



KING EDWARD VII's
HOSPITAL

King Edward VII's Hospital

Job Description

Inpatient physiotherapy- Clinical Lead

Job Title:	Clinical Lead physiotherapist – Inpatients , Band 7
Department:	Therapies
Report to:	Therapies manager
Hours:	37.5
Contract:	Permanent

Key Working Relationships:

Consultants, Nurses, Occupational Therapists, AHP's, Department Managers, Multidisciplinary Teams

Job Summary:

As a Band 7 Physiotherapist at King Edward VII's Hospital, you will deliver and lead exceptional physiotherapy care to patients within inpatient wards, hydrotherapy, and occasionally outpatients. Working as an integral member of the multidisciplinary team, you will assess, plan, and deliver evidence-based interventions to optimise outcomes and enhance recovery.

You will contribute to the ongoing development of the inpatient and occupational-therapy service while managing a complex clinical caseload. Responsibilities include patient flow coordination, staff supervision, service innovation, and continuous quality improvement. In the absence of the Therapies Manager, you will oversee the day-to-day running of the inpatient therapy service.

This role offers opportunities for professional and managerial growth within a supportive, high-performing environment.

Key Responsibilities:

- Act as the expert clinician for inpatient therapy and hydrotherapy; support outpatient cover as required.
- Undertake specialist assessment and treatment of complex presentations using advanced clinical reasoning.
- Communicate effectively with patients, families, and colleagues to promote understanding and compliance.
- Lead complex discharge planning in collaboration with the MDT, community partners, insurers, and embassies.
- Promote safe, evidence-based use of all therapy equipment and ensure all staff maintain competency.
- Participate in and initiate clinical audits, outcome measurement to support service development.
- Ensure compliance with infection prevention and control, health and safety, and CQC standards, complete incident reports and risk assessments promptly.
- Maintain up-to-date documentation in line with hospital policy, HCPC and CSP standards, and data-protection legislation.

CLINICAL

- To be professionally and legally responsible for all aspects of your work, including the clinical management of patients organising this efficiently and effectively and to support all members of the therapy team to do likewise.
- To carry out specialised assessments as an autonomous practitioner, including those with highly complex presentations and to use clinical reasoning skills, knowledge of evidence-based practice and advanced expertise to determine appropriate treatment plans utilising specialist treatment skills and options.
- To provide highly specialist assessment and advice to selected patients to ensure patient is fully aware of the rehabilitation pathway and therefore facilitate their ability to give informed consent and to enhance compliance with the therapy programme.
- To be highly competent in assessing and treating a wide range of conditions based on advanced theoretical knowledge of anatomy, physiology and pathology.
- To use investigative, analytical and advanced clinical reasoning skills, together with evidence-based practice and advanced expertise to determine appropriate treatment plans. This may be for individual patients, or for the development of treatment protocols or guidelines.
- To provide highly specialist advice, as the inpatient senior therapist
- To be able to work independently seeking clinical advice from peers, external contacts or advanced members of the multidisciplinary team such as consultants, as required.
- To take an active role within the multidisciplinary team. This will include discussing patient management, advising and explaining medical pathologies, impairments and treatment methods, and co-ordination of discharge planning including linking with outside agencies (Private and NHS), embassies and other healthcare professionals.
- To promote understanding of aims of treatment by providing both education and planned teaching and advice sessions to relatives, carers and other health professionals therefore ensuring a consistent approach to patient care.
- To provide highly specialist and expert advice, teaching and training to other professionals regarding the management of patients both locally and internationally.

- To provide expert therapeutic advice to patients, carers and clinicians using evidence-based practice or, in the absence of a robust evidence base, advanced clinical judgment acquired through professional expertise.
- To use advanced theoretical and practical knowledge to refer to other health disciplines as appropriate, for further treatment or specialist consultant opinions.
- To use highly developed communication skills to agree therapy goals with individual patients using previous experience to ensure goals are specific, measurable, achievable, realistic and appropriately timed.
- To monitor and evaluate treatment, measure progress, ensure effectiveness of intervention and identify quickly when treatment requires modification.
- To provide comprehensive written records of assessment and treatment in the main medical notes and therapy notes according to the local policy. To ensure all members of the therapy team do likewise.
- To determine the patients' understanding of the treatment intervention in order to gain valid, informed consent and to be able to work within a legal framework with patients who lack capacity to consent to treatment. To ensure all members of the therapy team do likewise.
- To have a good understanding of the role of both physiotherapy and occupational therapy within the designated area in order to support and promote team members of the opposite profession. To be aware of own limitations in this role and be able to access professional support for them when required.
- To be aware of limitations of own clinical practice and to effectively always manage associated clinical risk.
- Uphold confidentiality, safeguarding, equality, diversity, and inclusion in all professional activities.

PROFESSIONAL

- To always comply with the therapy codes of professional conduct.
- To be professionally and legally responsible and accountable for all aspects of the practitioner's professional activities.
- To be responsible for maintenance of accurate and evaluative written records; to include comprehensive progress and discharge reports to medical referrals, and to ensure all members of the therapy team in your designated clinical area do likewise.
- To be responsible for personal continuous professional development using self-education, reflective practice and attendance at post graduate courses and conferences as agreed in your personal development plan.
- To keep well-informed of new clinical practice in the area of therapy and to incorporate them as appropriate into clinical work.
- To participate in the appraisal system as both appraisee and appraiser to more junior staff using the therapy appraisal documentation.
- To be aware of the boundaries of own extended practice and to always manage the associated clinical risk effectively.
- To have key responsibility for clinical teaching and staff development of peers, medical colleagues and other health professionals within the designated clinical area.
- To promote the use of evidence-based practice during the teaching and supervision of more junior staff and/or student

- To understand and apply clinical governance and clinical risk management principles to the therapy service.
- To initiate and carry out audit and evidence-based practice projects, make recommendations and implement changes in conjunction with the multidisciplinary team in order to improve the therapy service.
- To maintain strict confidentiality in accordance with departmental policy and Health Professions Council standards.

ORGANISATIONAL

- To be responsible for providing an efficient and effective inpatient therapy service by demonstrating good leadership, organisational, time management and prioritisation skills.
- To take a lead role in the teaching, supervision and appraisal of more junior staff.
- To manage and prioritise own complex clinical caseload, departmental and external teaching, service development.
- To effectively plan and manage the therapy service in the designated clinical area including patient care, training, supervision.
- To use excellent prioritisation and time management skills to meet the unpredictable and conflicting needs of the service.
- To be an active member of relevant working groups, contributing to key initiatives and service developments in Private Patients within your designated clinical area.
- To work closely with all members of the multidisciplinary team and trust to provide a seamless service.
- To maintain accurate and up-to-date patient records in line with departmental, professional and legal standards (HCPC, CSP, RCOT) as well as Private insurance company guidelines and embassies international requirements.
- To keep accurate and up to date statistics and ensure that all members of your team do likewise.
- To ensure that all members of your team comply with departmental health and safety standards including the prompt recording of all accidents and incidents according to trust policy.
- To be aware of and implement all organisational, departmental and Trust policies and to be involved in updating any as appropriate.
- To assist responsible with co-ordinating the recruitment of staff, including short listing applicants, chairing appointment panels to ensure a quality workforce is recruited. To act, when required, as an expert panel member for interviews for the Therapy Services Department, Private patients, Trust and external agencies.
- To regularly attend and contribute to networking events or similar meetings and participate in training and education offered by the relevant networks.
- To participate in audit and service development in your designated clinical area in order to enhance patients experience and quality of care.
- To ensure timely communication of assessment and treatment findings to other involved disciplines, such as discharge and referral letters, and ensure that all members of your team do likewise.
- To provide statistics and analysis reports regarding the designated service using databases in an accurate and timely manner and to gather and collate information from designated staff.
- To comply with safeguarding policies for vulnerable adults and children and promote equality, diversity and inclusion in all aspects of care

COMMUNICATION

- To demonstrate an expert ability to communicate complex and sensitive information to patients and their families, carers and other staff using a range of verbal and non-verbal communication tools where there may be barriers to communication e.g. non English speaking patients (use of interpreters), excess noise, lack of privacy, deafness, learning difficulties or mental health problems.
- To clearly convey complex knowledge of techniques, biomechanics, anatomy, and physiology to patients and staff, where evidence underpinning practice may be conflicting and ensuring sensitivity to the audience's level of understanding and prior knowledge.
- To articulate effectively the specialist expert therapeutic perspective on a patient's condition with medical colleagues and members of the MDT and negotiate when various patient management options are available.
- To demonstrate the ability to communicate complex and sensitive information in an understandable form to patients, families, carers and staff regarding sensitive and serious health issues e.g. poor prognoses regarding functional outcomes, return to work or possible need for revision surgery.
- To be able to manage potentially stressful, upsetting and emotional situations in an empathetic manner.
- To maintain close links, communication and liaison between all staff and people involved in patient care, research or policy development as appropriate and always promote good working relationships.
- To be able to diffuse potentially hostile and antagonistic situations with staff, patients and relatives using highly developed negotiation and interpersonal skills.
- To facilitate an attitudinal change in both patients and their families/carers towards their condition and therefore encouraging health/function and promoting compliant behaviour
- To ensure accurate and timely documentation using electronic patient record systems in accordance with hospital policy and data protection regulations

Qualifications and Experience:

- Bachelor's degree in Physiotherapy from an accredited institution.
- Registration with the Health and Care Professions Council (HCPC) as a Physiotherapist.
- Minimum of 3 of experience working in an inpatient setting, with specific experience in general surgery, orthopaedics, medical rehabilitation, and respiratory.
- Demonstrated clinical competency and proficiency in evidence-based practice.
- Excellent communication, interpersonal, and team-working skills.
- Ability to work effectively within a multidisciplinary team and adapt to changing clinical situations.
- Commitment to continuous professional development and maintaining professional standards in line with hospital guidelines.

Person Specification

Requirements	Essential Requirements	Desirable Requirements
Qualifications:	<ul style="list-style-type: none"> • Hold a Bachelor's degree in Physiotherapy from an accredited institution. • Registered with the Health and Care Professions Council (HCPC) as a Physiotherapist. • Evidence of continuous and current professional development 	<ul style="list-style-type: none"> • CSP membership • MSc Physiotherapy
Experience:	<ul style="list-style-type: none"> • Experience as a band 6 physiotherapist • Experience in a range of acute inpatient settings (including MSK, medical rehabilitation, orthopaedics, surgical and respiratory) • Evidence of experience in audit and service development • Evidence of supervision of junior staff and students • Participation in change management and QI methodology with demonstrable outcomes • Evidence of close working with members of the MDT • Evidence of rota management, staff performance and mentorship • Evidence of week-end working and on-call 	<ul style="list-style-type: none"> • Experience as a band 7 physiotherapist • Experience in out-patients and hydrotherapy • Working in the independent sector • Previous lecturing on external courses • Leadership course
Skills:	<ul style="list-style-type: none"> • Ability to work as an autonomous practitioner 	<ul style="list-style-type: none"> • Discretion and confidentiality

	<ul style="list-style-type: none"> • Proven clinical skills, accurately assess patients, problem solve, plan their treatment and appropriately set goals and objectives • Evidence of verbal and written communication and presentation skills • Evidence of rota management • Able to teach appraise and supervise staff • Advanced computer skills including use of Microsoft and Excel database • To have experience of pioneering the setting up of a new service. • To have the ability to interact with a wide range of patients and relatives • Understanding of cultural sensitivities and ability to tailor treatment plans accordingly • Experience in incident reporting and risk management 	<p>awareness in line with VIP patient care</p> <ul style="list-style-type: none"> • Understanding of the business side of healthcare, including SLAs, KPIs, billing structures, and patient retention strategies
Professional Development:	<ul style="list-style-type: none"> • Commitment to continuous professional development, demonstrated by participation in relevant training, conferences, and workshops to enhance clinical knowledge and skills • Flexibility with out-of-hours or weekend work, depending on service needs 	

This job description is not intended to be an exhaustive list of duties, but mainly to highlight the current main responsibilities of the post. The post holder is required to undertake any other similar duties, as required by their manager and the changing requirements of the organisation.

This job description may be reviewed and altered in the light of changed service needs and developments after discussion with the post holder.

The post holder will be required to comply with all policies and procedures issued by and on behalf of King Edward VII's Hospital.

The Hospital is an equal opportunities employer, and the post holder will be expected to promote this in all aspects of his/her work.

Confidentiality

All information in relation to patients and staff must be held in the strictest confidence and may not be divulged to any unauthorised person at any time without the authorisation of your manager or unless it is in the best interest of the individual. The post holder must maintain the confidentiality of information about patients, staff and other Hospital service business in accordance with the Code of Confidentiality and the Data Protection Act 1998. A breach of confidentiality in relation to manual or computer data will result in disciplinary action being taken in accordance with the Hospital's disciplinary procedure and may lead to dismissal.

Health and Safety Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974 to ensure that the agreed safety procedures are carried out to maintain a safe environment.

Risk Management

You have a responsibility for the identification of all risk which have a potential adverse effect on the Hospital's ability to maintain quality of care and the safety of patients, staff and visitors, and for the taking of positive action to eliminate or reduce these.

Equal Opportunities

As a member of staff at the King Edward VII's Hospital Sister Agnes you have a personal responsibility to ensure that you 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. You also have a responsibility to ensure that all people that you have contact with during your employment, including patients, relatives and staff, are treated equally in line with the Hospital's Equal Opportunities Policy

At King Edward VII's Hospital, we believe in creating an inclusive and diverse workplace where everyone feels respected and valued. We are committed to creating a workplace that is welcoming and inclusive to everyone, regardless of their race, ethnicity, gender identity, sexual orientation, age, religion, or any other characteristic that makes them unique. We believe that by embracing diversity and fostering inclusion, we will create a workplace that is stronger, more innovative, and more successful.