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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**  | **Advanced Practitioner (AP) – *Musculoskeletal(MSK) Physiotherapy*** |
| **Reports to**  | FirstContact Physiotherapy(FCP)/MSK leads  |
| **Band**  | Band 8a  |
| **Department/Directorate**  | MSK/ Community |

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| **JOB PURPOSE**  |
| The post holder will and in accordance with the Trust Framework for Advanced Practice :* Work as a high level practitioner with advanced clinical skills within an interdepartmental and / or multidisciplinary team primarily to ensure that patients within their sphere of clinical expertise receive holistic, timely and high quality clinical care.
* Exercise advanced clinical expertise, levels of judgement, discretion and decision making in clinical care, whilst maintaining a professional portfolio that supports their scope of practice,
* Work autonomously in conducting clinical examination, formulating a working diagnosis and providing timely treatment interventions in accordance with their scope of practice
* Provides expert professional advice to patients, carers and colleagues
* Monitor and lead improvements to standards of care through; supervision of practice, clinical audit, implementation of evidence based practice, teaching and support of colleagues and the provision of professional leadership.
* Lead the implementation of new evidence based practice and contribute to the development of the evidence through research, audit and collaboration with clinical or academic staff.
* Contribute to clinical governance by leading quality improvement, audit and research projects as part of the multidisciplinary service-wide performance and quality agenda.
* Role model the Trusts values and behaviours, demonstrating a person centred approach to service delivery and development
* Work and provide leadership across the MSK pathway, from first point of contact through to orthopaedic triage as appropriate
* Provide mentorship and support to trainee MSK AP staff
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| **KEY WORKING RELATIONSHIPS**  |  |
| **Directorate** *Community Division***Clinical Area** *MSK***Multi-disciplinary Team** *GP teams, frontline MSK, ESP and consultant teams***Trust wide**  |
| **ORGANISATIONAL CHART**  |
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| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES**  |
| **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.
* Frequently apply advanced skills in communicating complex, sensitive and emotive information to patients and carers. This includes discussion about diagnosis, disease progression or lack of further treatment options.
* Provides and receive 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** |
| * Uses 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.
* Makes operational judgements, manages conflicting views, reconciles inter and intra-professional differences of opinion and escalates for senior clinician review when required
* 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 maintain qualification at masters level or via portfolio route, to ensure currency and credibility.
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| **PLANNING/ORGANISATIONAL SKILLS** |
| * Delivers 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.
* Maintains an active learning environment and have an ongoing teaching role across the multi professional team.
* Attends relevant clinical / professional meetings, seminars and conferences
* With the support of the Clinical 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.
* Applies theory to practice through a clinical decision-making model
* Applies the principles of therapeutics and safe prescribing
* Plans and organises own specialist care packages for patients within their speciality 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.
* Attend relevant clinical / professional meetings, seminars and conferences
* Works in multiple locations, providing leadership on MSK management in differing clinical settings throughout the area covered by the trust.
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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 application of clinical techniques and tests as well as the use of joint and soft tissue injection techniques
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| **PATIENT/CLIENT CARE**  |
| * Provides 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.
* Works 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 a broad range of appropriate investigations within the scope of practice
* Makes operational judgements, manages conflicting views, reconciles inter and intra-professional differences of opinion and escalates for senior clinician review when required
* As a Non-Medical Prescriber, prescribe medications in accordance with personal scope of practice, national guidelines, Trust policy and service protocols if working as an FCP/ or NMP qualified injection therapist in orthopaedic triage clinics
* Advise patients, their carers and staff on the promotion of health and prevention of illness.
* Contributes to the co-ordination and effective management of complexity across the MSK pathway
* Applies specialist knowledge in providing advice and support to patients or carers to facilitate informed choice, self-efficacy, psychological adjustment and recovery.
* Conducts clinical risk assessments, commence secondary prevention, provide health promotion advice and plan referral for patients within the MSK pathway if appropriate, in accordance with service protocols and Trust policies.
* Acts as an expert MSK resource
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| **POLICY/SERVICE DEVELOPMENT**  |
| * Contributes to the management of the specialist service by providing periodical reports as per divisional requirements.
* Participates 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.
* Provides representation on Trust committees / meetings as required.
* Develops 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.
* Conducts, 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
* Conducts clinical risk assessments, commence secondary prevention, provide health promotion advice if appropriate in accordance with service protocols and Trust policies.
* Acts 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 MSK conditions
* Contributes to the management of the specialist service by providing periodical reports as per divisional requirements.
* Participates 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
* Demonstrates compliance with professional policies and procedures at all times, working to local and national evidence based guidelines
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| **FINANCIAL/PHYSICAL RESOURCES**  |
| * Maximises the efficient use of resources and alert budget holders where treatment regimes change
* Dexterity and accuracy required in relation to clinical practice including: manual application of tests and clinical techniques, including joint/soft tissue injection therapy
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| **HUMAN RESOURCES**  |
| * Supervises clinical practice as appropriate of identified members of the clinical team
* Acts as a mentor/clinical supervisor as appropriate. This includes being a key colleague for trainee APs
* Provides representation on Trust committees / meetings as required.
* Develops 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**  |
| * Acts 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 add condition / speciality.
* 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.
* Uses appropriate computer software in information analysis in relation to research data. Eg Use of MyCare, EMIS, System One searches for data
* Ensures effective documentation in reporting of incidents using the approved channel
 |
| **RESEARCH AND DEVELOPMENT**  |
| * Seeks out new knowledge by reading, enquiring and participating in continuing education and attend relevant clinical / professional meetings, seminars and conferences.
* Reviews and disseminate new information to relevant staff.
* Evaluates clinical practice in relation to its evidence base and clinical effectiveness.
* Participates in research within scope of professional practice, to include active participation in research 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.
* Acts as an expert MSK resource
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| **FREEDOM TO ACT**  |
| * Utilises 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.
* Is able to assimilate risk/ benefits and rationalise decision making based on extensive knowledge skills and experience, recognising and acting on potential gaps in knowledge.
* Is able to seek out advice and support from Consultant/GP/peer colleagues when required.
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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.
* To be mobile within the area covered by the trust and be open to flexible working options in terms of location
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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.
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| **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 & IntegrityFairness,Inclusion & CollaborationRespect & DignityWe 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. |
| **POST**  | **Advanced Clinical Practitioner – *Musculoskeletal*** |
| **BAND**  | 8a |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**Registered - *Physiotherapist*Appropriate Clinical MSC level 7 or portfolio route to provide evidence of similar, which should include significant evidence of working at an advanced practice level and level 7 modules in NMP, Injection Therapy and at least one relevant other alongside extensive evidence of post graduate study in other areas relevant to the role, in line with developing national AP frameworkFor roles involving FCP, NMP and Injection therapy are essential alongside/as part of a Clinical MScIRMER qualification | **✓** **✓** **✓****✓** |  |
| **KNOWLEDGE/SKILLS**Ability to practice as an APPrevious knowledge and experience of *MSK advanced practice*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** Extensive experience in caring for patients with a broad range of complex MSK problems (minimum 3 years MSK + advanced practice experience as dictated in national guidance)Demonstrable teaching abilityInnovatorAbility to problem solveExperience in applying research findings to practiceMotivational Interviewing knowledge & experienceExperience of leading audit and evidence based clinical protocol development | **✓****✓****✓****✓****✓****✓** | **✓** |
| **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 effectively High level of dexterity in relation to clinical procedures as required including manual examination/ joint/soft tissue injectionMust be mobile within the area covered by the trust  | **✓****✓****✓****✓** |  |

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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 |  |  |  |  |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y |  |  |  | x |
| Laboratory specimens | 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) | N |  |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N |  |  |  |  |
| Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel) | N |  |  |  |  |
| 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 |  |  |  | x |
| Driving | Y |  |  | x |  |
| 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 |  |

**COMPETENCY REQUIREMENTS**

To be completed for all new positions

Please tick which of these essential learning s is applicable to this role

(**NB** those that are mandatory for all staff with no variation on frequency are pre-populated with a tick)

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| Safeguarding Children | Group 1 | 🞏 | Blood Transfusion | BDS18 collection | 🞏 | Consent Training | x |
|  | Group 2 | x |  | BDS 19 & 20 Preparing & Administering  | 🞏 | VTE Training | 🞏 |
|  | Group 3 | 🞏 |  | BDS 17 Receipting | 🞏 | Record management and the nhs code of practice | 🞏 |
|  | Group 4 | 🞏 |  | Obtaining a blood sample for transfusion | 🞏 | The importance of good clinical record keeping  | x |
|  |
|  | Group 5 | 🞏 |  | Annual Update | 🞏 | Antimicrobial Prudent Prescribing  | 🞏 |
|  | Group 6 | 🞏 |  |  |  | Control & Restraint Annual | x |
| Not mapped this one |  | 🞏 | Safeguarding Adults Awareness  | Clinical Staff  | x | Mental Capacity/DOL’s | x |
|  | Group 8  | 🞏 | Non Clinical Staff  | 🞏 |  |  |
| Manual Handling – Two Year | 🗹 | Falls, slips, trips & falls  | Patients | 🞏 |  |  |
| Equality & Diversity – One-Off requirement | 🗹 |  | Staff/Others | 🞏 |  |  |
| Fire | Annual | x | Investigations of incidents, complaints and claims | 🞏 |  |  |
|  | Two Yearly | 🞏 | Conflict Resolution – 3 yearly | x |  |  |
| Infection Control/Hand Hygiene | Annual requirement | x | Waterlow  | 🞏 |  |  |
|  | One-Off requirement | 🞏 | PUCLAS  | 🞏 |  |  |
| Information Governance | 🗹 | Clinical Waste Management | Application principles for clinical staff  | x |  |
| Harassment & Bullying (Self Declaration – One off requirement) | 🗹 | Application principles for housekeeping  | 🞏 |  |  |
|  |  | Application principles for portering and waste  | 🞏 |  |  |