**Purpose:** Contribute to and deliver Organisational Development aspects of the Development Strategy and provide high standards of safe, effective physio services and care to all patients.

**The post holder will:**

* Plan, implement & assess high standards of physiotherapy for patients, following hospital policies, guidelines & protocols.
* Ensure all care provided is evidence based, patient-centred and designed and delivered to achieve optimal outcomes.
* Be accountable as the Manual Handling Co-ordinator and act as a key trainer for manual handling (clinical & non-clinical).
* Ensure all patient care areas are safe, fit for purpose and effectively maintained.
* Act as a positive role model for and manage all, members of the Physio team including providing clinical supervision/act as a mentor.
* Be accountable for the managament and co-ordination of the department, liaising closely with the Matron for Outpatients, Diagnostics & Therapeutics.
* Encourage and promote collaborative working amongst the team and all stakeholders (internal & external).
* Work with the Matron/the organisation to actively develop & grow the Physio services.

**Role Profile – Physiotherapy Lead**

**Key Result Areas**

* To effectively manage the quality of the Physio depts work across outpatient & inpatient activity.
* To provide the highest standards of care and treatment to patients attending/requiring Physio and monitor and respond positively to patient/service feedback as part of continuous improvement.
* To work closely with Matron for OD&T to develop strategic growth and deliver excellence in Physio services.
* To ensure all standard operating procedures, policies, protocols and guidelines are in place in accordance with all clinical professional and regulatory standards, and adherence with same.
* Be accountable for the safe day to day running of the Physio service, including planning and re-organising activity, rota and staffing levels, including ensuring flexible working to meet the needs of the service (including evenings, weekends, bank holidays or nights).
* Accountable as the Manual Handling co-ordinator and undertaking all necessary duties related to the role.
* To maintain own CPD and actively encourage staff with same.
* To manage and progress own workload, with review and delegation to junior team members where appropriate.
* Participate in the organisations staff appraisal process.
* Maintain the safety of the working environment and equipment
* Be responsible for effectively managing delegated budget
* Be responsible for actively investigating & responding to formal complaints as required, taking advice appropriately.

**Skills and Experience**

BSc (Hons) Physiotherapist or equivalent.  
HCPC registered.  
Knowledge of, and works to, HCPC standards.  
Evidence of CPD in line with HCPC requirements.  
Minimum of 8 years post-registration experience, including management experience.  
Demonstrable experience in musculoskeletal, orthopaedic (and respiratory) outpatient & inpatient treatments.  
Mentorship course or equivalent.  
Coaching skills.  
Promotes reflective practice & encourages others.  
Demonstrates Accountability for clinical/dept standards.  
Manual Handling training.  
Managing of service contracts.  
Basic Life Support.  
Audit.  
Excellent IT skills.  
Proven ability to multi-task under pressure.  
Flexible approach to work.  
Leadership qualities.  
Strong inter-personal skills and resilience.

**Measurement**

Adhere to all regulatory standards and requirements, including the CQC, HCPC and CSP  
Able to comply with the hospitals policies and procedures.   
Evidence own CPD and clinical competencies.  
Compliant with all mandatory and statutory training.  
Participation in the hospitals performance review process (PDR) evidencing the meeting of targets, objectives and behaviours.  
Familiarity and work within the organisation’s values.  
Delivery of services’ key performance indicators.  
Acts as an expert for Physiotherapy

Be Caring
• We know what we do matters
• We’re proud and enjoy what we do
• We promote a culture of care, respect compassion and wellbeing
• We protect the mutual ethos
    Be Connected 
• We collaborate and share across teams, departments and the business
• We listen to understand each other and our member’s needs
• We support one another by having open and honest conversations
• We recognise that we’re stronger together
Be Brave
• We embrace change 
• We challenge and ask ‘why’ as well as  ‘why not’
• We always want to learn
• We are not afraid of trying new concepts and ideas
      Be Smart
• We approach problems with a solution mind-set
• We actively seek to improve and be better and we learn from our mistakes
• We spend members money wisely
• We’re invested in the future of our business


**Values**

**Departmental Structure**

|  |  |
| --- | --- |
| **Role Holder’s Signature** |  |
| **Date** |  |