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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** | Clinical Lead Physiotherapist – Cystic Fibrosis |
| **Reports to** | Head of Physiotherapy |
| **Band** | 7 |
| **Division** | Specialist Services |

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| **JOB PURPOSE** | |
| The post-holder is responsible for providing leadership and clinical expertise to patients with cystic fibrosis, and supporting therapists based in an in-patient or out-patient or community setting across Exeter, mid, east and north Devon, and some areas of Dorset, Somerset and Cornwall.    The post holder will provide highly specialist assessment and intervention for a complex caseload, and will take a lead in multi-disciplinary activities working closely with the medical and specialist nursing teams.  This role will include supporting complex cases in adult and paediatric patients with CF (PwCF) providing leadership, knowledge and expertise around their condition and supporting the respiratory needs of the deteriorating patient, including HDU as required. Physiotherapy care will be delivered in both the home, school, clinics and in-patient hospital environment as required.  The post holder will have excellent communication skills and an understanding of the pathways across the acute and community services to manage the acutely unwell PwCF and ensure the regular advice and review is delivered in a timely manner. The post-holder will also support end of life care for this patient group.  The post holder will work closely with the other Clinical Lead Physiotherapists, in Acute Medicine facilitating resolution of workload/staffing issues, ensuring risk assessments are completed and providing information to the Division as required in the absence of the Head of the Service. This post will contribute to ensuring new staff are inducted and trained for management of patients with cystic fibrosis and supporting less experienced colleagues and students.  The post holder will be willing to work flexibly and provide weekend services / clinics and visits to CF patients regularly and as required. This post may include late clinic cover. | |
| **KEY WORKING RELATIONSHIPS** |  |
| * Head of Acute Therapy Services / Head of Occupational Therapy and Physiotherapy * Cystic Fibrosis MDT * Physiotherapy & Occupational teams * Consultants, Medical Staff, ward managers and specialist nursing staff * GPs and other community practitioners * Social services staff * Trust Hospital discharge facilitator, Intermediate and community services | |
| **ORGANISATIONAL CHART** | |
| Head of Acute Therapy  Cluster Managers for CF, Therapy and wider CF MDT  Head of Physiotherapy & Occupational Therapy  Clinical Lead Physio (Adults) 0.4 wte & 0.853 wte  Clinical Lead Physio (Paeds)  B6 Physiotherapist  Wider Therapy teams  CF Exercise Therapist | |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** | |
| * The post-holder will be responsible for teaching and leadership within the adult and paediatric cystic fibrosis team working alongside colleagues, and will support and deputise in the absence of the Head of Physiotherapy & Occupational Therapy. * They will be able to manage the acute deteriorating patient * They will provide maintenance therapy, rehabilitation, annual reviews and contribute to audits as required for CF patients. * They will also be flexible to support their therapy colleagues in ensuring safe and timely transfer of care between home and hospital, providing assessment and intervention in the most appropriate place for the patient. * To actively assist in the smooth running of the service throughout the RD&E NHS   Foundation Trust.   * The post-holder is responsible for their own workload within the designated clinical area; for the assessment and treatment of patients on a day-to-day basis; management and supervision of the physiotherapy team; training and induction for new staff to manage patients admitted with cystic fibrosis. * Caseloads will be flexible and at times will involve the provision of service to other areas of the Trust. * To participate flexible cover at weekends and Bank Holidays on a rota as necessary for patients with cystic fibrosis. This may include later finishes for clinics. * Demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation. | |
| **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’ therapy requirements and changes in progress. * To liaise and co-ordinate with other professionals to ensure that physiotherapy interventions are an integral component of the patients’ multidisciplinary care package and actively support and promote patient care. * To communicate effectively with patients and carers to maximise rehabilitation potential, ensure understanding of their condition and a safe and efficient discharge. * To provide specialised advice to clinicians outside of the Trust for continued patient rehabilitation/management to ensure effective discharge across the SW. * Be responsible for reports and correspondence that concern patients in a professional and timely manner. | |
| **ANALYTICAL/JUDGEMENTAL SKILLS** | |
| * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, to include highly complex cases this may include paediatrics as well as adults, as an autonomous practitioner. * To develop, implement and evaluate highly specialised therapeutic treatment plans on a case by case basis for both acute and long term conditions. * To be responsible for the safe use and provision of equipment and to report any necessary repairs which need to be undertaken. * To liaise and co-ordinate with other professionals to ensure that physiotherapy interventions are an integral component of the patients’ multidisciplinary care package and actively support and promote patient care. * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. * Demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation | |
| **PLANNING/ORGANISATIONAL SKILLS** | |
| * To support the CF team in providing weekend clinics and visits. * To organise own workload providing expert assessment and treatment as required, ensuring treatment and requests for treatment are prioritised and dealt with promptly and efficiently. * To be responsible for setting realistic and attainable treatment goals for patients undertaking regular re-evaluation using appropriate outcome measures. * The post-holder is responsible for their own workload within the designated clinical area on a day-to-day basis. | |
| **PHYSICAL SKILLS** | |
| * To be computer literate and able to use electronic systems including MyCare * Ensure access to road worthy vehicle with appropriate car insurance, and valid driving licence if required. * Demonstrate awareness and ability to drive within the geographical area in a safe and appropriate manner. | |
| **PATIENT/CLIENT CARE** | |
| * To provide highly specialised assessment and demonstrate advanced clinical reasoning in the care and rehabilitation of patients * To be responsible for reassessing patient status as treatment progresses and alter treatment programmes as appropriate using clinical reasoning. * To ensure patient and staff safety during treatment and be able to take appropriate decisions with regards to risk for discharge. * To provide advice and training to multidisciplinary team members, patients and carers as required. * To contribute to and work within a safe working environment * To develop, implement and evaluate specialised therapeutic treatment plans on a case by case basis for both acute and long term conditions. | |
| **POLICY/SERVICE DEVELOPMENT** | |
| * To keep updated of changes in care guidelines, protocols and evidence-base so as to inform practice. * To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapists. * 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 at post-registration courses - internal and external). | |
| **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 therapy staff and non-registered staff ensuring effective rehab programmes are carried out to maximise benefit to patients * To be 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 carry out personal performance reviews for departmental 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. | |
| **INFORMATION RESOURCES** | |
| * To undertake the keeping of accurate records of patient treatments and statistical data as required using MyCare. | |
| **RESEARCH AND DEVELOPMENT** | |
| * To undertake any additional duties commensurate with this grade as required by the Trust. * 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. | |
| **FREEDOM TO ACT** | |
| * The postholder will be responsible for the management and supervision of the staff supporting the CF team. * To undertake a high standard of physiotherapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner. | |
| **OTHER RESPONSIBILITIES** | |
| 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:  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. | |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**  Recognised Physiotherapy therapy training  B.Sc. / B.Sc (Hons) / MSc Physiotherapy/equivalent  HCPC Registered  Relevant post graduate courses  MSc or relevant post grad qualification or equivalent experience  Clinical supervision training | **E**  **E**  **E**  **E** | **D**  **D** |
| **EXPERIENCE:**  Post graduate NHS experience in core areas including acute respiratory and rehabilitation  Previous leadership experience  Evidence of supervision of registered staff  Evidence of multi-disciplinary team working and complex discharge planning and patient management  Evidence of clinical supervision and teaching skills  Evidence of staff appraisal & performance review  Evidence of developing standards and competencies  Evidence of working between Primary & Secondary Care  Evidence of previous clinical innovative approaches  Evidence of previous involvement in audit/research  Ability to prioritise and co-ordinate the workload across the service efficiently and effectively to cover in-pts, clinics and home / school visits | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **D**  **D** |
| **PERSONAL ATTRIBUTES**  Demonstrates working at senior / specialist level within the Acute NHS  Evidence of managing complex clinical caseload in acute medicine and respiratory  Evidence of experience of managing long term and life limiting conditions showing excellent communication skills  Evidence of advanced clinical reasoning skills  Evidence of communication skills with bed management teams and hospital discharge facilitators  Experience in managing and supporting a team of staff  Experience of recruitment and interviewing techniques  Skills in complex discharge planning  Evidence of clinical and teaching skills | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** |  |
| **OTHER REQUIREMENTS:**  Enthusiastic towards post  Ability to work flexibly over 7 days including bank holidays and weekends with CF patients  Car driver  Computer literate – ability to work with EPIC systems  Ability to provide support to on-call respiratory Physiotherapists | **E**  **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 |  |  |  |
| Contact with patients | Y/N |  |  |  | Y |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | Y/N |  | Y |  |  |
| Laboratory specimens | N |  |  |  |  |
|  | | | | | |
| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
|  | | | | | |
| Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate) | N | y |  |  |  |
| Respiratory sensitisers (e.g isocyanates) | N | nnthr |  |  |  |
| Chlorine based cleaning solutions  (e.g. Chlorclean, Actichlor, Tristel) | Y | Y |  |  |  |
| Animals | N | y |  |  |  |
| Cytotoxic drugs | 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 |  |  | 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 |  |  |