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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** | Specialist Physiotherapist - Pain Management Rehabilitation |
| **Reports to** | Clinical Lead Physiotherapist |
| **Band** | 6 |
| **Accountable to** | Head of Acute Physiotherapy & Occupational Therapy, Specialist Services |

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| **JOB PURPOSE** | |
| The post holder will be a member of the Pain Management Rehabilitation Team (PMRT) working closely with the occupational therapists, consultant and psychologists.  The caseload will be variable to include specialised assessment and treatment of pain management patients referred by the Pain Clinic, consultants in Orthopaedics and Plastics, other departments and by GPs and supporting the delivery of pain management rehabilitation programmes.  The post holder will be responsible for their own workload within the designated clinical area and will work closely with the Clinical lead to assist in the training and development of less experienced physiotherapy staff, undergraduates and other professionals in the role of pain management and carry out clinical audits as required. The nature of the workload within PMRT will require the post-holder to be flexible regarding working across professional boundaries (with Occupational Therapy and Clinical Psychology).  The position is based at the Heavitree site of the Royal Devon and Exeter Hospital. However caseloads will be flexible and at times will involve the provision of service to other areas of the Trust. Support for Pain Management Rehabilitation clinics is expected at weekends (expected frequency one Saturday per month). | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Clinical Leads * Head of Physiotherapy & OT * 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 undertake a high standard of physiotherapy assessment, diagnosis and treatment, which will mainly consist of complex cases, as an autonomous practitioner and to support the delivery of the MDT pain management programme. * To develop, implement and evaluate specialised therapeutic treatment plans on a case-by-case basis. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. * To set realistic and attainable treatment goals for patients with regular re-evaluation using appropriate outcome measures. * To ensure patient and staff safety during treatment. * To work in conjunction with the Clinical Lead for staff development within the physiotherapy outpatient team. * To contribute to service development within the physiotherapy outpatient department, including care guidelines and standards. * To contribute to supervision of undergraduate students. * To undertake the keeping of accurate and timely records of patient treatments and interventions. * To be responsible for the safe use of equipment and to report any necessary repairs which need to be undertaken. * To ensure that all Trust Policies & Procedures and Statutory Acts & Regulations are known and implemented/adhered to as necessary/appropriate. * To participate in team and department audit activity and peer review to ensure best practice. * To actively assist in the smooth running of the service. | |
| **COMMUNICATION/RELATIONSHIP SKILLS** | |
| * To maintain a close liaison with other members of the multidisciplinary team through effective communication regarding patient treatment aims and progress (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 liaise and co-ordinate with other professionals to ensure that physiotherapy interventions are an integral component of the patients’ pathway. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To be responsible for the timely submission of performance data about activity levels, outcome and patient/user feedback as required. | |
| **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. | |
| **PHYSICAL SKILLS** | |
| * To be computer literate and able to use electronic systems including EPIC * Understand the opportunities for technology and Apps to support rehabilitation | |
| **PATIENT/CLIENT CARE** | |
| * To develop, implement and evaluate specialised therapeutic treatment plans on a case-by-case basis. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice particularly in relation to the outpatient clinical pathway. * To work to professional standards as set by the Trust, the 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. | |
| **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 other staff as appropriate. * To be jointly responsible for the on-going professional and clinical development of the therapy team, teaching formal in-service and 'on the job' training sessions as appropriate. * To support and deputise in absence of Clinical Lead. * To carry out personal performance reviews for staff. * To ensure up-to-date and timely reviews of personal professional development plans and objectives. * 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 keep Head of acute Therapy informed of any matters that could have relation to the effectiveness and efficiency of the service. * To show understanding of Governance and risk assessments | |
| **INFORMATION RESOURCES** | |
| * To undertake the keeping of accurate records of patient treatments and statistical data as required. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To undertake any additional duties commensurate with this grade as required by the service. * To participate in team and department audit activity and peer review to ensure best practice. | |
| **FREEDOM TO ACT** | |
| * They will be responsible for the management and supervision of therapy team, liaising with the Clinical Leads at all times. * They will provide advice, direction and support to other teams across the SW as necessary. * 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. | |
| **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:  Inclusion  Empowerment  Integrity  Compassion  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. | |

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| **Post** | **Specialist Physiotherapist: Pain Management Rehabilitation** |
| **Band** | **6** |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  B.Sc. / B.Sc (Hons) / MSc Physiotherapy  HCPC Registered  Relevant post graduate courses  Clinical supervision training  Member CSP | **E**  **E**  **E** | **D**  **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 outpatient Physiotherapy.  Evidence of use of outcome measures  Evidence of team leadership & team working skills  Knowledge & experience in management of long-term pain conditions  Evidence of group education / rehabilitation  Evidence of clinical and teaching skills  Understanding of community services  Understanding of technology and Apps to support rehab | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D** |
| **EXPERIENCE:**  Post graduate NHS experience in core areas including outpatients  Evidence of supervision of students/junior staff  Evidence of staff appraisal & performance review  Evidence of standard setting and competencies  Evidence of managing complex patients  Evidence of previous clinical innovative approaches  Evidence of previous involvement in audit/research | **E**  **E**  **E** | **D**  **D**  **D**  **D** |
| **PERSONAL ATTRIBUTES**  Evidence of ability to work as Team member  Motivated towards development of others  Ability to problem solve and show initiative | **E**  **E**  **E** |  |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Ability to work flexibly over 7 days  Computer literate – ability to work with EPIC system | **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 |  |  |  |
| Contact with patients | Y/N |  |  |  | Y |
| Exposure Prone Procedures | Y/N |  |  | Y |  |
| Blood/body fluids | Y/N |  | Y |  |  |
| Laboratory specimens | Y/N |  |  |  |  |
|  | | | | | |
| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
|  | | | | | |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | Y/N | y |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | Y/N | nnthr |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y/N |  |  |  |  |
| Animals | Y/N | y |  |  |  |
| Cytotoxic drugs | Y/N |  |  |  |  |
|  | |  |  |  |  |
| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | Y/N | Y |  |  |  |
| Laser (Class 3R, 3B, 4) | Y/N | Y |  |  |  |
| Dusty environment (>4mg/m3) | Y/N | Y |  |  |  |
| Noise (over 80dBA) | Y/N | Y |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | Y/N | Y |  |  |  |
|  | | | | | |
| **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 |  |  |  |  |
| 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 |  |  |