

JOB DESCRIPTION – NEUROLOGICAL PHYSIOTHERAPISTS

TITLE:	Neurological Physiotherapists
SALARY:	Dependent upon Experience
LOCATION:	Manchester and Liverpool
HOURS:	42.5 hours per week
ACCOUNTABLE TO:	Lead Neurological Physiotherapist
CONTACT INFORMATION:	0800 033 7800

JOB SUMMARY

- To work as an autonomous practitioner in providing neurological physiotherapy assessments and treatments and goal setting to a designated caseload of patients.
- To supervise junior physiotherapists, provide training for them, and to be involved in completing their appraisals.
- To provide specialist neurological rehabilitation including functional electrical stimulation, constraint induced movement therapy, Saebo and hydrotherapy.
- To liaise with other health care professionals, carers and relatives.
- To provide education and training as required.
- To participate in CPD and other developmental activities.

Values

- To put patients first in everything you do and put each patient's needs at the centre of all decisions. To accept that some people need more help, and that not all goals will be realised, however, to strive to achieve the best possible results for each of your patients in all circumstances.
- To value each person as an individual, respect their aspirations, beliefs, commitments, and seek to understand their priorities, needs, abilities and limitations. To take what others have to say seriously. To be honest about your point of view and what you can and cannot do.
- To strive to improve health and well-being and people's experiences of physiotherapy. To value excellence and professionalism wherever you find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.

- To earn the trust placed in you by insisting on quality and striving to get the basics right every time: safety, confidentiality, good communication, professionalism and dependable service. To welcome feedback, learn from your mistakes and build on your successes.
- To respond with kindness to each person's needs, anxieties, pain, and desires. To search for the things you can do, however small, to increase each person's quality of life.

Clinical Responsibility

- Actively lead the physiotherapy input for patients in clinic, the community and in rehabilitation units.
- Complete all new patient assessments and packs.
- Attend review meetings and delegate appropriately to junior staff.
- Attend review meetings as required.
- Attend MDT meetings and feedback to team.
- Attend family support groups meetings as required.
- Provide custom made lower limb splinting and prescribe off the shelf products as appropriate.
- Actively lead on respiratory assessment and treatment of trache patients.
- To increase knowledge of the management of low consciousness state disorders. To be able to complete SMART assessment and to provide treatment for appropriate patients.
- Assessment of patients with PD, MS, MND and CP and other long term conditions.
- Assist with CIMT programme.
- To provide specialist neurological physiotherapy input to people with a variety of neurological and other complex conditions.
- To provide physiotherapy input into management of clients with highly complex needs.
- To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
- To provide physiotherapy input into comprehensive interdisciplinary assessment / treatment / discharge.
- To discuss services and treatment options to potential clients and / or their relatives / carers.
- To provide comprehensive assessment / costing / rehabilitation potential reports including recommendations for case managers, insurers, Primary Care Trusts, private organisations and local authorities.
- To ensure that clients are involved in the planning and prioritisation of their rehabilitation plans wherever possible.
- To provide support, consultation and advice on relevant physiotherapy issues to patients and carers.

- To contribute to the management of complex cases, ensuring co-ordination of services involved such as health, social, statutory and voluntary services.
- To adapt practice to meet individual patients' circumstances, including due regard for cultural, social, and linguistic differences in addition to their cognitive and physical disabilities.
- To demonstrate a high level of clinical effectiveness by use of evidence based practice.
- To contribute to patients' care and delivery of service by developing skills beyond one's own professional training.

Communication

- To use appropriate methods of communication with patients and carers to maximise rehabilitation potential and their understanding of the condition. Communication skills of persuasion, motivation, explanation and gaining informed consent will be used with a wide variety of patients. Barriers to effective communication will regularly be evident, e.g. expressive and receptive dysphasia, loss of hearing, pain and fear, etc.
- To provide specialist spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
- To communicate effectively and collaboratively with all health and social care sectors to ensure delivery of a co-ordinated service. This will include case conferences, joint sessions and documentation.
- To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack the capacity to consent to treatment.
- To act as a specialist neurological physiotherapist providing consultation and advice to peers in own profession and colleagues and other professionals in the wider health and social care settings.
- To work in collaboration with/refer to NHS colleagues in hospital and community settings in repose to identified patient need.
- To contribute to regular goal planning and ensure that information is shared/ communicated on a frequent basis.
- To deliver complex, sometimes unwelcome, concepts and ideas, to clients and carers. This requires using high levels of communication skills with clients who may have severe cognitive and physical impairment or may be in a highly emotional state.
- To reinforce diagnosis of terminal, progressive and non-recovering conditions in a skilled and empathetic way.
- To key work a number of complex cases by acting as the lead clinician and ensuring a seamless service for the client by responding in a timely manner and liaising with other services when a client's condition or situation changes.

Development and Services Improvement

- To have an active role in the planning, development, coordination and delivery and evaluation of the physiotherapy service to patients in line with national guidelines, National Service Frameworks and NICE guidelines.
- To advise directors on issues of service delivery
- To be responsible for the implementation of clinical policies and protocols.
- To make recommendations for, and lead service development and improvements.
- To be responsible for ensuring a high level of quality assurance over all clinical services.

Leadership

- To contribute to the day-to-day co-ordination of the physiotherapy service within clinic and have responsibility for the management and delivery of a physiotherapy service to a neurological caseload.
- To lead, influence and motivate staff.
- Supervise junior member of staff, oversee their development including; training, appraisals, and joint working.

Staff Management

- To provide supervision, advice and support to junior staff, therapy assistants, students and colleagues.
- Where appropriate to be responsible for planning and organising associate and junior staff workload effectively with regards to patient management and use of therapist's time.
- Where appropriate to contribute to performance management and the appraisal process of junior staff and therapy assistants.
- Oversee report writing of junior and associate staff and other non-clinical roles as appropriate.
- Supervise junior staff at inpatient rehabilitation units and in community settings acting as senior support to deal with clinical issues.
- Delegate appropriate patients to junior staff and therapy assistant and monitor progress.
- Assist in the recruitment of a therapy assistants and junior physiotherapists.
- Induction of new therapists.
- Provide supervision and participate in the formal appraisal process for junior physiotherapists.
- Deliver junior therapist training programme.

Report Writing

- Independently prepare reports for patients, case managers or solicitors
- Oversee checking of reports for other therapists
- Complete medico legal reports

Financial Responsibility

- To assess and identify new equipment as appropriate to a client's clinical need.
- If appropriate be aware of the limits/restrictions on funding from third parties.
- Where appropriate liaise with third parties.

Teaching, Training and Professional Development

- To participate in the teaching and training of staff and other professionals as agreed.
- To develop a Clinical Professional Development Portfolio and a Personal Development Plan, according to professional standards, that documents the progress of gaining knowledge in areas of clinical expertise required for improving standards for self and service.
- To be able to demonstrate own clinical skills to a range of personnel including clients, carers, professional colleagues and other agencies.

Professional

- To comply with the Chartered Society of Physiotherapy codes of professional conduct at all times.
- To be responsible for personal continuous professional development by the use of self education, reflective practise, active participation in the in-service training program and attendance at post graduate courses as agreed in your personal development plan and to maintain a CPD portfolio.
- To further develop the integration of evidence based practise, specialist neurological treatment techniques, therapeutic handling skills and specialist knowledge of particular conditions.
- To participate in the appraisal system as appraisee, and intermittently an appraiser and be responsible for fulfilling your agreed objectives and personal development plan.

Organisational

- To demonstrate effective time management and organisational skills during management of own workload and to be able to adapt to an unpredictable work pattern on a daily basis. This includes making patient's appointments, co-ordinating with clinics, and liaising with other professionals for joint assessments and treatments.
- To ensure timely communication of assessment findings, treatment, outcomes.

- To keep accurate and up-to-date patient records, reports and statistics at all times in line with departmental, professional and legal standards.
- To be responsible for complying with all mandatory training requirements.

This job description is not meant to be exhaustive and reflects only the current and anticipated responsibilities of the post. The successful applicant will be expected to work flexibly in order to meet the overall needs of the position.

If you have any questions regarding the job description please contact 0800 033 7800.