

Job Description

Job Title	Stroke Specialist Physiotherapist
Salary Band	Band 6
Service Area	West Locality Division, Specialist Services
Department	Integrated Community Stroke Service Team (ICSS)

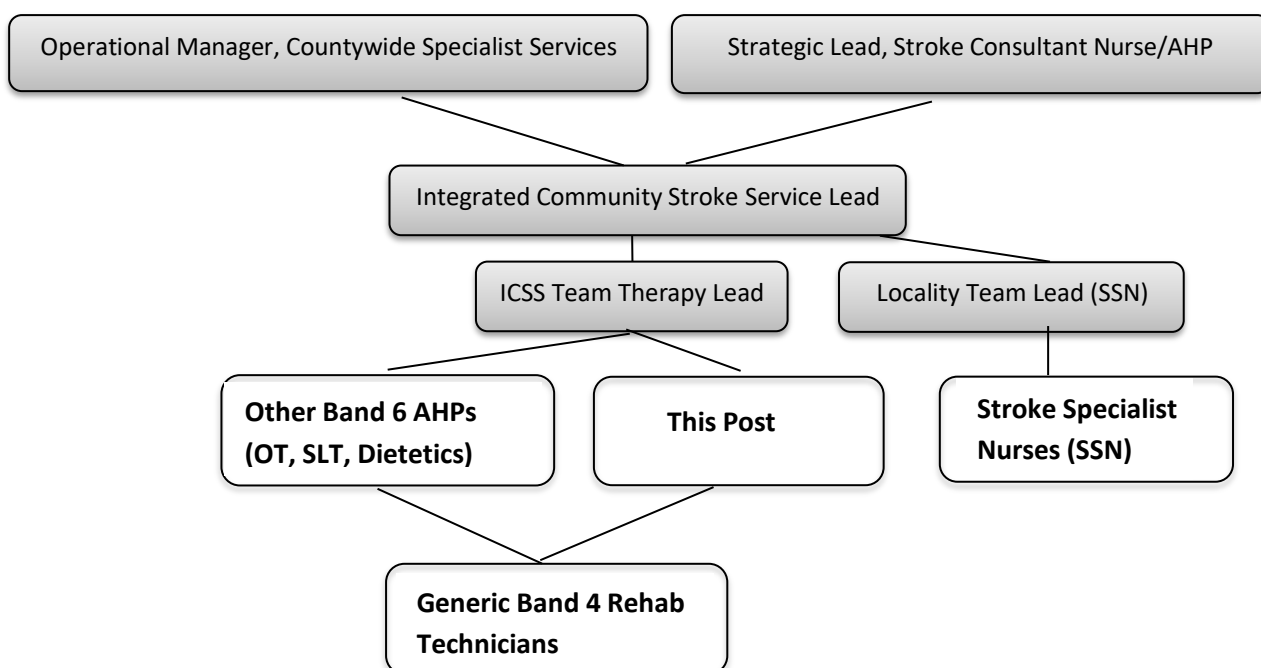
Job Overview

The Stroke Specialist Physiotherapist will work across 7 days on a rotational basis, as part of the ICSS Team to ensure all patients in a defined area who have had a stroke have access to specialist assessment and associated care. There may be a need to provide countywide cover on occasion.

Service Aims

- Support safe discharges from hospital and provide a high standard rehabilitation service to patients referred to the Integrated Community Stroke Service
 - Provide specialist assessment, effective treatment, and individualised goal setting of patients in their own home/ place of residence, to promote recovery post stroke.
 - Early identification and management of stroke related complications.
 - Reduce readmissions due to complications post stroke.
 - Provide education and support to formal and informal carers.
 - Promote the development of self management skills following stroke.
 - Provide advice and signposting to appropriate services
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Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- To communicate effectively with patients and carers routine and potentially complex, sensitive, or distressing information; in order to provide patient centred care, to encourage self-management, maximise rehabilitation potential, and to ensure understanding of the condition. Patients may have communication, perceptual or cognitive / understanding difficulties.
- To communicate effectively and work collaboratively with medical, nursing, therapy, and Social Services colleagues to ensure delivery of a co-ordinated multidisciplinary service. This will include case conferences, team meetings, and discharge planning.
- To work with your Band 7 /Band 8A Clinical Specialist in representing the trust regarding Physiotherapy services provided to patients in your speciality.

Management and Personal Development

- To comply within the Chartered Society of Physiotherapy and the Health Professions Council codes of ethics and rules of professional conduct.
- To demonstrate a sound understanding of Clinical Governance and be active in applying to your work situation, including maintaining own continuous professional development (CPD) by keeping abreast of any new trends, national guidelines, and developments, and incorporate them as necessary into your work.
- To maintain clinical competence and be an active member of the in-service training programme by attending and delivering presentations and training sessions at staff meetings, tutorials, and training sessions both in house and by attending external

courses and practising reflective practice. To work with your Band 7 /Band 8A Clinical Specialist in contributing to multi-professional education.

- To participate in the staff appraisal scheme and Personal Development Plan (PDP) as an appraisee.
- To be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care. To ensure a high standard of clinical care for the patients under your management, prioritised within an inter-professional format and dealt with promptly and efficiently within the Integrated Community Stroke Service.
- To delegate parts of your caseload to support staff, as appropriate. To maintain appropriate professional and legal responsibility and accountability for the work that you delegate.
- To provide specialist advice, teaching, and training to other members of the MDT, regarding the treatment and management of patients within your speciality and regarding complex home assessments and packages of care. In the absence of your Band 7/Band 8A Clinical Specialist, provide the same advice to Physiotherapy colleagues working within other clinical areas - within the scope of your expertise.
- To provide formal and informal training, supervision and assist in the performance management for more junior staff. Contribute to the training, support, and informal supervision of your peers.
- To train, supervise and performance manage Physiotherapy students. This will include the use of university approved formal assessment and appraisal documentation. To maintain own teaching skills and liaise with the university link lecturers both for individual students and while keeping abreast of advances in university education.
- To support the development of people considering Physiotherapy as a career e.g., work experience and access students, and to contribute to the pre and post registration training and experience for other health care professionals.
- To attend clinical level discussions / meetings relating to your area of work as delegated by your Clinical Team Lead
- To undertake any other duties that might be considered appropriate by the Integrated Community Stroke Service Lead or Professional Leads

Clinical Activities

- To undertake the comprehensive stroke assessment of patients in a community setting, using investigative and analytical skills. To use clinical reasoning and utilise a wide range of treatment skills and options to formulate management, treatment programmes and evaluation of care that are sensitive to individual values, cultural and religious diversity. To work with your senior staff to provide this service for patients with complex presentations.
- To demonstrate dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients. You will be required to employ safe patient moving and handling techniques (\pm hoists/ walking aids etc.) during your therapeutic handling of patients.
- To interpret and analyse clinical and non-clinical facts to form accurate diagnoses and prognoses within stroke rehabilitation with consideration of co-morbidities and for

complex conditions with the guidance and supervision of your senior staff. To recommend the best course of intervention, ability to set up, implement and evaluate rehabilitation care plans and potential onward referral.

- To provide spontaneous and planned advice, treatment options, teaching and instruction to patients, relatives, carers and other health and social care professionals, to promote understanding of the aims of Physiotherapy, and to ensure a consistent approach to patient care.
- To assess patient understanding of treatment proposals, gain valid consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
- To monitor and evaluate treatment in order to measure progress and ensure the effectiveness of the intervention.
- To be able to manage potentially stressful, upsetting, or emotional situations in an empathetic manner, including but not limited to those in your speciality e.g., patients with mental health dysfunctions, and those newly diagnosed with terminal conditions or with conditions that result in permanently reduced function / disability.
- To accept responsibility for a designated clinical caseload, as agreed with your senior staff.
- To organise this effectively and efficiently with regard to patient management, clinical priorities and use of time. To balance these priorities with other patient related and professional demands and ensure that these remain in accordance with those of your team. You will be required to carry a mobile phone and respond to any urgent requests throughout the day.
- To be aware of Health and Safety aspects of your work and implement any policies, which may be required to improve the safety of your work area, including your prompt recording, and reporting of accidents using the Trust reporting systems, and ensuring that equipment use is safe. To risk assess all areas of your work including manual handling risks, biohazards from for example soiled sheets, body fluids / sputum, anxious or angry clients/carers, lone working, patients with mental health or cognitive dysfunctions etc.
- To be responsible for ensuring the effective selection and use of the treatment resources (both human and equipment) available in the department, on the wards, and in the patient's home environment. To be responsible for the equipment used in carrying out Physiotherapy duties, and to adhere to departmental policy, including competence to use equipment and to ensure the safe use of equipment by others through, teaching, training, and supervision of practice.

Strategic Development, Planning and Organising

- To undertake the measurement and evaluation of your work and current practices, through the use of Evidence Based Practice projects, audit, and outcome measures, either individually or with your team or manager. To make recommendations for change.
- To comply with the departmental and organisational policies.
- To ensure that you implement policy and service development changes.
- To contribute to working parties developing, reviewing, and updating service guidelines, policies, and procedures

Administrative

- To maintain accurate, comprehensive, and up-to-date documentation, in line with legal and departmental requirements as an autonomous practitioner using the IT system as required by the organisation.
- Communicate assessment and treatment results to the appropriate disciplines both verbally and in writing e.g., medical notes, reports, and letters in a timely manner.
- To be actively involved in the collection of appropriate data and statistics for the use of the service, and the Sentinel Stroke National Audit Programme.

IT Systems and Processes

- Accurate, complete, and up to date entry of patient and activity data onto trust systems.

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity, and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 1998. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its

statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident, or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures, and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore, should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands, and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	Stroke Specialist Physiotherapist
Salary Band	6
Service Area	East or West Locality Division, Specialist Services
Department	Integrated Community Stroke Service Team (ICSS)

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Current professional registration – HCPC	✓	
Professional qualification – Degree in Physiotherapy or equivalent	✓	
Minimum of 18 months post qualification experience	✓	
Comprehensive experience in acute hospital and community settings, with post qualification rotations in stroke rehabilitation	✓	
Experience of working within a multidisciplinary team, a good understanding of their roles and respect for the other professionals within the team	✓	
Experience of working in a team of people including qualified and unqualified staff	✓	
Experience of managing the risks associated with unsupervised / lone working	✓	
Experience working in the community setting		✓
Experience working in an NHS setting in the following clinical areas; Stroke, Eldercare, Neurology, Respiratory		✓
Membership of the Chartered Society of Physiotherapy (CSP)		✓
Membership of appropriate clinical interest groups (i.e., ACPIN)		✓
<i>Skills and Aptitude</i>		
Up-to-date clinical skills in stroke care	✓	
Specialist level assessment skills	✓	
Analytical thinker	✓	
Reflective practitioner with portfolio evidence to support this	✓	
Computer literate	✓	

Presentation Skills	✓	
Evidence of post-graduate education and development		✓
Completion of Stroke Competencies		✓
<i>Knowledge and abilities</i>		
Good understanding of roles within the Multidisciplinary Team	✓	
Respect for other professionals within the team	✓	
Experience of working with students either as a clinical educator or supporting a clinical educator	✓	
Experience of teaching (formal or informal)	✓	
Well-developed communication skills - empathy, negotiation, and motivation, presenting of complex facts in an understandable way, re-assurance, and support particularly to anxious people	✓	
Evidence of clinical audit/research activity	✓	
An awareness of research and evidence-based practice within stroke care	✓	
Willing and able to participate in weekend rota as required	✓	
<i>Personal Qualities</i>		
Ability to work independently and as part of a team	✓	
Able to work in highly stressful situations including the ability to manage distressing and highly emotive situations successfully (e.g., working with people recently diagnosed with life limiting conditions)	✓	
Able to concentrate for long periods including during patient treatments (for 20+ minutes)	✓	
Able to work with frequent interruptions	✓	
Actively participate in, and record, CPD activities and in-service training	✓	
Able to work flexibly across a team and provide appropriate cross cover	✓	
Keen to share knowledge and training across all health care professionals	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CARE" values	✓	
Ability to travel independently where required	✓	
Car Driver - Own transport to carry out patient treatment sessions in patient homes in Cornwall	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust – ability to undertake duties	✓	
Mandatory Training	✓	
Post-holder must comply with professional code of conduct and/or code of conduct for NHS managers where applicable.	✓	

