

## Job Description

**Post Title:** Junior Physiotherapist

**Department:** Physiotherapy

**Base:**

**Responsible to:** Senior physiotherapist on relevant rotation

**Accountable to:** Superintendent Physiotherapist

**Ultimate Responsibility:** Physiotherapy Service Manager

**Responsible for:** Physiotherapy/rehabilitation instructors as relevant to each Rotation

### Purpose

To provide a high quality physiotherapy intervention to patients in a wide range of specialities via a four monthly rotational scheme whilst consolidating and further developing skills and knowledge learned throughout degree course.

To assess and implement treatment programmes as an autonomous practitioner.

To work unsupervised reporting back and receiving guidance and teaching from the senior physiotherapists on a daily basis.

### Principal Duties and Responsibilities

#### Clinical

1. To assess, diagnose, plan and deliver treatment programme to patients.
2. To carry and prioritise own caseload and delegate appropriate work to assistants.
3. To demonstrate the ability to carry out physiotherapy assessments and interventions including manual techniques and therapeutic handling in a competent manner.
4. To communicate effectively and sensitively condition related information with patients, carers and other members of the multi-disciplinary team to gain consent to treatment and to inform/agree expected goals. This will at times include patients with barriers to understanding or communication, eg blind, deaf, dysphasic, children or people who do not have English as a first language.
5. Attend multi-disciplinary meetings as the physiotherapy representative for individual patients and participate in the clinical decision making process at these meetings.
6. Make accurate and complete treatment records of work undertaken and keep monthly statistics in line with CSP and physiotherapy service standards.
7. To be professionally and legally accountable for all aspects of your own professional and clinical work.

8. To be responsible for assessing and managing clinical risk in relation to your own caseload, seeking guidance and help from senior therapists as appropriate.
9. To contribute to development of patient care by attending relevant team, departmental or other appropriate meetings and comment on recommended changes to clinical care or service provision.
10. To take part in the Emergency OnCall and Weekend respiratory physiotherapy service.

### **Professional**

1. To maintain own clinical professional development (CPD) by keeping abreast of new developments and trends and incorporate them as necessary into your work.
2. To participate in the group supervision of undergraduate students and work shadowing students.
3. To actively participate in in-service training programme by attending and contributing to discussions and documentation including modelling for practical sessions.
4. To participate in the CSH's appraisal scheme and formulate a personal development plan in line with the Knowledge and Skills Framework.
5. To participate in data collection for clinical audit and departmental research.

### **Organisational**

1. To be responsible for equipment used in carrying out physiotherapy duties and to adhere to departmental policies and guidelines to ensure safe use of equipment by yourself and physiotherapy assistants. To report any defects or difficulties to Superintendent Physiotherapists.
2. To share responsibility for departmental tidiness, maintenance and administration.
3. Utilise IT systems appropriately to improve the efficiency of the service.

**This job description is subject to review and development from time to time in liaison with the post holder. As an employee of \_\_\_\_\_ you will be required to adhere to all the organisations policies and procedures.**

### **Standards of Business Conduct**

The post holder will be required to comply with \_\_\_\_\_ Leadership behaviours, corporate and financial policies and any relevant Codes of Conduct eg: for NHS Managers. S/he is required, at all times, to deal honestly with the organisation, with colleagues and all those who have dealing with the organisation including patients, relatives and suppliers.

### **Confidentiality**

The post holder is required to:

- ensure confidentiality in all matters relating to clients, to employee personnel issues and to information obtained during the course of employment
- not release such information to anyone else other than acting in an official capacity
- comply with the regulations of the Data protection Act and Freedom of Information Act.

### **Safeguarding of children and vulnerable adults**

It is the responsibility and duty of all staff to safeguard children and vulnerable adults and promote their welfare.

Child protection and vulnerable adult safeguarding issues when identified or areas of concern must be referred by you promptly in accordance with \_\_\_\_\_ policy and procedures. Details of Leads on Safeguarding are detailed in the \_\_\_\_\_ procedures. Please ask your line manager or HR for details.

### **Performance Review**

Post Title:  
Post Reference:

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Date

This job description only covers the key result areas and as such does not intend to provide a comprehensive list of objectives. Specific objectives will be subject to annual review in consultation with the postholder and may develop to meet changing needs of the service. The Performance Development Review includes a review of leadership behaviours.

### **Equal Opportunities**

The organisation aims to maintain the goodwill and confidence of its own staff, service users and the general public. To assist in achieving this objective, it is essential that at all times employees carry out their duties in accordance with the organisations Equal Opportunities Policy respecting the differing backgrounds of colleagues and clients.

### **Infection Control and Prevention**

is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.

### **Health and Safety**

The post holder will be required to observe local Health and Safety arrangements and take reasonable care of him/herself and persons that may be affected by his/her work ensuring compliance with the requirements of the Health and Safety at Work Act (1974):

1. To follow and promote safe working practices and to comply at all times with the Health and Safety at Work Act 1974, and Manual Handling Operations Regulations 1992, and policies and procedures
2. To assist in the regular monitoring and maintenance of equipment in accordance with health and Safety regulations.
3. To act immediately on safety notices, hazard warning notices and any other notifications in relation to equipment used/prescribed by the organisation.
4. To take reasonable care of the health and safety of yourself and other persons who may be affected by your acts or omissions at work and to co-operate with to ensure that statutory and departmental regulations are adhered to.
5. To report all clinical and non-clinical incidents or near misses promptly and when required to co-operate with any investigations undertaken.

### **Security**

1. It is a condition of employment that identification badges be worn at all times.
2. All employees have a responsibility for security and the proper care of property. In accordance with standing financial instructions all managers have a particular responsibility for security and loss prevention arrangements in their areas of responsibility.

### **Continuous Improvement**

CSH Surrey has a full programme of learning and development opportunities to support continuing professional development, statutory and mandatory training and personal development.

### **Registered Health Professionals**

All co-owners who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements and maintain their professional membership to the relevant body.



## Person Specification

**Job Title:** Junior Physiotherapist

**Department:** Physiotherapy

As the attached job description outlines the main duties and responsibilities of this post, so the person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

	<b>Essential</b>	<b>Desirable</b>	<b>Assessment method</b>
<b>Qualifications &amp; Education</b>	<ul style="list-style-type: none"> <li>• Diploma/Degree in physiotherapy</li> <li>• HPC registration</li> </ul>	<ul style="list-style-type: none"> <li>• Member of Chartered Society of Physiotherapy</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form &amp; Certificate</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Broad spectrum pregraduate experience/placements</li> <li>• Sound knowledge of physical conditions</li> <li>• Working knowledge of broad range of physiotherapy techniques and assessment skills</li> </ul>	<ul style="list-style-type: none"> <li>• Pregraduate experience in community settings</li> <li>• Experience of working as part of a multi-disciplinary team</li> <li>• Previous experience of working as a Junior</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form &amp; Interview</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Ability to communicate verbally and non-verbally with patients and other professionals</li> <li>• Strong command of English language</li> <li>• Ability to organise and prioritise own work load</li> <li>• Good time management</li> <li>• Ability to carry out moderate to intense physical effort throughout the working day</li> </ul>	<ul style="list-style-type: none"> <li>• Competent IT skills</li> <li>• Car driver/owner</li> <li>• Understanding of clinical governance and its implementation in the work place</li> <li>• Problem solving skills</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form &amp; Interview</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Professional approach and appearance</li> <li>• Team Worker</li> <li>• Reliable</li> <li>• Flexible</li> <li>• Empathetic</li> <li>• Good sickness/absence record</li> </ul>		

Key: A = Application Form, I = Interview, P = Presentation, T = Test

### **EQUAL OPPORTUNITIES**

In addition to any specific criteria laid out above, each applicant will be expected to demonstrate a basic understanding of the principles of equal opportunities in relation to the post. The degree of knowledge required will depend on the level and nature of the post in question.

### **DISABILITY DISCRIMINATION ACT (1995)**

Please note that some flexibility may be exercised in the application of the criteria outlined above where a disabled candidate covered by this Act is unable to meet certain parts of the specification by reason of their disability. If you believe this applies to you please outline the details on your application form. Each case will be assessed on an individual basis at shortlisting and/or interview with advice from the Human Resources Centre.