

## Job Description

<b>Job title</b>	Physiotherapist	<b>Job family</b>	Healthcare
<b>Reporting to</b>	Therapy Services Manager	<b>Job code</b>	TPY/009
<b>Location</b>		<b>Evaluation Date</b>	11/02/2013

### Main Purpose

To manage patients with complex neurological needs using evidenced based and patient centred principles to assess, plan, implement and evaluate interventions.

### Key Accountabilities

#### Quality

1. Receives and responds promptly to referrals undertaking patient assessments to identify and prioritise patient needs before planning and delivering the appropriate and relevant interventions either on an individual or group basis. Maintains accurate and timely records detailing each patient's rehabilitation / progress.
2. Ensure the effective and efficient management and control of junior staff.
3. Maintains and develops close working relationships with other professionals within the multidisciplinary team, to ensuring that clinical practice is in line with Priory policies and procedures and comply with statutory regulations and quality standards.
4. Contributes to business growth by actively promoting Priory's therapy service, in line with the local unit's business plan.
5. Maintain effective communication links with patients, relatives, carers and purchasers throughout the patient's rehabilitation.

#### Innovation

6. Manages and co-ordinates the implementation of individual physiotherapy plans ensuring treatments, activities and interventions are delivered through effective application and communication.

#### Value

7. Regularly reviews the service and price points to adjust to the demand of the service.
8. Ensures patients are receiving a service that is value for their money and objectives are being met to help the success of the unit.

## **Knowledge & Skills**

Educated to degree level with the CSP accreditation and HPC registration.

## **Experience**

The role holder will require experience, including some within a neurorehabilitation.

## **Autonomy & Impact**

Working to short-term objectives, the role holder generally operates within existing processes and procedures. The role holder has autonomy and authority for day to day clinical decisions.

## **Intelligent Problem Solving**

The majority of situations involve the application of acquired knowledge based upon previous intervention experience. The role holder has to balance conflicting operational demands, which may require adaptive thinking and some creative problem solving.

## **Responsibility**

### **Staff**

Supervision of less experienced colleagues and occasionally provides professional supervision to students.

### **Budgets & equipment**

Shared responsibility for ensuring the serviceability of equipment and for replenishing supplies of materials.

### **Informatics**

Shared responsibility for the confidentiality, security and accuracy of patient records, data and information.

## **Communication & Interaction**

This role is focused upon regularly developing and maintaining productive relationships with patients through effective communication, coaching and counselling techniques and highly developed interpersonal skills.

## **Working environment**

The problems faced by patients frequently present challenging situations, which may increase the physical, sensory and/or emotional demands of the role.

## **Special Features**

Must participate in appropriate clinical supervision.

## Upholding Company Values

Competency	Req'd Level	Descriptors
<b>Quality - Of care, treatment, of facilities and of staff</b>	<b>3</b>	<ul style="list-style-type: none"> <li>✓ Checks quality of own work</li> <li>✓ Follows procedures</li> <li>✓ Corrects errors and mistakes</li> <li>✓ Complies with relevant regulatory and statutory requirements</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Double checks accuracy of own and work of others</li> <li>✓ Carefully monitors and checks the accuracy and quality of others' work</li> <li>✓ Values the input and expertise of colleagues</li> <li>✓ Keeps clear, detailed records and files</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Introduces new systems and processes to improve quality</li> <li>✓ Highlights shortcomings in processes, investigating unusual behaviour and identifying underlying causes</li> <li>✓ Introduces performance standards and relevant KPIs to improve the quality of processes and outputs</li> <li>✓ Tests out hypotheses using modelling techniques to make predictions and forecasts</li> <li>✓ Develops broad plans to take into account risks, conflicts, resources as well as timescales</li> </ul>
<b>Innovation - Being forward thinking and thought leaders</b>	<b>2</b>	<ul style="list-style-type: none"> <li>✓ Adapts new services already introduced in other areas within the group</li> <li>✓ Amends these services to suit the needs of the local service</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Proposes new services to regional management, taking into account the local needs of the area</li> <li>✓ Assists and supports regional management with developing and implementing these new services</li> </ul>
<b>Value - Due to transparency and flexibility</b>	<b>2</b>	<ul style="list-style-type: none"> <li>✓ Prices services in line with local needs</li> <li>✓ Reacts to local feedback regarding pricing of services</li> </ul>
		<ul style="list-style-type: none"> <li>✓ Regularly reviews services and price points adjusting where appropriate</li> <li>✓ Adjusts prices in line with demand for services</li> </ul>