



Royal Hospital for Neuro-disability Job Description

Job title:	Band 6 Physiotherapist (Rotational)
Department:	Continuing Care Services / Brain Injury Services
Salary grade:	£36514 - £48160
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 adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end of life care, for people with complex neuro-disability and their families, underpinned by a strong research and education programme.

This post is rotational, encompassing both the Brain Injury Services (Level 1a Rehabilitation) and Continuing Care Services. The postholder will work as part of a multidisciplinary team, as well as working alongside other physiotherapists within the service area. 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.

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 multi-disciplinary team
2. To demonstrate awareness of RHN's objectives and contribute to achieving them appropriately.
3. To strive to improve efficiency in all areas of your work.
4. To ensure professionalism and excellent communication with staff, patients and relatives.

Key Responsibilities

1. To work effectively as part of a specialist multi-disciplinary team, demonstrating excellent joint working and communication, to achieve patient-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, aquatic therapy, and neuro-muscular electrical stimulation, ideally utilising the Bobath concept to underpin your work.
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 MDT.
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 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 SMART 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 aquatic therapy, splinting, wheelchair assessment, postural management and spasticity management: **Desirable**
10. Experience of delegation and supervision of 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: