Role profile

**Title:** Lead Physiotherapist

**Reports to:** Clinical Nurse Lead/ Deputy Manager Scope East Midlands

**Directorate:** East Midlands Services

**Grade:** E

**Role purpose**
To lead a highly specialised Physiotherapy service for adults aged 19+ years with complex physical, sensory and learning disabilities; carrying a clinical caseload, being a source of Physiotherapy clinical expertise and professional advice.

**Budget responsibility**
Delegated therapy budget – Nil

**Resource responsibility**
Typically manages a caseload of 25+ plus clients.
No responsibility for premises and other resources

**Key contacts**

**Internal contacts**
- Clinical Nurse Lead/ Deputy Service Manager
- Service manager
- Occupational therapist
- Speech and Language Therapist
- Therapy Assistant
- Team Coordinators level 1 and level 2
- Support staff

**External contacts**
- GP’s
- Medical / hospital consultants
- Psychologists
- Client family members
- Clinical leads e.g. within NHS therapy services
• Continuing Healthcare Services (C.H.C.) and commissioners e.g. for funding of specialist orthotics / equipment

**Key accountabilities**

**Generic**

• To work seamlessly across department or team boundaries in a collaborative and constructive manner to achieve Scope’s aims.
• To demonstrate a commitment to customer service excellence and deliver against the requirements of Scope’s quality framework.
• To work within Scope’s policies and procedures at all times.

**Role Specific accountabilities**

• To solely manage, lead and be responsible for the Physiotherapy caseload of clients with complex needs within Scope East Midlands, Nottingham (Day Service, Residential and Short Breaks environments); acting as the expert resource.
• To utilise evidence based and person centred principles to assess, plan, implement and evaluate Physiotherapy interventions.
• To formulate and deliver robust clinically reasoned Physiotherapy intervention plans and recommendations based upon Physiotherapy assessment findings.
• To devise and deliver staff training as appropriate in relation to clients Physiotherapy needs.
• To employ effective case load prioritisation skills.
• To be responsible for the clinical and professional development of the Physiotherapy service within Scope East Midlands (Day, Residential and Short Breaks facilities) including provision of clinical Physiotherapy supervision for the Therapy Assistant.
• To be responsible for the identification of and application of Continued Professional Development activities in line with the Health Profession Council and Chartered Society of Physiotherapy requirements.

**Specific tasks assigned**

**Clinical**

• As sole Physiotherapy practitioner and expert resource, required to assess, analyse and determine clients Physiotherapy needs, as well as deliver appropriate interventions and associated staff training to meet these needs.
- To utilise broad Physiotherapy assessment and treatment interventions, underpinned by a high degree of clinical reasoning and specialist knowledge in areas of neurological, musculoskeletal, functional, orthopaedic and respiratory Physiotherapy.
- To utilise highly specialised clinical reasoning skills to continually review, analyse, evaluate and adjust interventions and set Physiotherapeutic goals in consultation with service users, professionals, carers and the wider support team.
- As sole practitioner, to be responsible as the expert Physiotherapy resource for the assessment, prescription and where appropriate onwards referrals for specialist Physiotherapy equipment in line with Scope policy e.g. standing frames.
- To utilise expert selection, application and interpretation of a range of assessment tools and outcome measures to Physiotherapy practice - relevant to young people with complex needs (e.g. Huddersfield Winstreda Rebound Assessment tool) Where standard utility is not possible, then adaptation of a tool may be indicated to meet the clients individual needs.
- To utilise highly effective communication skills to overcome any barriers to understanding that may present challenges to Physiotherapy assessment and interventions
- Able to organise information in a sensitive and non-discriminatory format in order to communicate potentially sensitive/ contentious information gathered during the Physiotherapy assessment/ intervention process.
- The ability to sustain the on-going cognitive and physical demands of assessing, planning and reviewing Physiotherapy interventions within varied environments, whilst also being accountable for Physiotherapy Lead role responsibilities.
- The ability to adapt to a continuously changing working environment, adjusting interventions and where required changing from one activity to another due to unpredictable circumstances eg risk assessment, service user illness. As sole practitioner the Physiotherapist is responsible for prioritising the case load and service development requirement and working effectively under pressure to deal with potentially conflicting priorities.
- To lead as a clinical expert in delivering a range of effective manual handling/therapeutic handling interventions to include equipment assessment, prescription, technique of use and formal and informal training to staff as indicated.

Staff training
• To devise, deliver and evaluate staff training for appropriate Physiotherapy interventions such as Rebound Therapy and passive movements.

**Professional**

• Providing an expert Physiotherapy resource to service users, other professionals and staff

• Having sole responsibility for prioritising own workload, having a flexible approach to working defined by a recognition of service users’ needs and service requirements

• To work autonomously within multiple environments across various community and leisure facility settings, guided by highly specialised knowledge and utilising skills as acknowledged within the Physiotherapists Scope of Practice by the Chartered Society of Physiotherapy.

• Planning, implementing and leading individual and group Physiotherapy based sessions and activities to enable service user to participation i.e. standing frame use, Rebound Therapy. Hydrotherapy, exercise class.

• To report back to the clinical lead nurse / service manager as required.

• To lead on relevant Physiotherapy specific service development projects to facilitate Physiotherapy service development, and represent the profession within multi-directorate forums, e.g. Scope Therapists and Nurses Network group.

• To be responsible for the continual monitoring, evaluation, and development through audit and research, of the quantity and quality of the Physiotherapy service to multi-directorates within professional, national and SCOPE frameworks

• Identifying training needs of Physiotherapy and non-specialist staff in accordance with Physiotherapy services and leading, devising, delivering and evaluating that training i.e. Rebound Therapy, passive movements, maximising the benefits of the Physiotherapy service across Scope East Midlands settings, which meets clinical effectiveness and expectations.

• To lead on the training and support to other professionals and care staff within Physiotherapy specific interventions and in the implementation, monitoring and evaluation of these.

• Lead/ facilitate learning and development by resourcing highly specialised knowledge and skills.

• To be responsible for identifying and meeting professional development requirements to maintain and develop clinical and professionally relevant skills.
• To demonstrate Continuing Professional Development and self appraisal; reporting outcomes within professional supervision and to the Clinical Nurse Lead

Administrative
• To apply Scope’s Health and Safety Policy and procedures, ensuring the safety of self and others at all times.
• Has comprehensive knowledge surrounding the processes and application of relevant protection and safeguarding procedures.
• Takes lead responsibility for specialised Physiotherapeutic equipment maintenance, including Physiotherapy equipment governed by LOLER regulations e.g. standing frames and the Rebound Therapy trampoline sited within Day Services by identifying repair or maintenance needs and co-ordinating repairs which meet the necessary standards of insurance indemnity.
• In relation to Physiotherapy specific equipment, the Physiotherapist has the lead role in formulating complex funding applications to Clinical Commissioning Groups (C.C.G’s), local authorities and charitable organisations. Ongoing liaison with outside commissioners and provision of expert clinical reasoning recommendations are required.
• Responsibility for own adherence to Scope East Midlands, Nottingham, Service policies and procedures and raising awareness of this to others. To monitor and report team pressures to team co-ordinator and Clinical Nurse Lead / Service Manager as required
• Responsibility for reporting and recording service user interventions in compliance with Data Protection Act, Chartered Society of Physiotherapy code of conduct and Scope policies and procedures
• Responsible for efficient use of departmental and Scope resources, including leading on the formulation of an annual Physiotherapy Service Plan.
• Producing reports and attending service user reviews as required.

The postholder will further Scope’s vision and comply with the policies and procedures of Scope.
This job description will be kept under review to ensure that it remains up to date. The postholder will be consulted about any proposed changes.

Date: January 15