



Job Description

Latest Review Date: 05 September 2022
Reviewed & Updated by: Liz Allen Operational Manager
Next Review: June 2022

Job Title:

York Integrated Community Team Physiotherapist

Position in Organisational Structure:

Responsible and Accountable to the Clinical / Operational Manager – York Integrated Community Team

Job Purpose:



Implementation, promotion and delivery of the York Integrated CommunityTeam (YICT) strategic goals;

- ✦ Prevent avoidable hospital admissions
- ✦ Earlier safe discharge from hospital
- ✦ Enable people to remain independent in their own homes
- ✦ “Person Centred Care”

- ✦ To contribute to developing appropriate clinical networks which may be at a local, regional or national level that improves health and social care outcomes for patients and encourages reduced hospital admissions.
- ✦ To integrate, evaluate and continuously develop physiotherapy services within the York Integrated Community Team that improves health and social care outcomes for patients and encourages reduced hospital admissions.
- ✦ Provide competent, professional and autonomous specialist physiotherapy services to patients and colleagues within the York Integrated Community Team and encourages reduced hospital admissions.

Key Duties:



(This list is not exhaustive and may be subject to alteration, but the role includes all duties that may reasonably fall within the job purpose)

1. To contribute to developing appropriate clinical networks which may be at a local, regional or national level that improves health and social care outcomes for patients and encourages reduced hospital admissions.

- (i) To contribute to appropriate clinical networks which may be at a local, regional or national level.
- (ii) To Contribute to the Practice goal ‘Providing the Best Clinical Care’

2. To integrate, evaluate and continuously develop physiotherapy services within the York Integrated Community Team that improves health and social care outcomes for patients and encourages reduced hospital admissions.

- (i) To contribute to the development of the Physiotherapist role within York Integrated Community Team and expansion of services.
- (ii) To be responsible for a defined area of service working without direct supervision. Clinical work is not routinely evaluated; however clinical work will be evaluated in line with Primary Care and service objectives. Access and advice are available from senior professional colleagues if required.
- (iii) Initiate evidence-based audit and projects to evaluate and improve clinical practice. Initiate and evaluate user involvement and where appropriate make local service changes.
- (iv) To provide support, specialist advice and training to more junior members of staff and students. To act as a resource providing information and advice regarding patients within the York Integrated Community Team.
- (v) To ensure a holistic approach to the overall care of patients including effective working relationships with MDT, wheelchair and specialist equipment providers, consultants, and relevant others.
- (vi) To Contribute to the Practice goal ‘Providing the Best Clinical Care’

3. Provide competent, professional, and autonomous specialist physiotherapy services to patients and colleagues within the York Integrated Community Team and encourages reduced hospital admissions.

- (i) To provide professional, competent and efficient care which meets patient’s health and social needs and that promotes a reduction in the number of inappropriate hospital admissions.



- To undertake the specialist Physiotherapy assessment and management, of a designated group of patients, within the specialty of patients within the York Integrated Community Team. This will involve working with individuals, groups and parents / carers and relevant others, providing specialist assessment and treatment in the most appropriate environment.
- (ii)
 - (iii) To undertake a comprehensive assessment of patients, including those with diverse or complex/ multi-pathology presentations. Specialist functional assessment of cognitive, perceptual, sensory and motor skills, which may include the use of standardised testing. Use advanced clinical reasoning skills and assessment techniques, to provide an accurate treatment plan and to evaluate any intervention.
 - (iv) To formulate and deliver a specialist, individual, goal orientated treatment programme based on sound knowledge of evidence-based practice and treatment options using assessment, clinical reasoning skills and knowledge of treatment e.g., treatment techniques and principles, equipment provision and other alternative options.
 - (v) To determine clinical need and intervention indicated. To work as an autonomous practitioner, holding responsibility for own caseload of patients with complex physical, psychological, and cognitive problems.
 - (vi) To provide training and advice on changes and adaptations to the patient's lifestyle considering the environmental, emotional, physical, spiritual, and social needs. To address and provide comprehensive diagnostic and treatment to support patients' mobility performance and skills deficits enabling the patient in areas of self-maintenance, productivity, education, and leisure.
 - (vii) Provide support to other colleagues when dealing with this group of patients.
 - (viii) To work flexibly as a member of the department responding to relevant service needs. It is expected that the post holder will work across the hours of service delivery for the team which will include on call evenings and weekend working on a rota basis.
 - (ix) To maintain records as an autonomous practitioner in accordance with legislation, professional and service policy. To contribute to the collection of business related information in order to inform service development and priorities.
 - (x) To Contribute to the Practice goal 'Providing the Best Clinical Care'
 - (xi) To be responsible for organising and planning own caseload, to meet service and patient priorities. Readjusting plans as situations change/arise. Delegate duties to other members of staff as appropriate.
 - (xii) This is not an exhaustive list. You may be required to perform any other reasonable duties.



Key Responsibilities:

(This list is not exhaustive and may be subject to alteration, but the role includes all duties that may reasonably fall within the job purpose)

- ✦ Motivate and encourage patients to participate in treatment programmes and where necessary alter treatment to maximise potential. To include families, carers, and support staff in treatment programmes.
- ✦ To use a range of verbal and non-verbal communication tools to communicate effectively with patients and relevant others. The caseload will include individuals who have difficulties in understanding or communicating.
- ✦ To work within the clinical guidelines of the Chartered Society of Physiotherapy and HCPC standards and to have a working knowledge of national and local standards and monitor own quality and safety of practice.
- ✦ To undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, audit, and outcome measures individually or with colleagues.
- ✦ To provide clinical supervision and support to colleagues as required. To supervise and educate junior staff within the workplace.
- ✦ On a daily basis to be responsible for the safe and competent use of appropriate specialist equipment, patient appliances and aids. Also to provide teaching on the use of equipment to the patient, carers and other agencies involved in the care. This also involves the assessment and provision of appropriate specialist equipment to patients including specialist knowledge of wheelchairs, seating and skills training in the use of indoor powered chairs, to maintain appropriate verbal and written communication associated with this. You will manage unpredictable clinical situations in a community setting where access to specialised support may be limited.
- ✦ To maintain and develop knowledge of current evidenced-based practice and develop specialist knowledge of particular conditions and patient types within the specialty.
- ✦ To be an active member of the in-service training programme by attendance at, and participation in, and delivery of in-service training programmes, tutorials, individual training sessions, external courses and peer review.
- ✦ To undertake as directed the collection of data for use in service evaluation, audit and research projects.
- ✦ To deputise for senior staff in their absence taking responsibility for operational management off the therapy team. To contribute to flexible working practices according to service needs.



Competencies:

Behaviours:

- ✦ **Team Work:** Work effectively and professionally within a surgery team, a wider clinical team and as an 'urgent care team' through willingness to proactively support and assist their peers and colleagues.
- ✦ **Autonomous:** Ability to work independently by making informed decisions based on professional knowledge and clinical judgement.
- ✦ **Time & Workload Management:** The ability to quickly react to and manage changing, unpredictable and fluctuating workloads using a variety of methods of communication.
- ✦ **The ability to recognise when a problem / issue should be escalated** or referred for specialist investigation because it falls outside of the scope of the role and your professional knowledge.
- ✦ **Ability to react to change, unexpected situations, challenges or setbacks** in a positive manner with a commitment to continuous improvement of their own skills and behaviours and also of the service
- ✦ **Customer Service:** Ability to remain focussed on providing and continuously improving an excellent internal customer service to the surgery team and clinical team(s)
- ✦ **Deadline / Target Driven:** Ability to work efficiently to strict deadlines and to be driven by the setting and achieving of individual and team targets
- ✦ **Confidentiality:** Ability to exercise and adhere to the Practice confidentiality policies
- ✦ **Work Prioritisation:** Ability to organise, prioritise and manage your own work demands by assessing levels of urgency and importance
- ✦ **'Communication Skills':**
 - I. Able to calmly, professionally and efficiently **identify patients / internal customer needs**
 - II. Able to, professionally and efficiently **deliver patients / internal customer needs** with a warm reassuring demeanour

Or

Able to skilfully signpost / refer the patient to the **most appropriate person or alternative solution to their needs**
- ✦ **IT Literate;** competent in the use of Microsoft Applications and a proven ability to learn how to navigate and interrogate systems, input data with an attention to detail and follow



Qualifications / Requirements :

- ✦ Registered and ongoing membership with **the ‘Health and Care Professions Council’ (HCPC)** by ensuring he/she keeps their professional skills and knowledge up to date and uphold professional standards, with evidence of relevant CPD activities
- ✦ **Appropriate professional Physiotherapy qualification**
- ✦ **Safeguarding Children** Level 2 Training
- ✦ **Safeguarding Vulnerable Adults** Training
- ✦ Certification of **Enhanced Criminal Record Check** with children’s and/or adult’s barred list check(s)

Customers / Key Stakeholders:

Examples of the most direct customers:

External Customers:

- ✦ Patient
- ✦ Relatives
- ✦ Carers
- ✦ Other Health Agencies / Authorities; Such as Hospitals / local health authorities/Voluntary Sector

Internal Customers:

- ✦ Primary Care / General Practice across the city of York
- ✦ All members of York Integrated Community Team
- ✦ Wider Clinical Team (Practice Nursing and GP team)
- ✦ All Local Surgery Teams within City of York (Reception and Clinical Teams)

Does the job involve:	How frequent:	
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YICT Physiotherapist	Yes	No	Rare	Occasional	Frequent	Where indicated 'yes', please provide examples of how the postholder will be required to do so. Please explain why you have stated the frequency level (i.e., daily, weekly, ad hoc)
Lifting weights / objects between 6 – 15 kilos	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Lifting weights / objects above 15 kilos	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Using equipment to lift, push or pull patients / objects	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		required to use manual handling equipment for patients Daily
Lifting heavy containers or equipment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		Moving and handling equipment Ad Hoc
Running in an emergency	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Driving alone / passengers / goods	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Driving large part or job role. – Patient visits daily Delivering equipment – ad hoc
Working at height	<input type="checkbox"/>	NO	<input type="checkbox"/>	<input type="checkbox"/>		
Invasive surgical procedures	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
Concentration to assess patients / analyse information	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Daily
Responding to emergency situations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		If a patient has had a fall or seriously unwell
Changing plans/ appointments/ meetings depending upon needs of role	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Due to having a fluid and flexible workload often changes due to nature of job and last-minute priorities
Carrying out clinical interventions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		Daily assessment



Informing patients / family / carers of unwelcoming news	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not frequently i.e.- e.g., reexplaining a diagnosis that has not been properly understood
Caring for terminally ill patients	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Although generally we refer onto more specialised services
Dealing with difficult family situations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Part of the job- although we try hard not to get involved in family conflicts, the dynamics can sometimes be difficult to navigate
Caring for / working with patients with severely challenging behaviour	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	If severely challenging are not often still at home although occasionally we get involved
Carrying out clinical interventions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Daily
Typing up of formal minutes / case conferences	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Writing up patients notes/visits daily
Clinical / hands on patient / client care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	AD hoc part of assessment
Contacts with blood / bodily fluids	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Occasionally
Exposure to verbal aggression	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Due to unpredictable nature of role and visits
Exposure to physical aggression	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	there is always the potential...
Exposure to unpleasant working conditions (i.e., dust, dirt, fleas)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Some houses are very unkempt
Exposure to harmful chemicals / radiation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Attending the scene of an emergency	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	



Food preparation and handling	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	When covering for health care support team
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Working on computer for majority of work	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not necessarily the majority but we spend time on them every shift
Use of road transport	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Use car as part of job