

JOB DESCRIPTION

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| **JOB DETAILS**  |
| **Job Title**  | **Trainee Advanced Clinical Practitioner – *Musculoskeletal (MSK)*** |
| **Reports to**  | Lead Clinician Orthopaedic Interface Service (OIFS)/Lead First contact practitioner (FCP) physiotherapists |
| **Band**  | Band 7 |
| **Department/Directorate**  | Clinical Support and Specialist Services |

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| **JOB PURPOSE**  |
| **K*** To successfully complete either an appropriate Clinical MSc (Level 7) programme or an appropriate portfolio route which should include Level 7 modules in non-medical prescribing (NMP) and injection therapy plus at least one relevant other in line with the trust framework for advanced practice and their primary professional regulatory body, with the expectation that on successful completion the post holder will move into a qualified ACP role at band 8a. For FCP work, the clinical MSc should also include modules that meet the Health Education England Road Map to practice for MSK FCP’s, and/or NMP and injection therapy.
* The post will support advanced level MSK working in a variety of settings across the MSK pathway, from FCP work in GP practice to orthopaedic interface work, under the mentorship of Band 8 colleagues
* The post holder will be working towards fulfilling the expectations of an ACP as set out in the Trust Framework for Advanced Practice and the Trust ACP Job Description
* On successful completion of the Apprenticeship programme, the post-holder will be able to:
	+ utilise advanced clinical reasoning skills and assessment techniques autonomously in the context MSK
	+ Identify varied and complex presenting problems and provide a diagnosis
	+ Set appropriate treatment aims and objectives with the patient
	+ Competently plan and implement realistic programmes of investigation and treatment
	+ Evaluate investigations and treatment plans to assess impact and outcome.
	+ Relate findings to presenting pathology and revise treatment plans
	+ Demonstrate advanced clinical competence in MSK at all levels
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * Manage an MSK caseload autonomously, across a primary care and acute hospital Trust setting, without the need for a medical referral. Frequently seeing undifferentiated and undiagnosed conditions.
* To be the first point of contact for expert clinical assessment and diagnosis of patients presenting with MSK conditions in primary care/GP practices.

**The TACP will under supervision of the nominated mentor / supervisor be working towards achieving the following standards of clinical practice:**  |
| **KEY WORKING RELATIONSHIPS**  |
| **Division** *Community/Acute Trust***Clinical Area** *MSK** **Multi-disciplinary Team** *GP surgery staff, frontline MSK, ESP team, consultant orthopaedic teams,* MSK Consultant practitioners

 Of particular importance are working relationships with:

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| **Internal to the Trust**  | **External to the Trust**  |
| * Manager and Clinical Lead Orthopaedic Interface Service (OIFS)
 | * Patients, relatives and carers
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| * OIFS Clinicians
 | * General Practitioners
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| * OIFS Administrative Team
 | * Other primary care staff (ANP’s, Paramedics, Practice nurses)
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| * Orthopaedic Outpatient Clerical Staff, Secretaries
 | * GP-Practice reception/administrative staff
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| * Consultant Radiologist
 | * PCN coordinator/administrator
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| * Head of Physiotherapy and Occupational Therapy Services
 | * Devon Referral Management Service Team
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| * Therapy Team Leads
 | * Voluntary Community Agencies
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| * Multidisciplinary team members
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| * Rheumatology and other Consultants, Specialist Nurses
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| * Persistent Pain Team
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| * MSK Physiotherapists and OT’s
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| * Pathology/Biochemistry and Haematology Department
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| * Radiology Services Manager and Radiographers
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| * Specialist services e.g. Podiatry, Orthotics and Surgical fitters, Clinical Psychologists
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| * ED Consultants and staff
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| * Community therapists and Complex Care Team
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| * Clinical Governance and Audit Team
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| **ORGANISATIONAL CHART**  |
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| **FREEDOM TO ACT**  |
| * Utilise advanced clinical reasoning skills and assessment techniques autonomously in the context of their speciality
* Interprets broad policy and establishes standards.
* Acts as a lead specialist within their sphere of expertise.
* Works within the code of conduct for CSP/HCPC and professional guidelines.
* Assimilates risk/ benefits and rationalise decision making based on extensive knowledge skills and experience, recognising and acting on potential gaps in knowledge.
* Seeks out advice and support from B8/ consultant/ GP colleagues when required.
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| **COMMUNICATION/RELATIONSHIP SKILLS**  |
| * Act as a role model demonstrating high standards of holistic care and provide clinical leadership across the Trust for this specialist area.
* Acts as a mentor/clinical supervisor as appropriate.
* Provides and receives highly sensitive, complex or contentious information relating to patient care and communicates such information to patients , relatives with empathy providing reassurance as required

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| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Makes operational judgements, manages conflicting views, reconciles inter and intra-professional differences of opinion and escalates for senior clinician review when required
* Frequently apply advanced skills in communicating complex, sensitive and emotive information to patients and carers. This includes discussion about diagnosis/ disease progression.
* Identify own personal development needs to work as an advanced practitioner, in accordance with the Trust Framework for Advanced Practice, and take appropriate action to ensure these needs are met to achieve qualification at masters level/portfolio route.
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| **PLANNING/ORGANISATIONAL SKILLS** |
| * Deliver formal and informal teaching initiatives as part of the education strategy in collaboration with the clinical lead to ensure practice development and improved care for patients.
* Maintain an active learning environment and have an ongoing teaching role across the multi professional team.
* Attend relevant clinical / professional meetings, seminars and conferences
* With the support of the MSK leads, makes representation as appropriate at various meetings, providing feedback to the organisation on clinical and professional issues which have an impact on care and standards of practice within their sphere of responsibility.
* Apply theory to practice through a clinical decision-making model
* Plans and organises own specialist care packages for patients within MSK remit which will require formulation and adjustment as required in response to patient’s conditions.
* Responds rapidly to changing priorities based on service need to meet patient requirements.
* Will work across the MSK pathway, from First Contact Practitioner work in GP practice through complex case review and in orthopaedic triage clinic as appropriate to role.
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| **PATIENT/CLIENT CARE**  |
| * Provide advanced level holistic practice to clinical area of practice, working collaboratively with all members of the multi professional team to meet the needs of patients
* Ensures consistent high standard evidence based clinical intervention and decision making informed by local protocols and national guidelines
* Work in accordance with the Trust Framework for Advanced Practice in undertaking advanced specialist skills in the assessment, planning, implementation and evaluation of care for patients referred. This Includes managing episodes of patient care requesting and interpreting appropriate investigations within the scope of practice
* Advise patients, their carers and staff on the promotion of health and prevention of illness.
* Apply specialist knowledge in providing advice and support to patients or carers to facilitate informed choice, self-efficacy, psychological adjustment and recovery.
* Acts as an expert MSK resource for less experienced colleagues/ members of the MDT
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| **POLICY/SERVICE DEVELOPMENT**  |
| * Conduct, and lead on the quality improvement to ensure delivery of a safe high quality service according to national guidance and best practice Trust policies, protocols and service strategy.
* Conduct clinical risk assessments, commence secondary prevention, provide health promotion advice.
* Act as a resource for health care professionals working within the Trust and primary care, providing specialist advice and support concerning the assessment and management of patients with presumed MSK conditions
* Contribute to the management of the specialist service by providing periodical reports as per divisional requirements.
* Participate in operational and strategic planning for the development and delivery of the service, including the development of evidence based clinical guidelines to promote good practice.
* Develops protocols for specialist area considering impact on other services and develop policies as required
* Demonstrate compliance with professional policies and procedures at all times, working to local and national evidence based guidelines.
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| **FINANCIAL/PHYSICAL RESOURCES**  |
| * Maximise the efficient use of resources and alert budget holders where treatment regimes change
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| **HUMAN RESOURCES**  |
| * Provide representation on Trust committees / meetings as required.
* Supervise clinical practice as appropriate of identified members of the clinical team
* Develop their leadership and management skills in order to ultimately be able to lead on specific practice and service developments or evaluations within a service strategy to which they also actively contribute as a senior clinician
* Deliver formal and informal teaching initiatives as part of the education strategy in collaboration with the clinical lead to ensure practice development and improved care for patients.
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| **INFORMATION RESOURCES**  |
| * Records personally generated information, maintains patient / client records to high information governance standards at all times
* Records and processes research results and disseminate effectively at appropriate levels.
* Ensures effective documentation in reporting of incidents using the approved channel
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| **RESEARCH AND DEVELOPMENT**  |
| * Seeks out new knowledge by reading, enquiring and participating in continuing education and attend relevant clinical / professional meetings, seminars and conferences.
* Review and disseminate new information to relevant staff.
* Evaluate clinical practice in relation to its evidence base and clinical effectiveness.
* Participate in research within scope of professional practice, to include active participation in research (where available) and audit projects and Quality Assurance projects.
* Use audit skills to enable the specialist team and other health professionals to improve quality of care by undertaking audits of clinical practice and actively contribute to the implementation of the findings/recommendations
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| **PHYSICAL SKILLS** |
| * Use advanced analytical and judgemental clinical skills within a diagnostic process, and with reference to evidence based practice and local protocols, to consider differential diagnosis in order to ensure the delivery of appropriate care
* Dexterity and accuracy required in relation to clinical practice including: manual examination, application of appropriate physical tests and techniques and injection of joints/soft tissues
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| **PHYSICAL EFFORT** |
| * Sitting at a desk, using electronic patient records on a computer on a daily basis for at least a 1.5 hour duration.
* Therapeutic handling of patients often with the need for prolonged physical effort
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| **MENTAL EFFORT** |
| * There is a need for the post holder to frequently fully concentrate on patients during each consultation to ensure a full and thorough assessment is performed
* Make sound clinical judgements frequently, e.g poor clinical judgement may lead to the unnecessary worsening of a treatable condition.
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| **EMOTIONAL EFFORT** |
| * The post holder will be in contact with Patients with pain/disability many of whom have significant long term disability
* To impart unwelcome news to patients and carers who may have difficulty accepting or understanding a diagnosis or have unpredictable behavior.
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| **WORKING CONDITIONS** |
| * Occasionally work in a noisy environment where other patients are treated nearby.
* This job includes exposure to unpleasant working conditions, eg unpleasant smells (daily) eg from infected wounds/body odour and occasional (monthly) exposure to verbal aggression.
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| **OTHER RESPONSIBILITIES**  |
| * To take part in regular performance appraisal.
* To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling
* 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.
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| **APPLICABLE TO MANAGERS ONLY**  |
| Leading the team effectively and supporting their wellbeing by:* Championing health and wellbeing.
* Encouraging and support staff engagement in delivery of the service.
* Encouraging staff to comment on development and delivery of the service.
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| **DISCLOSURE AND BARRING SERVICE CHECKS**  |
| 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. |
| **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 Royal Devon 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. |

PERSON SPECIFICATION

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| **Job Title** | **Trainee Advanced Clinical Practitioner – *Musculoskeletal*** |
| **Band** | 7 |

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|  | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**Registered physiotherapistEvidence of substantial postgraduate study and demonstrates ability to work at masters level Completion of eLFH FCP primary care moduleCompletion of eLFH Radiology modulesIRMER qualificationInjection Therapy (level7)At or working to FCP HEE RoadMap competencies for MSK FCP Stage 1.IFOMPT/MACP membership through clinical placement/portfolio | **✓****✓** |  **✓** **✓****✓****✓****✓****✓** |
| **KNOWLEDGE/SKILLS**Evidence of minimum 3 years specialist MSK experience (as stipulated in national documents) with a broad range of conditions Ability to manage own patient caseloadAbility to apply specialist knowledge within a variety of healthcare settingsGood communication skillsEstablished Teaching skillsResearch and audit skills and an understanding of their application to improve quality of services | **✓****✓** **✓****✓** | **✓****✓** |
| **EXPERIENCE** *.*Demonstrable teaching abilityInnovator with ability to problem solveExperience in applying research findings to practiceMotivational interviewing or similar knowledge & experienceDetailed awareness of local MSK pathwaysPrevious experience working in Orthopaedic or MSK interfaces services. | **✓****✓****✓****✓** | **✓****✓** |
| **PERSONAL ATTRIBUTES** Effective communication and leadership skillsAbility to motivate self and othersCommitted to service developmentAbility to work autonomously and in a Multidisciplinary teamFlexible working practiceEffective organisational skills  | **✓****✓****✓****✓** | **✓****✓** |
| **OTHER REQUIRMENTS** Committed to further personal and professional developmentAble to understand requirement to manage resources effectivelyMust be mobile within the area covered by the service and prepared to work flexibly to support service need.High level of dexterity in relation to clinical procedures as required  | **✓****✓****✓****✓** |  |

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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 | Y/N |  |  |  |  |
| Contact with patients | Y/N |  |  |  |  |
| Exposure Prone Procedures | Y/N |  |  |  |  |
| Blood/body fluids | Y/N |  |  | X |  |
| Laboratory specimens | Y/N |  |  |  |  |
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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) | Y/N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N |  |  |  |  |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  |  | X |  |
| Animals | Y/N |  |  |  |  |
| Cytotoxic drugs | Y/N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** |  |  |  |  |
| Radiation (>6mSv) | Y/N |  |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N |  |  |  |  |
| Dusty environment (>4mg/m3) | Y/N |  |  |  |  |
| Noise (over 80dBA) | Y/N |  |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N |  |  |  |  |
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| **Other General Hazards/ Risks** |  |  |  |  |
| VDU use ( > 1 hour daily) | Y/N |  |  |  | X |
| Heavy manual handling (>10kg) | Y/N |  |  |  |  |
| Driving | Y/N |  |  |  | X |
| Food handling | Y/N |  |  |  |  |
| Night working | Y/N |  |  |  |  |
| Electrical work | Y/N |  |  |  |  |
| Physical Effort  | Y/N |  |  |  | X |
| Mental Effort  | Y/N |  |  |  | X |
| Emotional Effort  | Y/N |  |  |  | X |
| Working in isolation | Y/N |  |  |  | X |
| Challenging behaviour | Y/N |  |  |  | X |