

# HIGHLY SPECIALIST PHYSIOTHERAPIST FOR SURGERY

## Candidate Pack



# Job Summary

*\*\*This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read. Our goal is to make the application process more accessible and inclusive for everyone.\*\**

- This role is for a senior physiotherapist who works with patients who have complex needs.
- You will assess, treat and support patients in both outpatient and inpatient settings.
- You will help lead the physiotherapy team, support junior staff and students, and work closely with other health professionals.
- You will take part in research and help improve how the service works.
- You will need strong communication skills and be able to make important decisions about patient care.
- You may work in different locations and need to adapt quickly to changing situations.

## Job Description

<b>Job title:</b>	Highly Specialist Physiotherapist - Surgery and Gastroenterology
<b>Grade:</b>	NHS AfC: Band 7
<b>Site:</b>	The Royal Shrewsbury Hospital
<b>Accountable to:</b>	Therapy Operational Manager & Professional Head
<b>DBS required:</b>	Yes, Enhanced DBS

## Job Overview

1. To assess, diagnose / interpret and manage own highly specialist caseload of complex patients as an autonomous physiotherapist in accordance with Professional Code of Conduct and Health and Care Professions Council Regulations, within an outpatient environment.
2. To develop, through experience and postgraduate training, the highly specialist knowledge and clinical skills required for working within an inpatient setting.
3. The post holder will work in close cooperation with colleagues within all Care Groups to deliver a cohesive service that is led by user need ensuring high quality of patient care and optimal patient flow and safe timely discharge.
4. To have highly effective communication skills and demonstrate these on a continual basis with patients, carers, colleagues and the wider Multi-disciplinary Team. (MDT)
5. To undertake research and audit projects as a regular part of the role.
6. The post holder may be required to work flexibly, as part of the cover arrangements within their competence across all centres / locations within Therapy Care Group as required. Notification of Flexible working may be communicated at short notice.

7. To use the Trust values at all times as a framework for own behaviour and encourage others to do likewise, ensuring the values underpin all that is done by the Therapy teams.
8. To collaborate with the Team Manager and band 7 physiotherapists in the operational management of the physiotherapy inpatient service. To develop and maintain an efficient and effective service for inpatients referred to the inpatient physiotherapy service. To deputise in the Team Managers Absence.

## **Main Responsibilities**

### **Clinical**

1. The post holder will be a highly specialised autonomous practitioner to perform advanced assessment of patient with diverse presentations. To use highly specialist clinical reasoning to diagnose / interpret and then develop, deliver and adapt individualised treatment plans for patients within a specialist clinical area.
2. To ensure that contemporaneous treatment records and activity data are maintained in accordance with Trust and Professional standards and where appropriate other members of the team.
3. To be responsible for organising and planning own caseload and where appropriate other members of the team. To ensure the needs of the service are met, readjusting plans as situations and priorities change.
4. To maintain a professional portfolio for continuing professional development to demonstrate highly specialist clinical competencies and compliance with Trust policies and Professional code of conducts.
5. To create an environment that supports lifelong learning through the provision of highly specialist pre and post registration training. To include, all professions, patients and carers.
6. To provide induction, supervision, assessment and training to students on clinical placement, liaising with the student coordinator as appropriate and providing evaluation and feedback to the Higher Education Institutes (HEI) as appropriate.
7. To maintain competence to demonstrate the safe use of equipment to patients and carers as appropriate to role.
8. To regularly undertake research and audit activity as part of role. To critically evaluate current research and apply where appropriate to practice.
9. To demonstrate a knowledge and understanding of current research, national guidelines and legislation and ensure this knowledge is disseminated to the Centre Manager and Professional Head and the wider MDT.

### **Specific Clinical Elements of the Post**

1. The post holder will assess and treat their own highly specialist caseload of patients and will be responsible for the supervision of less experienced Physiotherapy staff as well as unqualified support staff and student Physiotherapist.
2. The post holder will offer highly specialist assessment of the patient and will plan and deliver individualised packages of care for complex inpatients following General Surgery.
3. The post holder will provide clinical leadership in the Physiotherapy management of Surgical Patients as a resource for multidisciplinary colleagues and other therapists working in the department, Trust wide and beyond, supporting and developing more junior colleagues and unqualified staff.
4. The post holder will refer onwards to other disciplines and agencies as appropriate including Extended Scope Practitioners, General Practitioners and Consultants as well as other specialisms within the Trust and beyond
5. The post holder will screen onward referrals from less senior colleagues ensuring they are appropriate.



6. The post holder will devise and deliver on-going development and maintain opportunities for Allied Health Professionals and medical colleagues.
7. The post holder will in partnership with their peers develop and maintain a robust clinical supervision and appraisal programme, ensuring both development of more junior colleagues and the efficiency of the inpatient therapy service.

### **Management / Leadership**

1. To manage own caseload and time effectively and efficiently responding appropriately to frequent changing demands, and unexpected urgent priority changes.
2. To adhere to Trust and Professional policies and procedures regarding own highly specialist role and contribute to their on-going development and review.
3. To ensure all aspects of Clinical Governance are dealt with effectively and efficiently e.g. Datix reports are completed when required, patient complaints are processed in a timely manner and all mandatory training is completed when required.
4. To propose changes for own service area where appropriate and liaising with other disciplines when these protocols and guidelines impact on other clinical areas and professional
5. To work collaboratively with the Therapy Operational Manager and Quality Improvement Lead to evaluate activity, outcomes and effectiveness to ensure the service delivery is of highest standard possible.
6. To work with the Centre Manager and Quality Improvement Lead to deliver service improvement.

### **Decisions, Judgements and Freedom to Act**

1. The post holder will use analysis and judgement and make independent complex decisions during the assessment process to arrive at a diagnosis and then plan a programme of treatment.
2. To be professionally accountable for own and team's actions and aware of professional boundaries.
3. To report to Therapy Operational Manager and participate in annual appraisal
4. To participate in supervision in accordance with Care Group / Trust Policy and undertake appraisals.
5. To advise Therapy Centre, Trust and external colleagues on clinical and service issues, assisting them in complex decision making regarding clinical and operational decisions.

### **Communication and Relationships**

1. To communicate highly complex information to users of the service and their careers, regarding their condition and treatment options using advanced communication skills to convey contentious or sensitive information where there are barrier to understanding. To support wider MDT and Therapy teams to communicate effectively when appropriate.
2. To be an advocate for all the therapy professions within the Centre and maintain an appropriate network of external contacts.
3. To develop and maintain effective communication, feedback and engagement with customers of the service, including Consultants, GP's, patients and carers. The focus will also include promotional work with referring agents, other Trust services, Community / Primary Care, Social Care, Voluntary and Private sectors.
4. To work with the TeamManager and TQIL to manage any complaints regarding the service ensuring they are dealt with in a prompt and professional manner.
5. To develop and maintain adequate IT skills to support communication requirements.

## **Systems and Equipment**

1. To use appropriate equipment within the remit of the post, including IT equipment and clinical equipment.
2. To be responsible for the safe and competent use of all equipment used by all staff by ensuring all staff attain and maintain the required competency levels through attending induction and on-going Annual equipment training sessions.
3. To keep up to date with new developments in equipment and technology in order to maintain own and the team competency levels in order to advise others, e.g. regarding procurement
4. To use correct procedures with regard to the safe and competent prescription, issue, use and retrieval of Therapy equipment

## **Working Conditions and Physical, Mental and Emotional Demands**

1. To perform tasks involving the handling of patients or loads on a frequent, sometimes unavoidable and repetitive basis as applicable to the role. (refer to clinical section)
2. The work load is frequently very complex and challenging, and is usually delivered under significant time constraints.
3. The post holder will be imparting unwelcome or sensitive news on a frequent basis, regarding treatment outcomes, rehabilitation prospects or condition deterioration.
4. To develop and maintain an ability to cope with and prioritise many unexpected work demands and deadlines.
5. To develop own competencies in handling the complexity of issues relating to the management of people and frequently be required to deal with distressed or unpredictable behaviour from patients, their carers and staff members, for example, when dealing with complaint and patient / carers.
6. To maintain intense concentration for prolonged periods.
7. The post holder will frequently encounter unpleasant working conditions.

## Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree in Physiotherapy</li> <li>• Registered with Health Care Professions Council</li> <li>• Evidence of highly specialist clinical training in relevant areas to enable clinical leadership</li> <li>• MSc or evidence of study at MSc level</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of extensive experience in relevant area of clinical practice</li> <li>• Evidence of teaching / presentation experience</li> <li>• Experience in audit and research</li> <li>• Evidence of CPD maintained in a Portfolio including attendance at recent post graduate courses relevant to the clinical field, commensurate with post and management aspects of role</li> <li>• Significant understanding of current NHS strategy and plans</li> <li>• Significant</li> </ul>	

	<p>understanding of Clinical Governance</p> <ul style="list-style-type: none"> <li>• Relevant evidence-based practice.</li> <li>• Highly specialist level of knowledge and advanced clinical reasoning skills to support expert clinical practice</li> <li>• Literature Searching / Audit and research</li> </ul>	
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Excellent written and verbal communication skills, including presentation skills</li> <li>• Experience of communicating difficult and / or complex messages to service users and team members</li> <li>• Proven team leadership ability</li> <li>• Ability to motivate and inspire patients and colleagues</li> <li>• Highly specialist analytical and problem-solving skills</li> <li>• Organisation, planning, prioritisation and decision making Competent in Excel / Powerpoint 2 skills</li> <li>• Ability to work under pressure and meet deadlines</li> <li>• Ability to cope with working in a stressful environment.</li> <li>• Clinical supervision, teaching, mentorship and appraisal skills</li> </ul>	

	<ul style="list-style-type: none"> <li>• Ability to use own initiative appropriately</li> <li>Empathy and understanding</li> <li>• Relevant IT Skills</li> </ul>	
<b>Other</b>		

## General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## Health and safety

As an employee of the Trust, you have a responsibility to:



- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

## Infection prevention and control (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

## Information governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

**Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

**Disclosure of Information** - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take

advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.

Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## **Professional standards and performance review**

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

## **Safeguarding children and vulnerable adults**

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
  - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
  - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

## **Social responsibility**

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## **Continuous improvement**

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## **Equal opportunities and diversity**

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

