



Royal Hospital for Neuro-disability Job Description

Job title:	Band 6 Physiotherapist
Department:	Continuing Care Services / Brain Injury Services
Hours:	Part time 20 hours per week
Salary grade:	£20,857.60 - £27,509.33 per annum (pro rata from £39108 - £51580 FTE)
Responsible to:	Therapy manager via line manager
Behavioural Framework:	Employee
Job title:	Band 6 Physiotherapist

Scope

The RHN is a leading national centre of excellence, providing person-centred services for adults with acquired brain injuries. Our pathways span from post-acute rehabilitation services to end of life care, for people with complex neuro-disability. We hold a strong ethos of supporting our residents, patients and their families. Our services are underpinned by a strong research and education programme.

This post is rotational, encompassing the Brain Injury Service Level 1a Neurorehabilitation, specialist nursing home, long-term ventilator unit, Neuro-behavioural services, and young adults services. The post holder will work as part of an interdisciplinary team, as well as working alongside other physiotherapists and support staff. The postholder will be accountable to the Lead Physiotherapist in their service area. The postholder will deliver an effective and responsive service to patients within the service and contribute to departmental, service and hospital wide development.

Rotations are approximately 9 months in length but may be adjusted according to individual, departmental and hospital service need.

Main Objectives of the role:

1. To provide specialist patient-centred assessment and treatment for a complex neurological clinical caseload as part of a specialist interdisciplinary team.
2. To demonstrate awareness of the RHN's values and contribute to achieving them appropriately.
3. To strive to improve efficiency in all areas of your work including in leadership and supervisory capacities.
4. To ensure professionalism and excellent communication with staff, patient, relatives and external agencies.

Key Responsibilities

1. To work effectively as part of a specialist interdisciplinary team, demonstrating excellent joint working and communication, to achieve patient value centred goals and ensure optimal management and rehabilitation of patients with complex physical, cognitive and communicative needs.
2. To create and implement a specialised 24 hour postural management programme for each patient, with support as needed, including wheelchair and bed positioning assessment, spasticity management, respiratory management, and splinting, making referrals to internal and external clinics as required.
3. To undertake rehabilitation of patients as indicated by clinical need. This may include exercise programs, gait re-education, upper limb rehabilitation and neuromuscular electrical stimulation.
4. Be able to respond to a respiratory emergency, and provide respiratory management to patients as indicated by clinical need, including tracheostomy management, weaning, manual techniques, cough assist and manual hyperinflation as well as providing advice to the interdisciplinary team.
5. To attend all relevant meetings, and complete all necessary documentation and outcome measures involved in a patients' admission, according to HCPC and CSP standards, in order to facilitate optimal communication and patient management, and to meet service requirements
6. To ensure excellent communication with patients and relatives, and within the team, including undertaking a key worker role as required
7. Provide support and supervision to registered staff, Physiotherapy Support Staff and students in their designated areas, and be responsible for task allocation to them
8. To work well as part of the physiotherapy team, providing consistent feedback to the team lead and seeking help if needed, while being flexible and supportive to colleagues and prepared to work across other service areas within RHN as required.
9. To participate in audit, research and service development as required
10. To play an active role in sharing information and maintaining up to date knowledge and competence through your own continued professional development, as well as getting involved in internal and external training opportunities.

Person specification: Essential and Desirable

1. Qualification in Physiotherapy recognised by the Health Care Professions Council:
Essential
2. Registered member of the HCPC, membership of CSP or own public liability insurance: **Essential**

3. Completion of core physiotherapy rotations at band 5 or equivalent level for at least 18 months with a minimum of 6 months experience in neurology: **Essential**
4. Demonstrate the ability to competently carry out neurological assessment and treatment, working closely with the multi-disciplinary team to establish patient-centred goals: **Essential**
5. Ability to prioritise and manage a large caseload, recognising boundaries, and seeking support when appropriate: **Essential**
6. Evidence of working well in a team: **Essential**
7. Evidence of participation in continued professional development including demonstrating a keen interest in neurological physiotherapy with a good understanding of the need for evidence based practice and service development: **Essential**
8. Experience of respiratory management, including tracheostomy management: **Essential**
9. Experience in splinting, wheelchair assessment, postural management and spasticity management: **Desirable**
10. Experience of delegation and supervision of junior staff, physiotherapy support staff and students: **Essential**

Our values

Seeing the whole person

Understanding who our patients and residents are and what their specific needs involve. Taking an interest in everyone at the RHN – staff, patients, residents and their families – seeing the whole person, with interests, hobbies and commitments. Providing high quality customer service, developing ongoing relationships and caring for patients as individuals.

Treating people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

Delivery on promises

Doing what we say we will do. Working together to deliver the best possible service for patients, carers and key stakeholders. Taking personal responsibility, being pioneering and sharing knowledge, ensuring clarity, compassion and respect.

Willingness to learn

Giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. Developing new skills, knowledge and technologies, and taking the time to reflect on successes and setbacks.

Demonstrating a commitment to continuous professional and personal development and a flexible approach to working. Being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. Accepting the need for change and developing a culture of continuous learning and improvement.

Honesty and integrity

Acting as a role model and setting an example that motivates and inspires others. Providing a clear direction that recognises and utilises the strengths of our people. Working with a positive attitude, being friendly, open and honest in interactions with others. When mistakes happen, talking honestly and openly about them, to make sure that they don't happen again.

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the postholder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: