

Job Description

Job Title: Physiotherapist

Hours: TBC

Reporting to: General Manager

Base: Care Home based

Job Purpose

To be part of an inspirational and pioneering team establishing our care home business and delivering our vision to *“create a world where everyone feels special”*.

Responsible for: -	Person Specification
<p>Clinical</p> <p>To be responsible for assessing resident’s physiotherapy needs, planning and implementing treatment programmes, in order to maximise independence and encourage residents to achieve and maintain their full potential.</p> <p>This will include –</p> <ul style="list-style-type: none"> • Undertaking comprehensive physiotherapy assessments, including risk assessments. This involves a thorough examination of the resident’s medical, physical, social and emotional state in order to determine the most appropriate plan of intervention. • Developing a focused and individualised plan of treatment. • Implementing treatment programmes which may include exercise therapy, provision of equipment, gait re-education techniques, postural management to support respiratory problems and graded exercise programmes. • Evaluate the resident’s response to treatment and adapt accordingly. • Develop and maintain daily exercise programmes aimed at movement and fun for residents. • Taking the lead in making clinical decisions relevant to physiotherapy practice, working in collaboration with the Deputy Manager and other clinical leads in the home. • To involve and work with other MDT members where needed. • To prioritise day to day work loads and to ensure the most effective use of time. • To keep accurate and up to date clinical records. • To communicate with residents, their family and team members to advise and demonstrate practical techniques to support resident’s mobility and dexterity. 	<p>Essential Criteria</p> <ul style="list-style-type: none"> • Qualified Physiotherapist • Registered member of the Chartered Society of Physiotherapy/ Health and Care Professions Council (HCPC) • Evidence of Continual professional development • Excellent communication skills • Leadership skills • Influencing, listening and negotiating skills • Respectful and able to maintain confidentiality • Transparent, open and honest • Approachable with the ability to effectively build rapport with a diverse range of people • Ability to problem solve • Commitment to delivering a high-quality service • Ability to effectively adapt to change • A flexible approach, caring for people with a variety of physical and/or psychological frailties. • have a caring nature, take pride in your work and strive to achieve positive outcomes for our residents and be open and honest and work in a transparent way.

- To adhere to national, local and company procedures, protocols and guidelines and at all times to act in accordance with the professional code of conduct.
- To report and remove from service, faulty equipment without delay.

Professional

- Proactively reflect on own practice and level of competency, demonstrating a willingness to act on lessons learned and recommendations – foster a culture of professional development and on-going learning.
- Engage in regular clinical supervision with line manager/nominated supervisor.
- Engage in any training deemed necessary to maintain safety and skills relevant to the role of Physiotherapist and that required to further knowledge and skills in the role.
- Proactively promote research and practice development. Research current and future physiotherapy practices and therapies to ensure up-to-date best practice is followed.
- Contribute towards compliance with regulatory and statutory requirements and adhere to company policies and procedures.
- Develop, promote and maintain good communication with residents, relatives and team members.
- Report clinical concerns to the Clinical Care Manager/Deputy Manager/General Manager.
- Ensure all clinical events are appropriately recorded, making use of the (electronic) care planning system and Radar, with actions taken clearly demonstrated.
- Ensure confidentiality at all times (written and verbal) and adhere to the requirements of our GDPR policy.

Organisational

- Ensure negative feedback is appropriately managed at the point of receipt, with actions taken, and/or escalated appropriately to management.
- Ensure therapy is delivered in a manner which promotes privacy, dignity and respect.
- Lead by example in delivery of all aspects of therapy by teaching and role modelling best practice.
- Maintain a flexible approach to working hours in order to meet the demands of the service which may include working in other PCH facilities.

Health and Safety

1. The post-holder will maintain their personal responsibilities under Health and Safety at Work Regulations, and compliance with the company Health and Safety Policy, ensuring safe working practices and the recommended storage of equipment, including but not exclusive to:

- Control of Substances Hazardous to Health, Electricity at Work Lift & Lifting Equipment
- Manual/Object Handling
- Gas Installation & Use

Desirable Criteria

- Experience in caring for people living with dementia.
- Good IT skills.
- Experience in electronic care planning, and compliance systems.

- Provision and Use of Work Equipment
- Fire Precautions
- Personal Protective Equipment
- Legionella/Water Treatment
- Waste Management
- Reporting of Injuries, Diseases & Dangerous Occurrences Regulations.

2. Appraise and assess measures used to prevent infection control hazards, considering the individual nursing, social, physical, and psychological needs of the resident.

3. Follow and report all concerns and incidents in line with the company incident reporting and whistleblowing procedure, including safeguarding adult's procedures.

This job description is not prescriptive; it merely outlines the primary aims and tasks and responsibilities which may evolve and change over time. Any changes will be made in consultation with the job holder and in agreement with the Senior Management Team.