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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) - Spinal Team |
| **Reports to** | Band 8aESPs- Spinal team  Consultant Spinal Surgeons  Cluster Manager Orthopaedics / Head of Acute Therapy |
| **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 the Exeter Spinal Unit PEOC. 2. To undertake Spinal clinics on behalf of the consultant surgeons, providing initial assessment, diagnosis, identifying and requesting appropriate investigations. To list for surgical and therapeutic procedures and follow up patients on their behalf. 3. To present patients to the Spine and Pain MDT when appropriate for consideration of further input including injection, surgical intervention, pain management or discussion to seek medical advice for complex cases. 4. To be an expert in the rehabilitation of patients with musculoskeletal conditions. 5. To act as work an expert resource in spinal musculoskeletal conditions with the Devon community physiotherapists and other medical and allied health professional departments 6. To support the spinal screening and triage of patients referred into the Exeter Spinal Unit. 7. To provide high level training and education for physiotherapists both within RDEFT and across Devon. 8. To provide a degree of cover for colleagues in the event of colleagues’ annual leave/study leave commitments. 9. Location of clinics may be within the RDEFT site (Wonford or Heavitree) or within the community 10. To contribute to projects and research within the Spinal 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 in developing the service in line with patient need, Trust wide developments and national standards and provide professional advice and expertise, working with managers of services to ensure equity of service.  You may be required to work at weekends or over bank holidays. | |
| **KEY WORKING RELATIONS** |  |
| * Band 8a ESPs * Orthopaedic Spinal Consultants * 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 * Pain Management Medical Staff * Radiology * Divisional director, cluster manager and clinical lead for out-patients, Head of PT & OT, clinical lead musculoskeletal physiotherapy department. | |
| **ORGANISATIONAL CHART** | |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * To act as a highly specialist practitioner in the field of Spinal orthopaedic disorders demonstrating highly specialist clinical skills and knowledge beyond those associated with a conventional physiotherapy role. * To provide highly specialist diagnosis and management to patients referred to the spinal pathway alongside the 8a ESPs. * After training, to identify and refer patients for specialist investigations including MRI, CT and blood science investigations alongside the 8a ESPs. * After training, to identify and list patients for diagnostic and therapeutic procedures as required to the Pain Management and Spine Consultants 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 Spinal ESP. * To provide a highly specialist physiotherapist service for Spinal orthopaedic patients? * To support and liaise with the orthopaedic out and in patient physiotherapy teams to provide and develop services for patients of the Spinal Unit. * 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 Spinal 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 Spinal Unit– 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. | |
| **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 provide a telephone advisory service to GP’s and First Contact Practitioners about their patients with spinal disorders. * To manage everyday enquiries from patients, staff, GPs and others in matters that pertain to spinal orthopaedic 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. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To use highly specialist clinical skills when analysing clinical and radiological information to establish a diagnosis and implement evidence based treatment for patients with Spinal 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. | |
| **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 | |
| **PHYSICAL SKILLS** | |
| * Direct contact with patients during clinical consultations and treatments * To carry out Orthopaedic clinics using effective, safe manual handling. * To utilise a range of highly expert physiotherapy skills including manual therapy. | |
| **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 spinal management options including conservative management, spinal injection(s) and surgery. Using this expert knowledge, to allow the individual to make an involved and informed choice about their care. * To provide timely and effective communication with Consultants, GPs, other healthcare professionals and patients on patient care and management | |
| **POLICY/SERVICE DEVELOPMENT** | |
| To contribute to service development within the Spinal Unit. | |
| 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 neuro-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 Spinal 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 Spinal conditions across Devon in liaison with GPs and other health care providers. * To implement / update patient information booklets for Spinal physiotherapy service. * To maintain databases using appropriate software programmes to inform service evaluation. | |
| **FINANCIAL/PHYSICAL RESOURCES** | |
| * To contribute to ensuring the best use of orthopedic resources. | |
| **HUMAN RESOURCES** | |
| * To provide regular specialist Spinal 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). | |
| **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 | |
| **RESEARCH AND DEVELOPMENT** | |
| * To contribute to evaluation, audit and research projects within the Spinal Research Unit * To collaborate and assist in the development of research protocols, funding applications and conducting of research projects, through to dissemination of results and publication | |
| **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 | |
| **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 | |
| **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) - Spinal Team |
| **BAND** | 7 |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATIONS/SPECIAL TRAINING:**  Recognised Physiotherapy training  BSc Physiotherapy  HCPC registered  MSc level study/equivalent experience  Relevant Masters module in ESP practice (or working towards one)  MSc Physiotherapy or related study  IRMER qualification  Member of CSP | **E**  **E**  **E** | **D**  **D**  **D**  **D**  **D** |
| **KNOWLEDGE/SKILLS:**  Evidence of:-  Verbal & /or written interpersonal communication skills  Organisational skills incl. prioritisation, time management  Orthopaedic & musculoskeletal physiotherapy specialisation at Senior level  Demonstrates evidence of teaching skills to a range of professionals  Is able to demonstrate excellent time management skills  Demonstrates excellent organisational/delegation/prioritisation skills  Student supervision / mentors course  Evidence of audit and/or research | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** |  |
| **EXPERIENCE:**  Experience in ESP/Triage in orthopaedics  Significant clinical experience within musculoskeletal medicine and managing highly complex cases  Previous data collection / research experience  Evidence of advanced clinical reasoning skills  Evidence of supervising staff and students  Evidence of advanced communication skills with consultant teams  Evidence of ordering and managing a range of clinical investigations | **E**  **E**  **E**  **E** | **D**  **D**  **D**  **D**  **D** |
| **PERSONAL ATTRIBUTES**  Demonstrates an ability to work on own initiative as well as part of a team  Demonstrates an ability to motivate staff by providing a positive role model  Enthusiastic about the post across acute and community services  Values of fairness, honesty, integrity, inclusion & collaboration  Evidence of treating patients with respect & dignity  Team skills  Flexible & adaptable approach  Demonstrating 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 |  |  |  |  |
|  | |  |  |  |  |
| **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 |  |  |  |  |
|  | | | | | |
| **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 |  |  |