



CLINICAL LEAD PHYSIOTHERAPIST (AMPUTEE SERVICE)

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Clinical Lead Physiotherapist (Amputee Service)
Band	7
Directorate	Service Delivery Directorate
Accountable to	Outpatient Operational Manager
DBS Required?	Enhanced

JOB OVERVIEW

- The postholder will be the Clinical Lead Physiotherapist for the Amputee Service which is delivered at both The Royal Shrewsbury Hospital (RSH) and at The Princess Royal Hospital Telford (PRH). They will lead the day to day running and organisation of the efficient and effective provision of the Physiotherapy service for Outpatient Amputee patients referred to the team.
- The postholder will assess and treat their own specialist caseload of Amputee patients and will be responsible for the supervision of a band 6 physiotherapist and an unqualified Assistant Practitioner, who assists with the delivery of the service. The postholder will offer expert assessment of patients and will plan and deliver specialist packages of care for Amputee patients.
- The postholder will support the Outpatient Operational Manager in the organisation and development of an efficient and effective service for patients referred to the service.

- The postholder will maintain a close working relationship with the Limb Fitting Services that input into both hospitals from the Maltings Limb Fitting Centre (Wolverhampton PCT) and the North Midlands Limb Fitting Centre (Staffordshire and Stroke On Trent Partnership).
- The postholder will maintain a close working relationship with the Therapy staff delivering the acute service to Amputee patients within SaTH; liaising to develop and improve the service and collaborating to deliver training and development events.
- The postholder will maintain a close working relationship with the relevant Consultant staff, Limb fitting staff and all Multidisciplinary colleagues.
- The postholder will contribute to the overall objectives of the Trust and will operate within the National, Regional and Professional Frameworks.
- The postholder will be an expert resource for the Therapy Centre and the wider Trust regarding the management of Amputee patients and will link with Acute Inpatient Physiotherapy colleagues to ensure efficient and seamless service for patients.

Organizational Position – See attached chart.

Scope and Range

- The postholder will work at both PRH and RSH. Both sites operate Limb Fitting Clinic and a follow up rehabilitation session for patients each week
- The postholder is responsible for assessing, developing and implementing specialist programmes of care for a range of complex patients referred to the Amputee service and will liaise with General Practitioners, Consultants and Therapy colleagues regarding the progress of these patients.
- The postholder will work closely with the Physiotherapists and wider MDT working on the surgical wards who sees the Amputee patients in the acute phase of their treatment.
- The postholder will work closely with the Outpatient Operational Manager to ensure the smooth running of all aspects of the service, any service improvements and any changes to the Service Level Agreement (SLA).
- The postholder will act as an autonomous practitioner within the Code of Professional Conduct of the Chartered Society of Physiotherapy.
- The postholder will act as an expert resource providing specialist advice to other Physiotherapy staff and to the wider MDT and deliver training when required.
- The postholder will be responsible for supervising and training Physiotherapists, Non-Qualified Support staff and for the supervision of students on placement with the service when required.
- The post holder may be required to work flexibly, as part of the cover arrangements within their competence across all centres / locations within Therapy Care Group as required. Notification of flexible working may be communicated at short notice

Main Duties and Responsibilities:

- To ensure that a very high standard of Physiotherapy is provided in accordance with the standards, objectives and priorities of the department.

- To maintain own clinical caseload of complex Amputee Outpatient referrals to the service.
- To undertake comprehensive specialist patient assessment, formulate and implement specialist programmes of treatment for complex Amputee Outpatients. This will include making decisions where there are a variety of options.
- To record all patient related information in the Physiotherapy records or medical notes, ensuring accuracy and promptness of recording in line with the departmental and professional standards.
- To demonstrate advanced communication skills in communicating condition related information to patients and relatives, ensuring that there is a good understanding and consent to assessment and treatment. The postholder will at times be dealing with patients where there are significant barriers to understanding.
- To support the Outpatient Operational Manager in ensuring that all patients managed within the service are recorded accurately on the hospital patient administration system.
- To lead the programme of In-Service training for the wider Therapy Department regarding the management of Amputee patient, organising and delivering presentations and practical workshops as required.
- To check the safety of all Physiotherapy equipment before it is used, dealing effectively with any defects that are found.
- The individual will be involved in the development and implementation of specialist Policies, Guidelines and Protocols. These policies may have an impact on other Centres and Healthcare Professionals within the Trust and externally.
- The postholder will have hands on contact with patients who may be in a variable states of undress, also requiring close physical contact at times, whilst maintaining the patient's privacy and dignity and professionalism of the Physiotherapist.
- The postholder will discharge patients at the appropriate point in agreement of the Physiotherapist.
- The post holder will identify and carry out the process of Clinical Audit as established by the Departmental Audit Programme under the guidance of the appropriate Clinical or Audit Lead.
- The postholder will ensure that the Amputee Outpatient Physiotherapy clinics diary is kept up to date and necessary changes are actioned within the departmental systems.
- The postholder will complete appropriate paperwork that supports patients use of Short-Term Loan Equipment.
- The postholder will set a high personal standard of work, keeping abreast of developments in the profession and implementing changes in practice in accordance with the best evidence available.
- The postholder will take advantage of the learning opportunities within the departments In-Service training programme, peer review sessions, Journal Club and external courses as appropriate.
- The postholder will be involved in reviewing and evaluating Physiotherapy Service delivery and development of team objectives in conjunction with the Outpatient Operational Manager to ensure a smooth and efficient Amputee Physiotherapy service.
- The postholder may be asked to supervise and assist in the Professional development of Physiotherapy students on placement in the department.
- The postholder will be involved in the education of the wider Multi-Disciplinary Team as required e.g. Junior Doctors, Nursing staff and other Therapy colleagues.

- The postholder will actively participate in the established system of Performance Appraisal by the Outpatient Operational Manager according to Trust Policy.
- The postholder will take on opportunities for Management Development and receive appropriate support and guidance as required by the remit of the post.
- The postholder will assist the Physiotherapy department with the sourcing of funding for equipment or training funds from Charitable Organisations and outside agencies.
- The postholder will actively participate in Departmental and Therapy Service meetings as appropriate.
- The postholder will be responsible for Health and Safety aspects within their own work area in line with the Health and Safety at Work Act, 1974.
- The postholder will attend Trust and Departmental Statutory training as required.
- The postholder will comply with organisational and departmental Policies and Procedures.
- The postholder will observe the Trust Policies on confidentiality at all times.
- The postholder will adhere to all aspects of Clinical Governance within the department and Therapy Services, e.g. Implementation of Evidence Based Practice, Outcome Measurement, Clinical Audit and Clinical Risk Management Systems.

Systems and Equipment:

- The postholder will use Physiotherapeutic treatment modalities including electrotherapy and exercise therapy equipment on a regular basis and will participate in Annual Statutory training to maintain own competency in the safe use of all equipment and ensure other staff maintain their competencies.
- The postholder will use office equipment on a daily basis.
- The postholder needs to ensure that the Electrotherapy equipment is appropriate and safe for patient use each and every time it is used.
- Through Statutory training the postholder will ensure that they are familiar with the use of any departmental Manual Handling equipment (including hoists) and Resuscitation equipment.

Decisions, Judgements and Freedom to Act:

- The postholder works as a clinically autonomous Physiotherapist. Free to act within the Chartered Society of Physiotherapy Rules of Professional conduct. On an infrequent basis they work within the constraints / guidelines of the referring agent for individual patient managements.
- Supervision from the Outpatient Operational Manager is available.
- Through ongoing assessment of patients, the postholder is responsible for planning Physiotherapeutic care of the Amputee patients, planning the frequency of treatment sessions and prioritising patient appointments depending on their need and within the constraints of their available clinical time.
- The postholder will discharge patients in agreement with the patient according to expected outcomes.
- The postholder may choose to refer the patient to another agency within or outside of the

Trust as part of their management.

Communication and relationships:

- The postholder educates patients and carers, motivating and sharing complex and occasionally difficult and contentious information requiring tact and empathy.
- The postholder will communicate with colleagues both professional and non-professional within and outside the Trust, including students and University staff, guided by ethical considerations and patient confidentiality, which remains paramount at all times.
- The postholder will communicate with other professionals involved in the management of the postholders caseload using verbal and written (including electronic) means. High standards of verbal and written communication must be maintained.
- A high standard of verbal and written contact is maintained with the referring agents, both within and outside the Trust to inform them regarding patient progress.
- The individual will communicate with members of the public through careers events and promotional activities thus presenting a professional image of the Department, Service and Trust.
- Patient's legal representatives are communicated within a written format. The Physiotherapist must be prepared to attend Court hearings as requested on a very rare basis.
- The postholder requires skills to establish a rapport with a variety of different individuals, modifying their approach to meet the needs of the individual with whom they are communicating.
- The postholder requires motivational skills, active listening skills, and skills to present both verbal and written information in a clear, reasoned, unambiguous and professional format.
- The postholder requires basic IT skills to enable communication through electronic means.
- The postholder will require robust presentation skills.

Systems and Equipment:

- To use appropriate equipment within the remit of the post, adhering to agreed instructions / manufacturers guidelines.
- To undertake annual Trust and professional statutory training to maintain competency in the safe use of all equipment and to keep records of attendance.
- To be responsible for the safe and competent use of all equipment used by self and encouraging all staff to attain the required competency levels through attendance at induction and training sessions.
- To keep up to date with new developments in equipment and technology in order to maintain own and the team's competency levels in order to advise others.
- To demonstrate the safe use of equipment loaned to patients, ensuring documentation is complete and instructions given.
- To acquire a robust understanding of the Trust Cardiac arrest and emergency procedures and to understand the Therapy role.

Working Conditions and Physical, Mental and Emotional Demands:

- The postholder will be expected to perform tasks requiring frequent moderate effort over short and longer periods of time as they manipulate and manoeuvre patients.
- Their work requires good coordination, manual dexterity and good sensory skills (Observational and palpation), and a continuous awareness of the patient to monitor responses to assessment and treatment.
- The postholder needs to concentrate for the majority of the day whilst managing frequent interruptions caused by telephone calls, their role as a supervisor and general queries from their colleagues.
- The postholder is expected to anticipate any untoward action that could result in harm to the patient, carers, self or colleagues.
- The postholder could be asked to take on additional unplanned activities relating to the Amputee service on an infrequent basis.
- Projects set by the Outpatient Operational Manager will have expectations of completion within the agreed time limits having allocated time to carry out the work.
- The postholder will manage distressing situations related to discussing a patient's prognosis on an occasional basis. They will also manage patients who present with emotional and mental health problems.
- The postholder will be required to act in an appropriate manner in an emergency situation e.g. Cardiac Arrest or other medical emergencies on an infrequent basis.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • As required for entry into educational establishment for professional training • Degree in Physiotherapy • Registered with Health Care Professions Council • Evidence of highly specialist clinical training in relevant areas • MSc or evidence of study at MSc level or willing to work towards MSc 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Evidence of extensive experience in relevant area of clinical practice • Evidence of teaching / presentation experience • Experience in audit and research • Experience in supervision and delegation • Evidence of CPD maintained in a portfolio including attendance at recent post graduate courses relevant to the clinical field, commensurate with post and management aspects of role • Sound understanding of current NHS strategy and plans • Sound understanding of clinical governance • Relevant evidence based practice • Highly specialist level of knowledge and advanced clinical reasoning skills to support clinical practice • Literature searching / audit research skills 	<ul style="list-style-type: none"> • Experience in integrated working

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Excellent written and verbal communication skills, including presentation skills • Experience of communicating difficult and / or complex messages to service users and team members • Proven team leadership ability • Ability to motivate and inspire patients and colleagues • Highly specialist analytical and problem solving skills • Organisation, planning, prioritisation and decision making skills • Ability to work under pressure and meet deadlines • Ability to cope with working in a stressful environment • Flexibility and reliability • Clinical supervision, teaching, mentorship and appraisal skills • Ability to meet the travel requirements of the post • Empathy and understanding • Relevant IT skills 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Satisfactory Disclosure and Barring Service outcome • Ability to meet travel requirements for the post • Flexible working including working across week to meet service requirements. 	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all

information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines

- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

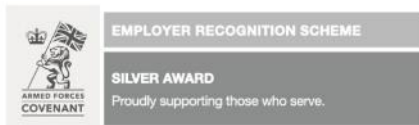
NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or

within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

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Minicom: 01952 641222 Ext: 4995

Address:

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Apley Castle

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Getting to The Princess Royal Hospital