



# NEURO PHYSIO

## Career Pack

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# 1

## Post Information

Thank you for your interest in the Neurological Physiotherapist position in Essex with NeuroPhysio. We hope that this pack gives you the information that you need to consider applying, but if you have any other questions please email [MyCareer@NeuroPhysio.com](mailto:MyCareer@NeuroPhysio.com).

The following is a summary of the main position details, benefits and terms:

<b>Job Title</b>	Specialist Neurological Physiotherapist
<b>Employment Basis</b>	Full Time (Part Time Considered)
<b>Salary</b>	£41,659 to £47,672
<b>Pay Frequency</b>	Monthly
<b>Bonus Scheme</b>	Performance related
<b>Gym Membership</b>	Included *(Everyone Active or contribution)
<b>Work Schedule</b>	TBC
<b>Annual Leave Entitlement</b>	27 days + Bank Holidays (pro-rata) + Birthday
<b>Work Location</b>	Domiciliary – Essex Area
<b>Pension Contributions</b>	Automatic enrolment with NEST account (you may select an alternative private provider). Equivalent of 5% provided automatically unless you choose to opt out. You may make additional contributions from your salary.
<b>Sick Leave Entitlement</b>	Up to 5 days at employer's discretion Full Pay. Statutory Sick Pay (SSP).
<b>Maternity Leave Entitlement</b>	<ul style="list-style-type: none"><li>• 8/52 Full Pay (calculated using 'Average Weekly Earnings Rules') including Statutory Maternity Pay (SMP).</li><li>• 31/52 SMP.</li><li>• 13/52 unpaid.</li></ul>
<b>Study Leave Entitlement</b>	Up to 5 Days & PhysioPlus Subscription.
<b>Professional Development Funding</b>	£500 funding available at employer's discretion in line with service and PDP needs.

# 2

## Job Description

### Job Summary:

- To work autonomously as a Neurological Physiotherapist in providing assessment, treatment and goal setting to a caseload of clients.
- To conscientiously complete client related administrative tasks including home programmes, care scripts, assessment & treatment reports, clinical records and correspondence.
- To provide specialist Neuro Physiotherapy that is evidence-based and in keeping with the client's own goals, values and aspirations.
- To liaise with other healthcare professionals, carers and relatives.
- To participate in, and provide education and training to other members of the team.

### Values:

- To aspire to provide the very best rehabilitation to each and every client that you meet.
- To strive to achieve the best results for each client, no matter their circumstances and aims.
- To put each client at the centre of their recovery and to provide empowering treatment that supports them to identify and realise their own ambitions.
- To maintain an attitude of kindness no matter the circumstances.

### Clinical Responsibility:

- To rigorously implement clinical policies and protocols.
- To provide specialist neurological physiotherapy to individuals with a variety of neurological conditions and complex presentations.

- To provide comprehensive assessment including communicating the process and findings to each client, quantified measurement at an impairment and functional level, and formulation of a client-centred treatment plan.
- To provide accurate and considered costings for all treatment programmes including the identification of any equipment requirements and a forecast for administrative tasks if required.
- To be responsible for ensuring a high level of quality assurance.

### **Communication:**

- To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack the capacity to consent to treatment.
- To use appropriate methods of communication with patients and carers to maximise rehabilitation potential and their understanding of the condition. Communication skills of persuasion, motivation, explanation and gaining informed consent will be used with a wide variety of patients. Barriers to effective communication will regularly be evident, e.g. expressive and receptive dysphasia, loss of hearing, pain and fear, etc.
- To deliver complex, sometimes unwelcome, concepts and ideas, to clients and carers. This requires using high levels of communication skills with clients who may have severe cognitive and physical impairment or may be in a highly emotional state.
- To adopt an empowering yet empathetic communication approach to support clients to understand their condition and to be involved in the planning and prioritisation of their own rehabilitation plans.
- To communicate professionally and frequently with other members of the multi-disciplinary team and to understand your role as part of that team in meeting the client's priorities.

### **Personal & Professional Development:**

- To be proactive in identifying your own ambitions, learning needs and the support required to reach your goals.

- To actively participate in the appraisal process, providing open and honest reflection on your personal performance to enable the development of agreed objectives and your personal development plan.
- To be coachable and to responsive to feedback.
- To be responsible for fulfilling your personal development plan within the agreed timeframe.
- To be responsible for your own personal and professional development by the use of self-education, reflective practise, active participation in the in-service training program and attendance at post graduate courses as agreed in your personal development plan.
- To maintain a CPD portfolio.

### **Business Development:**

- To plan, develop, coordinate, deliver and evaluate services to patients in line with national guidance, service frameworks and NICE guidelines.
- To proactively seek opportunities to develop the existing services and to identify new opportunities for improvement and expansion.
- To feedback to the management team regarding issues with service provision.
- To seek client feedback during and following treatment.

### **Report Writing:**

- To independently prepare written reports to patients, case managers or solicitors.
- To complete all written reports to a high standard within two weeks of assessment
- To provide regular short and long-form update reports to Case Managers and Solicitors.

### **Organisation:**

- To effectively and efficiently manage your diary to enable structure for clinical, administrative, business development and professional development activities.
- To respond to all correspondence within an appropriate timeframe.
- To respond to records requests within two weeks of receipt.

### **Financial Responsibility:**

- To identify and recommend treatment and equipment that is suitable for the client's needs.
- To work within the budgetary framework of each client or provider.
- To seek approval for expenditure prior to starting treatment or ordering equipment.

### **Professional Standards:**

- To maintain membership of the Health Professions Council and The Chartered Society of Physiotherapy.
- To comply with the Chartered Society of Physiotherapy codes of professional conduct at all times.
- To observe and adhere to the best professional practices and standards laid down by both professional bodies and use all reasonable care and skill to standards generally accepted within the profession.

**This job description is not exhaustive, and you will be expected to work flexibly to meet the changing needs of the company.**

# 3

## Employee Benefits

**We want you to enjoy working with us and to be able to balance your personal and professional lives effectively. NeuroPhysio is a sociable and aspirational group of professionals who seek to support each other to develop according to their own ambitions.**

1. Highly flexible and responsive working arrangements.
2. Yearly pay review.
3. Yearly bonus scheme.
4. Monthly in-service training.
5. Funding for external courses.
6. Quarterly social events.
7. Quarterly team lunches.
8. Commitment to your health and well-being.

# 4

## Post Information

**We would like you to be able to realise your career goals with us and develop your role to meet your personal and professional ambitions.**

We are an ambitious and growing company and will actively support you to identify and action development opportunities to fulfil your career ambitions.



# 5

## Core Values

**“To provide each person that we see with compassionate and aspirational neurological rehabilitation, which realises their full potential and maintains our core values of excellence, integrity and empathy.”**

Our mission statement reflects our shared attitudes and beliefs, it is central to everything that we do. We know that you can deliver an effective service with a focus on numbers and profit, and many of our competitors do, but we feel that the experience for the therapist and client is greatly diminished, and the outcome lessened. We therefore choose not to take this approach.

## ***Compassion & Empathy***

It is easy to go from consultation to consultation without really engaging with the person in front of you because you're constrained by working practices, pressured by time or too burnt out to really listen. We feel that it is important to be able to be compassionate and to empathise to be a truly effective clinician. Our working practices have been adapted to enable this by reducing the number of clients that we see each day and by ring fencing administrative time to allow reflection on each case.

## ***Aspirational***

We realise that many rehabilitation services begin and end at the clinic or the person's home. Our philosophy is different. At NeuroPhysio we take our clients beyond the clinic and work with them throughout their rehabilitation journey to realise whatever goals they may have. We provide empowering, real-world rehabilitation that enables people to maximise their recovery and return to enjoyable, meaningful lives.

## ***Excellence***

We are committed to providing the very best evidence-based rehabilitation. This isn't possible without motivated and highly trained therapists. We therefore provide clinical mentoring, an in-service training programme and a generous yearly budget and time allocation for professional development.

## ***Integrity***

We empower people to make their own treatment decisions and our recommendations are presented honestly and impartially. If we feel that a particular treatment or approach will be beneficial, we say so. If we know that it won't, we'll explain the reasons why and discuss the next steps.

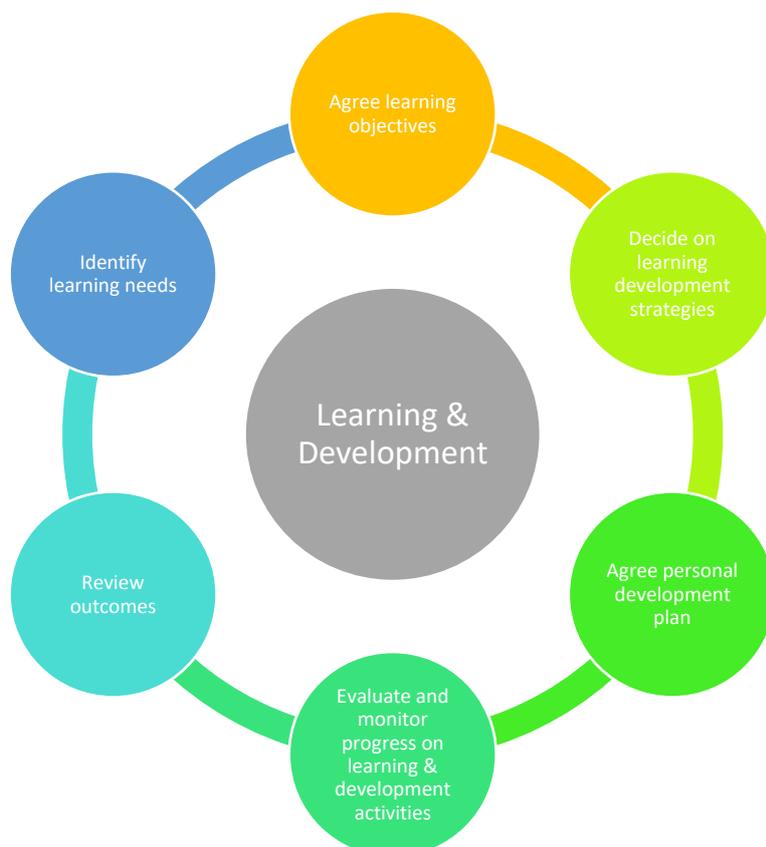
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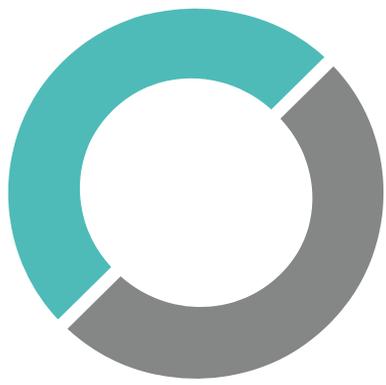
## Development

**When you grow and develop, so do we.**

NeuroPhysio has a strong commitment to your professional development. It's important to us that you are supported to realise your professional ambitions and that your work time complements your personal life. Your learning and development is a shared responsibility and we will support and enable you to plan, identify and action opportunities:

- ✓ Personal mentoring.
- ✓ In-service training.
- ✓ Course and conference attendance.
- ✓ Quarterly appraisal and personal development planning.





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