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***“Our vision is to provide safe, high quality seamless service delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust Values”***

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| **JOB DETAILS**  |
| **Job Title**  | Extended Scope Physiotherapist (ESP) – Fracture Clinic |
| **Reports to**  | Lead Consultant for Trauma Cluster Manager Orthopaedics / Head of Acute TherapyLead ESP for fracture clinic |
| **Band**  | 7 |
| **Department/Directorate**  | Surgical Services |

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| **JOB PURPOSE**  |
| 1. To provide a highly specialist level of service as an ESP in the management of patients referred to Fracture Clinic.
2. To undertake Fracture Clinics clinic’s on behalf of the consultant trauma surgeons. To provide initial assessment and identify and request appropriate investigations in order to form diagnosis. To establish treatment strategy which may include listing for surgical or other therapeutic procedures and to follow up patients on their behalf.
3. To manage and participate in Virtual Fracture Clinic (VFC). To include triage with Orthopaedic Consultant and phonecalls to patients. To support and advise Orthopaedic admin team and local and community physiotherapy.
4. To Liaise with Orthopaedic, local ED and MIU Consultants and clinicians with service changes and updates. To include updating guidelines, protocols and policies and implementing new initiatives.
5. To be a highly specialist practitioner in the rehabilitation of patients with musculoskeletal conditions.
6. To work in association with out-patient and in-patient orthopaedic physiotherapy services to maintain and develop services, primarily but not exclusively for Fracture Clinic patients
7. To work in partnership with the Devon Clinical Commissioning Groups (CCG’s), physiotherapists and other medical and allied health professional departments as an expert resource in musculoskeletal conditions.
8. To support the Fracture Clinic referral screening and triage process. To provide high level training and education for physiotherapists both within RDEFT and across Devon.
9. To provide a degree of cover for colleagues in the event of colleagues’ annual leave/study leave commitments.
10. Location of clinics may be within the RDEFT site (Wonford or Heavitree) or within the community
11. To contribute to projects within the Fracture Clinic Unit

Other responsibilities include ensuring service compliance with clinical governance, ongoing service development, evaluation of outcomes and identification of audit priorities within the specialty of musculoskeletal work. You will need to be proactive in assisting the development of the service in line with patient need, Trust wide developments and national standards and to provide professional advice and expertise, working with managers of services to ensure equity of service.This post may be required to work across 7 days including weekends and bank holidays. |
| **KEY WORKING RELATIONSHIPS** |  |
| * All Orthopaedic Consultants
* Fracture Clinic staff
* Musculoskeletal out-patient Physiotherapy Department
* Administration and clerical teams
* Physiotherapy teams
* Patients, relatives and carers
* Orthopaedic clinic out-patient staff
* GPs and other medical and practice Staff
* Divisional director, cluster manager and clinical lead for out-patients, Head of PT & OT, clinical lead musculoskeletal physiotherapy department.
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| **ORGANISATIONAL CHART**  |
| Lead fracture clinic ESP  |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES**  |
| **Clinical & Professional to be carried out in all clinical areas*** To act as a highly specialist practitioner in the field of all Fracture Clinic disorders, demonstrating advanced clinical skills and knowledge beyond those associated with a conventional physiotherapy role.
* To provide highly specialist diagnosis and management to patients referred to the orthopaedic surgery service alongside the Consultant and Junior Trauma team.
* After training, to identify and refer patients for specialist investigations including MRI, CT and haematological investigations alongside the Consultant team.
* After training, to identify and list patients for diagnostic and therapeutic procedures as required using advanced clinical reasoning and evaluation.
* To apply highly specialist skills and knowledge, underpinned by current evidence based practice, in order to establish professional and management competence and fitness to practice as an Extended Scope Practitioner.
* To provide a highly specialist physiotherapist service for fracture clinic patients
* To support and liaise with the orthopaedic out and in-patient physiotherapy teams to provide and develop services for patients of fracture clinic.
* To provide rehabilitation advice to physiotherapists and ESP’s across the South West Peninsula who work in both primary and secondary care settings.
* To assist and contribute to the development of referral protocols and information leaflets for patients with Fracture Clinic complaints.
* To be conversant in and comply with, all relevant local and national policies, procedures, directives and statutory acts; reacting appropriately to breaches or transgressions of any of these.
* After training, to assist in grading referrals to the Fracture Clinic – deciding on urgency of appointment required and the grade of staff appropriate to manage each patient’s clinical scenario.
* After training, to assist in grading of staff to see a patient and the urgency of follow-up appointment for patients who have undergone specialist imaging, investigation or intervention.
* To promote and maintain best practice in health and safety by providing appropriate advice and information re clinical decisions with reference to standards and outcomes.
* To contribute to effective working relationship with partner agencies, e.g. Acute & Adult Community Services and Primary Care, to ensure the provision of a seamless service within any partnership agreements.
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| **COMMUNICATION/RELATIONS SKILLS**  |
| * To communicate with patients, carers and staff on a range of clinical and service subjects which can include communicating highly sensitive and complex information.
* To manage everyday enquiries from patients, staff, GPs and others in matters that pertain to musculoskeletal medicine and in particular regarding patients undergoing treatment at this hospital.
* To collaborate with a range of service users and providers to maintain and provide an effective clinical service.
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| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * To use advanced clinical skills when analysing clinical and radiological information to establish a diagnosis and implement evidence based treatment for patients with trauma conditions.
* To maintain and submit statistical and other information as required
* To ensure that mechanisms are in place to monitor/modify and evaluate treatment appropriately to ensure high quality patient care.
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| **PLANNING/ORGANISATIONAL SKILLS** |
| * To plan and deliver work on a day to day basis with consideration of a range of personal, clinical and organisational demands.
* To ensure that work plan and priorities fit with the needs of the service and others involved in delivering it.
* To demonstrate flexibility and sensitivity to service requirements
* To collaborate with other members of the team in planning and delivering services
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| **PHYSICAL SKILLS**  |
| * Direct contact with patients during clinical consultations and treatments
* To carry out Orthopaedic and Physiotherapy clinics using effective, safe manual handling.
* To utilise a range of highly expert physiotherapy skills including manual therapy.
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| **PATIENT/CLIENT CARE**  |
| * To communicate highly complex and sensitive information about the patient’s condition and diagnosis.
* To provide patients with a reasoned, rational explanation of options for surgical and conservative treatment of their musculoskeletal condition using expert knowledge, so as to allow the individual to make an involved and informed choice about their care.
* To maintain a caseload of complex cases in Orthopaedics to implement a management strategy for the patient.
* To provide timely and effective communication with Consultants, GPs, other healthcare professionals and patients on patient care and management
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| **POLICY/SERVICE DEVELOPMENT**  |
| To contribute to service development within the Fracture clinic team |
| Training & Development* To take responsibility for and be proactive in continually maintaining and improving the professional knowledge and competence of the staff through the CPD process.
* To maintain an extensive and current knowledge of musculoskeletal medicine
* To provide an educational service for medical and other healthcare staff in the diagnosis and treatment of musculoskeletal disorders
* Demonstrate advanced knowledge skills and experience in the field of musculoskeletal disorders through providing lecturing, mentoring and advisory services at local level.
* To promote best practice to physiotherapy staff both at the RD&E and elsewhere, in the field of musculoskeletal medicine.
* To contribute to appropriate scholarly publications and meetings.
* To take part in regular performance appraisal
* To undertake any training required in order to maintain competency including mandatory training, i.e. Fire, Manual Handling
* To actively assist in the smooth running of the service throughout the RD&E NHS Foundation Trust.
* To undertake any additional duties commensurate with this grade as required.
* To contribute to the work of national orthopaedic and physiotherapy networks

**Service Development*** To collaborate with medical and non-medical colleagues throughout the RD&E Trust and elsewhere to ensure optimal use of secondary care facilities
* To be aware of and contribute to clinical effectiveness and clinical governance issues in matters relating to musculoskeletal care.
* To contribute to the pathway of management for patients with trauma conditions across Devon in liaison with GPs and other health care providers.
* To implement / update patient information booklets for Fracture Clinic physiotherapy service.
* To maintain databases using appropriate software programmes to inform service evaluation.
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| **FINANCIAL/PHYSICAL RESOURCES**  |
|  * To contribute to ensuring the best use of orthopedic and therapy resources.
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| **HUMAN RESOURCES**  |
| * To provide regular specialist Trauma/Fracture Clinic teaching to the RDEFT MSK physiotherapy and to other physiotherapy teams and units as required.
* To maintain registration with the Health and Care Professions Council. (HCPC)
* To work to HCPC standards and within the rules of Professional conduct of the Chartered Society of Physiotherapy (CSP).
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| **INFORMATION RESOURCES**  |
| * To maintain timely, accurate, adequate and accessible records according to Trust policies for documentation and record management including use of the MyCare system
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| **RESEARCH AND DEVELOPMENT**  |
| * To contribute to evaluation, audit and research projects within the Fracture Clinic.
* To be aware of national trauma research projects, their outcomes and our suitability as a service to contribute.
* To develop our community trauma pathways and virtual fracture clinics to optimise care for our trauma patients.
* To collaborate and assist in the development of research protocols, funding applications and conducting of research projects, through to dissemination of results and publication.
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| **FREEDOM TO ACT**  |
| * Regular clinical supervision during the training period will be provided. After training is complete you will progress to managing a clinical caseload with regular but less frequent supervision and access to advice and clinical guidance as needed
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| **OTHER RESPONSIBILITIES**  |
| * To contribute to and work within a safe working environment
* The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection
* As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust’s disciplinary policy) up to and including dismissal.
* This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check
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| **APPLICABLE TO MANAGERS ONLY** |
| Evidence that supporting employee health and wellbeing is included in any documents outlining the skills and knowledge that line managers need.Proportion of line managers whose job descriptions include supporting employee health and wellbeing.This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check. |
| **THE TRUST- VISION AND VALUES**  |
| Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:* Honesty, Openness & Integrity
* Fairness,
* Inclusion & Collaboration
* Respect & Dignity

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff’s commitment to meeting the needs of our patients.We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing. We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partners or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards. |
| **GENERAL**  |
| This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462. |

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| **POST**  | Extended Scope Physiotherapist (ESP) – Fracture Clinic |
| **BAND**  | 7 |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS/SPECIAL TRAINING:**Recognised Physiotherapy trainingBSc Physiotherapy HCPC registered MSc level study/equivalent experienceRelevant Masters module in ESP practice (or working towards one)MSc Physiotherapy or related studyIRMER qualificationMember of CSP | **E****E****E** | **D****D****D****D****D** |
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| **KNOWLEDGE/SKILLS:**Evidence of:- Verbal & /or written interpersonal communication skillsOrganisational skills incl. prioritisation, time managementOrthopaedic & musculoskeletal physiotherapy specialisation at Senior levelDemonstrates evidence of teaching skills to a range of professionalsIs able to demonstrate excellent time management skillsDemonstrates excellent organisational/delegation/prioritisation skillsStudent supervision / mentors courseEvidence of audit and/or research | **E****E****E****E****E****E****E****E** |  |
| **EXPERIENCE:**Experience in ESP/Triage in orthopaedicsSignificant clinical experience within musculoskeletal medicine and managing highly complex casesPrevious data collection / research experience Evidence of advanced clinical reasoning skills Evidence of supervising staff and studentsEvidence of advanced communication skills with consultant teams Evidence of ordering and managing a range of clinical investigations | **E****E****E**  |  **D****D****D****D****D** |
| **PERSONAL ATTRIBUTES** Demonstrates an ability to work on own initiative as well as part of a teamDemonstrates an ability to motivate staff by providing a positive role modelEnthusiastic about the post across acute and community servicesValues of fairness, honesty, integrity, inclusion & collaborationEvidence of treating patients with respect & dignityTeam skillsFlexible & adaptable approachDemonstrating initiative | **E****E****E****E****E****E****E****E** |  |
| **OTHER REQUIREMENTS:**Ability to work flexibly over 7 days | **E** |  |
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|  | **FREQUENCY****(Rare/ Occasional/ Moderate/ Frequent)** |
| **WORKING CONDITIONS/HAZARDS** | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | Y |  |  |  | X |
| Exposure Prone Procedures | Y | X |  |  |  |
| Blood/body fluids | Y | X |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | Y |  |  | X |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** |  |  |  |  |
| Radiation (>6mSv) | N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  | X |  |
| Heavy manual handling (>10kg) | Y |  |  |  |  |
| Driving | N |  |  |  |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort  | Y |  | X |  |  |
| Mental Effort  | Y |  |  |  | X |
| Emotional Effort  | Y |  |  | X |  |
| Working in isolation | Y |  |  | X |  |
| Challenging behaviour | Y |  | X |  |  |