



JOB DESCRIPTION

Job Title:	Highly Specialist Physiotherapist	Service Area:	Percy Hedley Foundation – Adult Services
Reports to:	Principle	Salary Band:	Band 7
Professionally accountable to:	Therapy Lead Head of Service		

JOB PURPOSE

- To provide highly specialist assessment and intervention for service users with complex needs including physical difficulties, complex communication disorders, complex ASC and learning disability within an integrated therapeutic setting.
- To work in a highly integrated way across multi-disciplinary teams to ensure that therapy targets are embedded within activities and are evident in all aspects of the day.
- To work closely with external agencies as required, actively seeking extended networks for support and models of best practice.
- To initiate and organise training and advice to carers, support staff and other professionals as required.
- To undertake teaching in a specialist area for qualified physiotherapists and other professionals as required.
- To supervise students, support workers and less experienced therapists and provide leadership and support for identified staff of any discipline.
- To initiate and undertake best practice projects and action research in order to contribute to service developments and improve clinical effectiveness.
- To maintain a positive attitude, embody the values of the organisation and act as a role model for colleagues in support of the leadership team.

MAIN DUTIES

Clinical

- To demonstrate highly specialist clinical expertise in the assessment and management of physical and gross motor problems in service users with complex needs, including physical difficulties, complex communication difficulties, complex ASC, sensory issues, learning difficulties and mental health problems.
- To contribute autonomously to the initial assessment and formulation of physical needs and input to decisions around therapy allocations.
- To continue to develop highly specialist knowledge and skills in assessing and managing service users with complex physical difficulties, seeking advice where needed from external agencies and advisors.
- To apply highly specialist knowledge to inform sound clinical decision making for case management based on evidence based practice and outcome measures.
- To demonstrate the ability to reflect on practice, both individually and with peers, identifying strengths and needs and providing evidence of sound clinical judgements based on research and evidence based practice.
- To produce detailed, comprehensive and high quality reports for a range of professionals and carers relating to service user needs, current progress and future management, in line with PHF guidelines and expectations.
- To prepare clear therapy plans which relate to the service users' Educational, Health and Care Plans and identify functional targets which will meet documented outcomes.
- To compile and maintain accurate and effective case notes, following PHF Adult Services policy and support less experienced colleagues to do likewise.
- To work closely with families and carers, supporting and empowering them to meet the needs of the service user.
- To demonstrate a thorough knowledge of the activities offer and approaches in order to implement physiotherapy targets collaboratively with all staff and to support joint planning.
- To demonstrate high quality, evidence based physiotherapy interventions within specialist relevant fields, for example: motor programmes, postural management; hydrotherapy; rebound therapy; behavioural management; community skills; emotional regulation, sensory integration, mental health etc. depending on the nature of the caseload.
- To demonstrate highly effective skills in working with service users with complex disabilities, including physical disabilities, autistic spectrum conditions and challenging behaviour, working as part of a team and employing agreed management strategies.
- To work collaboratively as part of integrated multi-disciplinary teams to promote the

philosophy of a team approach across the adult services and take responsibility for the management of physical difficulties as appropriate.

- To demonstrate a thorough knowledge of current legislation relating to education e.g. Code of Practice, EHC plans.
- To communicate complex information relating to physical needs to service users as appropriate, carers and the multi-disciplinary team, demonstrating empathy and ensuring that effective communication is achieved, particularly where barriers to understanding exist.
- To recognise potential conflict and breakdown when it occurs and address issues immediately, seeking help if required.
- To show highly effective communication and negotiation skills in the management of conflict and demonstrate them at all times, particularly in difficult or emotionally charged situations.
- To deal with initial complaints sensitively, avoiding escalation and seeking support from the lead clinician or senior leadership team if the complaint cannot be easily resolved.

Organisational

- To be accountable for own professional actions, recognising professional boundaries and working within defined Foundation protocols and codes of conduct.
- To manage own time within the requirements of the day and caseload priorities, including meeting deadlines for reports and other administrative tasks. To prioritise caseload and workload effectively and autonomously.
- To provide specific and relevant training and advice for carers, support staff and other relevant parties to extend their knowledge base, maintain high standards and maximise the service users' learning. This will include induction training for new staff.
- To develop, supervise and provide ongoing review of therapy interventions carried out by carers, assistants or support staff.
- To assist in the monitoring of planning, therapy delivery and clinical standards in collaboration with the lead therapists and senior leadership team.
- To provide day to day supervision and mentoring of less experienced staff, supporting their caseload management as required.
- To facilitate others in the team to develop competence by providing clinical leadership and specialist clinical advice on more complex cases within the boundaries of professional experience.
- To undertake appraisals of assistants and less experienced therapists (bands, 3,4,5,6) as part of the formal performance review cycle, supporting them to identify relevant targets and training needs.

- To participate in recruitment of staff of any discipline.
- To initiate and implement risk assessment plans in conjunction with the multi-disciplinary team. To support others in the writing of risk assessments.
- To understand and adhere to all policies and plans relating to the post and to actively contribute to policy development, proposing new policies and procedures for the specialist area. Also, to contribute to policies which impact on other areas and professions, e.g. Moving and Handling, Health and Safety, Safeguarding, data Protection, Prevent and British Values.
- To have a thorough knowledge of departmental development plans, work to achieve them, support others to achieve them and to actively contribute to future planning in order to influence the continuing development of the physiotherapy service.
- To initiate and share physiotherapy innovations, further developing the specialist service across the Foundation.
- To participate in and lead standard setting, prioritisation, quality assurance and other relevant working groups for the purposes of planning, monitoring and improving services.
- To support lead therapists and senior management staff with routine tasks as needed, e.g. proofreading reports, meeting visitors, running meetings etc. given appropriate support and guidance.
- To monitor equipment, maintain safety and request new stock as needed.
- To supervise student placements, both physiotherapy and other disciplines as appropriate.
- To raise awareness and increase the profile of the physiotherapy profession through explanation and demonstration to visitors, students and volunteers.
- To receive regular supervision from a designated clinical supervisor, reflect on practice with peers and the clinical supervisor to identify areas of strengths and development needs.
- To participate in formal performance and development review sessions as a reviewee with the line manager, demonstrating an ability to identify relevant targets and training needs.
- To be responsible for updating professional knowledge and requesting additional training or support as needed.
- To develop and maintain a personal CPD portfolio to meet the requirements of the CSP and HCPC.

Percy Hedley Foundation Adult Services operate in a demanding and often changing environment. Members of staff must be flexible, adaptable and willing to cope with changing circumstances and opportunities. This list of duties and responsibilities must therefore, be taken as a guide rather than being comprehensive.

Discipline, Health and Safety:

- Adhere to the Percy Hedley Foundation Health, Safety, Safeguarding, data protection and confidentiality policies at all times.
- Purchase tools and equipment from a recognised source.
- Promote Health and Safety in all therapy sessions.
- Maintain tools and equipment to a high standard.
- Carry out all activities with the service user in mind.
- Develop a Health and Safety culture amongst all service users.
- Report all incidents and accidents to the Health and Safety Officer, using agreed reporting procedures and ensuring that the senior leadership team are informed.
- Maintain a high standard of record keeping in line with the Percy Hedley Foundation Adult Services policies and procedures and guidelines set out by the Chartered Society of Physiotherapy (CSP) and HCPC.
- Maintain professional accountability to the Chartered Society of Physiotherapy and work within the CSP and HCPC code of ethics.

Equality and Diversity:

- Promote equality of access through therapy activities to training and employment opportunities for disabled people, and advocate a positive attitude and positive risk taking.
- Recognise that disabled people are individuals who have specific needs.
- Employ support strategies that will empower service users.
- To adapt practice to meet individual circumstances including due regard for cultural and linguistic differences.
- Show awareness of knowledge and display non-discriminatory behaviours at all times in relation to culture, race, ethnicity, disability, gender, sexuality and age.
- Recognise the importance of inclusion by using appropriate means of communication at all times.
- Be flexible, trying to meet the changing needs of both service users and environment.
- Remain objective and do not favour any gender, language or culture and comply with The Percy Hedley Foundation policy at all times.

Confidentiality:

- Respect confidentiality. All personal information about service users to which you have access should be treated as confidential. Information about the service users' needs, progress and assessment should only be shared with the team to aid

support.

Percy Hedley Foundation Person Specification Physiotherapist - Band 7

Criteria	Essential	Desirable	Means of Assessment
Qualifications & Training	<ul style="list-style-type: none"> • Qualified PT status • HCPC Registered • Member of CSP • Clinical Supervisory Skills course completed • Additional Supervisory Skills courses completed. • An up to date CPD portfolio • Affiliation to Clinical Excellence Networks 	Post-graduate training in areas relevant to the role up to Masters, degree level	<ul style="list-style-type: none"> • Application Form. • Interview.
Experience, Knowledge, Skills	<ul style="list-style-type: none"> • Extensive, in-depth experience in physiotherapy including working with people with a range of complex needs and their families. • Significant knowledge of evidence based practice in designated specialist area • Significant knowledge of current legislation relating to the role. • In-depth knowledge of risk assessment processes and applications. • High level of understanding of the Mental Health Act and Mental Capacity Act and their applications • In-depth knowledge of Safeguarding legislation and its application in practice. • Significant experience of supervision of staff and therapy students. • Excellent interpersonal skills • Excellent communication skills – both verbal and written • An understanding of standards of recording and reporting and ability to guide others in this respect. • Proven ability to plan effectively and differentiate to meet individual needs. • Skilled at making a differential diagnosis and identifying the appropriate intervention on the basis of evidence from assessment • Experience of participating in quality improvement activities • Well-developed organisational and self-management skills. • Excellent presentational and teaching skills • Experience of developing and leading training • Excellent ICT skills • Ability to prioritise and manage a complex caseload • Able to work independently and in a multi-disciplinary team. • Good group management skills • 	Experience of working with challenging behaviour.	<ul style="list-style-type: none"> • Application Form. • Interview.

<p>Personal Qualities:</p> <p>Attitude, Behaviour, Values</p>	<ul style="list-style-type: none"> • Ability to work collaboratively as part of a team, valuing all contributions from team members and leading when needed. • Commitment to learn new skills and share with others • Commitment to undertake any training as required • Commitment to participate in continued professional development (CPD) • Commitment to provide relevant training for colleagues and families. • Ability to adapt positively to changes in working practices • Ability to work under pressure and meet deadlines • An ability to cope with the emotional demands of the post • Self-aware and committed to personal and professional development . Able to reflect and critically appraise own performance and accept and respond positively to feedback from supervision. • Ability to support others to work flexibly and cope with the demands of the role. • Positive, empathetic and enthusiastic attitude • Flexible and creative. • Decisive and solution focused • Highly organised. • Committed to equal opportunities for all and to promoting a positive image of people with complex needs. 	<p>Experience of leadership roles</p>	<ul style="list-style-type: none"> • Application Form. • Interview. • References.
<p>Special Requirements</p>	<ul style="list-style-type: none"> • Enhanced DBS Disclosure required following interview. • Ability to travel between sites • Able to fulfil occupational health requirements for the role. 		