

# Band 6 Physiotherapist – Prehabilitation

## Job Description & Person Specification –

A summary of the role responsibilities and person specification

### Why Our Trust?

#### Terms and conditions

**Post – Physiotherapist**

**Division – Diagnostic & Therapies**

**Band – 6 – Static Post**

**Salary - £31365 to £37890**

**Location – UHBW sites**

**Hours of work – 37.5 hours per week**

**Contract length – Permanent**

**Annual leave – Up to 33 days dependant on NHS Service**

**Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: [www.nhsbsa.nhs.uk/pensions](http://www.nhsbsa.nhs.uk/pensions)**

#### What you'll love about working here

**We are outstanding!** The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.

**A digital exemplar-** Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

**Sustainable healthcare -** We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

#### Access to further opportunities with the Trust

As an organisation we encourage further development of all employees to progress upward within their chosen field.

#### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

#### Other useful information

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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### Main Duties and Responsibilities

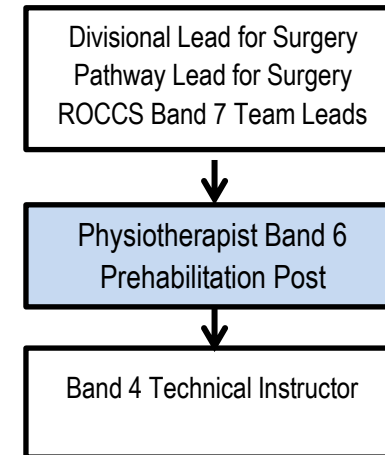
#### Job purpose

- To provide specialist assessment and interventions to optimise patients planning to undergo surgery at UHBW.
- Band 6 Physiotherapists are experienced clinicians - having completed the core rotations as a Band 5 Physiotherapist. The post-holder will act as an autonomous practitioner, providing physiotherapy assessment and treatment, and managing their own patient caseload within a speciality team, with the support and mentoring of senior physiotherapists. They will supervise and train Band 5 Physiotherapists, Technical Instructors and Students as required.
- The post holder will be required to work shifts including weekends and to participate in the bank holiday rota.

#### Clinical

- To have excellent knowledge of the theory and practice of prehabilitation. Including the key elements of psychological support, healthy diet, smoking cessation and alcohol reduction.
- To provide a comprehensive assessment of patients including those with diverse or complex presentations/ multi pathologies and use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition and formulate an appropriate evidence-based management package.
- To ensure that all treatment/management plans are regularly reviewed and revised as appropriate, formulating accurate prognoses and developing comprehensive discharge plans.
- To assess capacity for consent with all patients and whenever possible ensure that valid informed consent is agreed with the patient working within the legal framework. This will involve fully explaining the outcome of assessment and assessing patients understanding of the options for treatment proposed thereby reaching agreed treatment plans and goals.
- To link with the Pre-operative Assessment Unit MDT and wider Oncology and Surgical teams to ensure continuity of patient care.
- To prescribe, monitor and moderate individualised activity programmes.

### Organisational Structure



### About us

**Our mission** is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

In addition to a common mission and vision, we share our Trust values:

**Respecting everyone, Embracing change, Recognising success and Working together.**

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### Main Duties and Responsibilities Contd.

- The post-holder will undertake all aspects of clinical duties as an autonomous practitioner and be responsible for their own patient caseload working without direct supervision. They will plan and prioritise their workload and supervise junior staff and assistants.
- To maintain good working knowledge of national and local standards and monitor own and others clinical practice as appropriate.
- To communicate with and work alongside physiotherapy colleagues and other health and social care staff where joint treatment and/or management is indicated.
- To participate in ward rounds, clinics, patient review meetings and multidisciplinary case conferences where appropriate. To represent the service and/or individual patients to ensure the delivery of a co-ordinated multidisciplinary service and integrate physiotherapy treatment/management into the global management strategy for each patient.
- To monitor the caseloads and record keeping of more junior staff (including students) and in addition ensure that their practice meets the standards required.
- To communicate effectively with patients and carers to maximise a patient's rehabilitation potential.
- To be responsible for ensuring accurate and comprehensive patient treatment records are kept in line with the UHBW Physiotherapy service and Chartered Society of Physiotherapy (CSP) standards.
- To be responsible for the safe and competent use of all equipment, patient appliances and aids and ensure through teaching, training and supervision of practice that junior staff and assistants attain and retain competency prior to use.
- To seek advice and support from senior staff where appropriate.
- To manage clinical risk within own patient caseload.
- To participate in the 24 hours and weekend on-call rota to ensure that care is continued outside normal working hours as required-training will be provided.
- To support a Band 4 Technical Instructor.

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### Professional

- To have professional and legal accountability in accordance with the CSP Core Standards of Physiotherapy Practice and the HCPC standards of proficiency, conduct, performance and ethics.
- To maintain a comprehensive CPD portfolio
- To undertake measurement and evaluation of your work and current practice through the use of evidence based practice (EBP), audit and outcome measures.
- To maintain and develop up to date knowledge of evidence based practice EBP in the areas of each rotation. Developing specialist knowledge and skills.
- To support evidence based practice, audit and research activity within the team, service and specialty.
- To actively participate in Service and Directorate meetings informing discussions and contributing ideas and proposals regarding policy and service delivery/development.
- To assist in the evaluation and development of the Physiotherapy service in order to provide the best patient care within the resources available. This may involve undertaking a pilot project or clinical audit, evaluating the results and if agreed implementing change.
- To participate, both as an appraiser and an appraisee, in the Individual Development Performance Review and be responsible for working to the agreed plan objectives.

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### Main Duties and Responsibilities Contd.

#### Teaching/Clinical Supervision

- To teach, assess, appraise, mentor and undertake IDPR and Individual Personal Plan meetings with junior and assistant staff
- To act as a clinical supervisor for undergraduate students and be responsible for teaching to graduate level on physiotherapeutic skills and knowledge within the core clinical areas whilst the students are on placement within the Trust.
- To ensure all personal mandatory training is completed and updated as required by the Trust
- To be an active member, attending and participating in, the departmental in-service training programme and other training opportunities as identified through your Trust Individual Development Plan.
- To take an active role in delivering post graduate education and the department in-service training programme, including the training and supervision of junior and assistant staff assessing and evaluating competence.
- To actively participate and deliver the education and training of other disciplines as required.
- To delegate and supervise appropriate tasks and physiotherapy treatment plans to physiotherapy assistants/technicians.
- To teach relatives/carers and other healthcare workers as required.

### Organisational

- To keep up-to-date and comply with Trust procedures and policies including Health & Safety, Fire Regulations, Equal Opportunities etc.
- To maintain a high standard of confidentiality at all times.
- To promote high quality communication and liaison across the whole Health and Social Care Community.
- To undertake any additional duties appropriate to the post as may be delegated by the Physiotherapy Manager or other senior staff in the work area.
- To act as an ambassador for the service at all times.
- To participate in the Department Clinical Governance programme and support the Team Leads in its delivery.
- To deal with informal complaints in line with the Trust guidelines.
- To assist with the recruiting of Band 3, band 5, and 5 staff as appropriate.
- To have excellent IT skills with experience of telephone and video consultation and analytical skills to evaluate outcome measure data.
- To assist in the development of the prehabilitation services at UHBW with support from senior staff.

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Personal Profile - (E) = Essential; (D) = Desirable

### Knowledge and Experience

- **E1** Experience of working as part of a Physiotherapy team &/ or multidisciplinary team (E)
- **E2** Evidence of previous experience & participation in audit (E)
- **E3** Contributing to clinical education of less experienced staff, students or assistants (E)
- **E4** Previous experience at Band 6 (E)
- **E5** Experience assessing and treating cancer patients (E)
- **E6** Clinical supervision of students & technician staff (D)
- **E7** Experience or knowledge of working in a community setting (D)
- **E8** Experience of discharge planning (D)
- **E9** Knowledge of prehabilitation theory and practice (E)

### Qualifications & Experience

- **Q1** Degree or Diploma in Physiotherapy (E)
- **Q2** Health Professions Council registered (E)
- **Q3** A variety of experience in core areas, as postgraduate physiotherapist i.e T&O, musculoskeletal, respiratory & neurological, dealing with a wide range of patients with differing needs (E)
- **Q4** Evidence of Continuing Professional Development (E)
- **Q5** Membership of the Chartered Society of Physiotherapy (D)
- **Q6** Involvement in Relevant Special Clinical Interest Groups (D)

### Skills

- **S1** Effective communication skills both verbal & written (E)
- **S2** Ability to work unsupervised (E)
- **S3** Ability to plan, prioritise & delegate (E)
- **S4** Excellent organisational skills (E)
- **S5** Demonstrate Assessment, Analytical & Reflective skills across a diverse patient group (E)
- **S6** Ability to meet deadlines & work under pressure (E)
- **S7** Ability to travel between sites (E)
- **S8** Ability to effectively perform patient assessments & interventions, including manual therapy & therapeutic handling (E)
- **S9** Presentation skills (E)
- **S10** Knowledge of clinical Governance & its application to Physiotherapy (E)
- **S11** Ability to cope in a stressful environment undertaking moderate to intense physical effort throughout the working day and carry out concurrent activities (E)
- **S12** Competent IT Skills (E)
- **S13** Ability to effect & manage change (D)
- **S14** Leadership Skills (D)

### Aptitudes

- Credible & mature attitude, which is recognised & respected by other staff (E)
- Demonstrates a commitment to own professional development. (E)
- Proactive attitude (E)
- Demonstrates trust values - Respecting everyone, Embracing change, Recognising success and Working together. (E)

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### Transforming Care

Transforming Care challenges everyone at the Trust to play their part in supporting quality changes and improvements in their work place, building efficient care systems critical for our patients and their families, both today and in the future.

The Trust's mission is to deliver clinical services, teaching and research of the highest quality. Our vision is to provide first class technical care, with humanity, compassion and sensitivity to the needs of each patient.

***Delivering best care, Improving patient flow, Delivering best value,  
Renewing our hospitals, Building capability, Leading in partnership.***

These are the core elements essential to Transforming Care. Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation.

### Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints.

### Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

### Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

### Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this

### Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

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