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JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Specialist Physiotherapist  Musculoskeletal Out-Patients |
| **Reports to** | Clinical Lead Therapist |
| **Band** | 6 |
| **Department/Directorate** | Specialist Services |

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| **JOB PURPOSE** | |
| The post involves providing specialist advice and treatment with a dedicated caseload in the sub-speciality of trauma and orthopaedic outpatients, non-acute conditions, emergency department self-referral outpatients, musculoskeletal and spinal rehabilitation and cardiac rehabilitation. The post-holder will also act as a resource for the assessment of complex musculoskeletal conditions referred from inside and outside the Trust. This role will actively support the Team Lead in ensuring team development, supervision and training to provide appropriately skilled staff for a team of qualified and non-qualified staff. He/she help ensure the delivery of performance measures for both the patients and the service and consider ways of service improvement to provide an efficient, effective and responsive service and take responsibility in the Team Leads absence.  The position is based at the Heavitree of the Royal Devon and Exeter Hospital, within an acute clinical Division. The caseload will be variable but will include adult and paediatric patients referred from a variety of clinical specialities within the Trust including consultants in orthopaedics and plastics, emergency department, pain management, occupational health and complex GP patients. There is close liaison with the Orthopaedic and Specialist Surgery Divisions.  Caseloads will be flexible and at times will involve the provision of service to other areas of the Trust. Regular weekend working is required across in-patient trauma & orthopaedics. | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Clinical Leads * Head of Acute Occupational and Physiotherapy * Consultants, Medical Staff, nursing teams as necessary * G.Ps and other community practitioners * Admin team | |
| **ORGANISATIONAL CHART** | |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * To provide specialist assessment, advice and treatment at a high standard to complex cases for adults and children attending MSK outpatients. * To work closely with the consultants and MDTs to ensure efficient delivery of Physiotherapy in the outpatient setting; providing appropriate advice and treatment to all patients in these areas. * To be responsible for teaching and leadership as part of the outpatient therapy team providing specialist knowledge re adult and paediatric rehabilitation. * To be responsible for own workload within the designated clinical area including the assessment and treatment of patients on a day-to-day basis and contributing to the management and supervision of the physiotherapy team as appropriate. Caseloads will be flexible and at times will involve the provision of service to other areas of the Trust. * To provide cover at weekends and Bank Holidays on T&O rota as necessary. * To participate in seven day working as required. * To actively assist in the smooth running of the service throughout the Royal Devon University Healthcare Foundation Trust. | |
| **COMMUNICATION/RELATIONSHIP SKILLS** | |
| * To maintain a close liaison with other members of the multidisciplinary team through effective communication regarding patient treatment aims, progress and discharge planning (providing written reports and referrals as appropriate). * To provide appropriate and timely information to all relevant members of the healthcare team regarding patients’ physiotherapeutic and rehabilitative requirements and changes in progress. * To communicate effectively with patients and carers to maximise rehabilitation potential and outcomes and to ensure understanding of their condition. * To provide specialised physiotherapeutic advice to clinicians within and outside of the Trust for continued patient rehabilitation following specialist surgery/intervention. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, which will mainly consist of complex cases, as an autonomous practitioner, within a variety of clinical specialities, amongst others including orthopaedics, pain management, audiology, emergency department, Hydrotherapy and Women’s Health. * To develop, implement and evaluate specialised therapeutic treatment plans on a case-by-case basis. * To be responsible for the safe use of equipment and to report any necessary repairs which need to be undertaken. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| * To organise own workload providing specialised assessment and treatment as required, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently. * To set realistic and attainable treatment goals for patients with regular re-evaluation using appropriate outcome measures. | |
| **PHYSICAL SKILLS** | |
| * Computer and keyboard skills are required to complete patient documentation, produce reports and presentations * Requires skills for the input of clinical information to the electronic patient record and all other administrative tasks undertaken. * Requires accurate manual clinical skills to deliver effective clinical interventions to patients. | |
| **PATIENT/CLIENT CARE** | |
| * To ensure patient and staff safety during treatment. * To provide advice and training to other team members, patients and carers as required. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, trauma & orthopaedic surgical procedures, musculoskeletal protocols and evidence-base so as to inform practice. * To work to professional standards as set by the Trust, HCPC and the Chartered Society of Physiotherapy. * To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate. * Maintain personal safety by following lone working policy and respect property and equipment within the working environment in accordance with trust and team guidelines. * To participate in team and department audit activity and peer review to ensure best practice. * To take responsibility for own on-going clinical professional development (including attendance of post-registration courses - internal and external). * To contribute to service development within the physiotherapy outpatient department, including care guidelines and standards. * To share teaching responsibilities with other senior staff for departmental training programmes. | |
| **FINANCIAL/PHYSICAL RESOURCES** | |
| * To be aware of budget for equipment prescription appropriate to banding. | |
| **HUMAN RESOURCES** | |
| * To be responsible for the supervision of and appropriate delegation of caseload to junior physiotherapy staff and non-registered staff ensuring effective respiratory management and rehab programmes are carried out to maximise benefit to patients. * To be responsible for, in conjunction with the Clinical Lead, staff development within the physiotherapy outpatient team. * To carry out personal performance reviews for departmental staff. * To ensure up-to-date and timely reviews of personal professional development plans and objectives. * To assist in the recruitment of departmental staff (selection and interview) as necessary. * To be jointly responsible for induction of new staff to the team. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To actively assist in the smooth running of the whole physiotherapy service throughout the RD&E NHS Foundation Trust. * To keep team Clinical Lead and the Head of Physiotherapy and Occupational Therapy Services informed of any matters that could influence the effectiveness, efficiency and safety of the service. * To be support the Team Lead in ensuring that competency, preceptorship and objective setting are completed for the Outpatient physiotherapy team. * To be responsible for the overall supervision of Undergraduate Students. | |
| **INFORMATION RESOURCES** | |
| * To undertake the keeping of accurate and timely records of patient treatments and interventions. * To be responsible for the timely submission of performance data about activity levels, outcome and patient/user feedback as required. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To undertake any additional duties commensurate with this grade as required by the service. | |
| **FREEDOM TO ACT** | |
| * To be responsible for the management and supervision of the physiotherapists across medicine in the absence of Team Leads and will ensure appropriate service provision on a daily basis, liaising with the Clinical Leads at all times. * To provide advice, direction and support to other wards as necessary within the medical directorate. * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner. | |
| **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.  The post holder is expected to comply with Trust Infection Control Policies and conduct him/her at all times in such a manner as to minimise the risk of healthcare associated infection.  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. | |
| **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:  Compassion  Integrity  Inclusion  Empowerment  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 partnership 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. | |

**PERSONAL SPECIFICATION**

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| **Job Title** | Specialist Physiotherapist – MSK |
| **Band** | 6 |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Recognised Physiotherapy training B.Sc. / B.Sc (Hons) Physiotherapy  HCPC Registered  CSP member  Relevant post graduate courses  Clinical supervision training  MACP qualification or related MSc modules undertaken | **E**  **E**  **E**  **E**  **E** | **D** |
| **KNOWLEDGE/SKILLS:**  Organisational skills: prioritisation, time mgt.  Evidence of Interpersonal skills, verbal & written communication  Evidence of complex clinical reasoning skills and goal setting in trauma, orthopaedics and musculoskeletal out-patients for acute, chronic and post-operative conditions  Evidence of delivery and evaluation of outcome measures  Evidence of team working skills, supervision and training  Knowledge & experience in management of both surgical and non-surgical complex musculoskeletal trauma, orthopaedic, pain management conditions  Evidence of clinical and teaching skills  Evidence of team leadership | **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **EXPERIENCE:**  Post graduate NHS experience in core areas  Evidence of supervision and training of students/junior staff  Ability to undertake staff appraisal & performance review  Evidence of standard setting and audit  Evidence of working with non-qualified staff  Evidence of previous clinical innovative approaches | **E**  **E**  **E**  **E**  **E** | **D** |
| **PERSONAL ATTRIBUTES**  Evidence of ability to work as Team member  Motivated towards development of others  Ability to problem solve and show initiative  Evidence of leadership experience | **E**  **E**  **E** | **D** |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Evidence of flexible approach.  Computer literate  Ability to work weekends in acute T&O wards | **E**  **E**  **E**  **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 | Y/N | Y | |  |  |  |
| Clinical contact with patients | Y/N |  | |  |  | Y |
| Exposure Prone Procedures | N |  | |  |  |  |
| Blood/body fluids | Y/N |  | |  | Y |  |
| Laboratory specimens | Y/N |  | | Y |  |  |
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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 | N |  | |  |  |
| Respiratory sensitisers (e.g isocyanates) | N | n |  | |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) |  |  |  | | Y |  |
| Animals | N | y |  | |  |  |
| 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/N |  | |  | Y |  |
| Heavy manual handling (>10kg) | Y/N |  | |  |  | Y |
| Driving | Y/N |  | | Y |  |  |
| Food handling | Y/N | Y | |  |  |  |
| Night working | Y/N |  | |  | Y |  |
| Electrical work | Y/N |  | |  |  |  |
| Physical Effort | Y/N |  | |  | Y |  |
| Mental Effort | Y/N |  | |  | Y |  |
| Emotional Effort | Y/N |  | |  | Y |  |
| Working in isolation | Y/N |  | |  | Y |  |
| Challenging behaviour | Y/N |  | | Y |  |  |