2. Provide & receive regular clinical supervision in accordance with good practice guidelines and Trust policy.
3. To train and develop staff and to carry out at least annually an appraisal, objective setting and personal development planning meeting.

4. To work within the departmental policies

Training & Development

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.
- To attend all relevant mandatory training as and when required to do so.
- To support the delivery of Physiotherapy placement education opportunities

Quality & Patient Safety

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

General

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

Equality & Diversity

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise

and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

To be noted:

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.

Person Specification

Job Title:	Physiotherapist
Band:	5
Responsible to:	Physiotherapy Team Lead
Department:	Mental Health Inpatient Physiotherapy Team

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> • Chartered Physiotherapist. • Member of Health Professional Council. • Evidence of continuing professional development and post graduation education. 	<ul style="list-style-type: none"> • Evidence of additional study related to mental healthcare and/or Physiotherapy in mental health. • Additional exercise qualification, i.e. gym instructor, Otago or equivalent. • Member of the specialist interest group 'Chartered Physiotherapists in Mental Health'.
Experience	<ul style="list-style-type: none"> • Clinical experience across a variety of settings. 	<ul style="list-style-type: none"> • Evidence of working in an acute care inpatient setting • Clinical experience working with patients with mental health conditions. • Experience in delivering physiotherapy interventions within a group setting. • Experience of research and project evaluation • Experience of health promotion and promoting the role of exercise and physical activity for mental and physical wellbeing • Lived experience of mental health.
Skills & Abilities	<ul style="list-style-type: none"> • Able to demonstrate commitment to high quality care and service provision • Ability to work flexibly as part of a team. • Good communication skills • Good report writing • Able to assess plan and 	<ul style="list-style-type: none"> • Understanding of clinical supervision and appraisal

	<p>implement care, including caseload management and clinical prioritisation</p> <ul style="list-style-type: none"> • Good level of IT skills working with a variety of software packages and virtual meeting and appointment formats. • Able to assist in the planning and evaluation of the delivery of the service. • Proactively support people exhibiting challenging behaviour or who may be distressed. • Maintain accurate records • Assess and manage appropriate levels of risk to inform physiotherapy interventions and ensure patient safety. 	
Knowledge & Understanding	<ul style="list-style-type: none"> • Knowledge of Mental Health conditions. • Understand and commit to equal opportunities and challenges relating to people who use mental health services. • Communicate effectively with patience, empathy and show sensitivity for the client/patient group. • Accepts responsibility and accountability for own work and can define the responsibilities of others • Recognises limits of own authority within the role • Seeks and uses professional support appropriately • Understands the principles of confidentiality • Responsible for maintaining registration with HCPC 	<ul style="list-style-type: none"> • Understanding of the Mental Health Act and implications for physiotherapy practise.
Physical Requirements	<ul style="list-style-type: none"> • A good level of physical fitness 	
Other	<ul style="list-style-type: none"> • Demonstrates empathy for the concerns of others • Listens to and understands directly and indirectly 	

	<p>expressed feelings</p> <ul style="list-style-type: none">• Recognise peoples right to privacy and dignity, treating every person with respect.• Must be able to travel between inpatient settings.	
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The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.