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JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Physiotherapist |
| **Reports to** | Stimulate ICP research lead, Clinical Operations Manager for Community Specialist Services |
| **Band** | 6 |
| **Department/Directorate** | Community Specialist Services |

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| **JOB PURPOSE** |
| Long COVID affects over one million people in the UK. The wide-ranging symptoms are disabling, and require joined-up care including specialists, hospitals, and community services. Over 80 long COVID clinics have been established but little is known about which treatment pathway is best suited to this condition.  The STIMULATE-ICP trial aims to identify the best treatment and delivery pathway to support better outcomes for people with long COVID.  We are seeking two enthusiastic, self-motivated, and well organised Physiotherapists with research experience **or** an interest in gaining research experience. This is an exciting opportunity to play an important role within the research team to support physical assessments of patients enrolled in the study and the delivery of Living with COVID RecoveryTM digital App within designated areas of our long COVID service.  The Clinical Research Team will be led by the site Principal Investigator and the Trial Research Nurse but will have reporting responsibilities to the Royal Devon University Healthcare NHS Foundation Trust Clinical Trials Unit.  The Physiotherapists will manage their own workload working together as a team to support availability across the trial and to each other for absences. They will liaise across the research team and the clinical team. Responsibilities include providing support for enhanced rehabilitation (by access to and supported use of Living with COVID RecoveryTM digital App), feeding back patient reported outcome measures to the clinical team and (as part of the research team) assist the research team in assessments and data collection for recruited participants.  **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| The physiotherapist will have the clinical expertise and ability to autonomously assess and treat patients who are participants of the STIMULATE-ICP trial with a range of conditions and be confident in formulating rapid and accurate diagnosis and seeing patients with other clinicians at long COVID clinics, or leading rehabilitation groups as required.   * Work independently, unsupervised but also work proactively as part of a multi-disciplinary team, in a patient facing role, using expert knowledge of movement and function issues as an extended scope practitioner, to assess, diagnose, triage, and manage patients, taking responsibility for the management of complex caseloads at long COVID clinics. * Develop an integrated and tailored care programme in partnership with patients, providing a range of first line treatment options including self-management, referral to rehabilitation focused services and social prescribing, in ways that facilitate behavioural change, optimise physical activity, mobility, fulfilment of personal goals and independence. * Provide clinical expertise and support the patient, family, and multi-disciplinary team, providing a safe working environment for the patients and best practice to assess, plan, implement and evaluate interventions to ensure patients receive timely access to care. * To work with patients establishing and maintaining effective communication with all participants and families in conjunction with members of the Multi-Disciplinary Team (MDT), study teams and colleagues across the Trust/ PCN and the wider research network within the scope of the STIMULATE-ICP trial. * Provide leadership and support to clinical and service development across the service alongside learning opportunities for the whole multi-disciplinary team. * Liaise with secondary and community services where required, using community and medically based interventions as required to support management of patients. * Implement all aspects of effective clinical governance for own practice, including regular audit and evaluation, supervision, and training. * Be responsible for the development, implementation and progress of the STIMULATE-ICP trial, ensuring that the trial is run in accordance with Good Clinical Practice guidelines and the Research Governance Framework. * Ensure the secure filing and storage of study documentation, patient data and maintain specific site files in accordance with ICH-GCP and Research Governance Framework. * Understand and communicate the need for patient confidentiality, including the requirements of the Data Protection Act 2018 (GDPR) and keep up to date with GCP training, in line with the Trust, sponsor requirements and Standard Operating Procedures. * Maintain a professional portfolio for CPD recording learning outcomes through participation in internal and external development opportunities and to demonstrate highly specialised skills and knowledge of professional practice. * Promote and collaborate in developing good working relationships and maintaining good communication with service departments to ensure that participants have an effective and efficient research experience. |
| **KEY WORKING RELATIONSHIPS** |
| Areas  of  Responsibility: Research and Clinical    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis  In addition the post holder will deal with the wider healthcare community, external organisations and the public.  This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Research Team | * Patients | | * Long Covid Clinical Assessors | * University of Exeter * Patients | | * Long Covid Care co-ordinator nurse specialist |  | | * Long Covid Admin |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| * Work independently, unsupervised but also work proactively as part of a multi-disciplinary team, in a patient facing role, using expert knowledge of movement and function issues as an extended scope practitioner, to assess, diagnose, triage, and manage patients, taking responsibility for the management of complex caseloads at long COVID clinics. * Provide leadership and support to clinical and service development across the service alongside learning opportunities for the whole multi-disciplinary team. * Proactively manage own workload |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * To work with patients establishing and maintaining effective communication with all participants and families in conjunction with members of the Multi-Disciplinary Team (MDT), study teams and colleagues across the Trust/ PCN and the wider research network within the scope of the STIMULATE-ICP trial. * Promote and collaborate in developing good working relationships and maintaining good communication with service departments to ensure that participants have an effective and efficient research experience. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Providing appropriate advice and support to patients * Delivering a rehab group which responds to the needs of the patients within the group |
| **PLANNING/ORGANISATIONAL SKILLS** |
| * Liaise with secondary and community services where required, using community and medically based interventions as required to support management of patients. |
| **PATIENT/CLIENT CARE** |
| * Develop an integrated and tailored care programme in partnership with patients, providing a range of first line treatment options including self-management, referral to rehabilitation focused services and social prescribing, in ways that facilitate behavioural change, optimise physical activity, mobility, fulfilment of personal goals and independence. * Provide clinical expertise and support the patient, family, and multi-disciplinary team, providing a safe working environment for the patients and best practice to assess, plan, implement and evaluate interventions to ensure patients receive timely access to care. |
| **POLICY/SERVICE DEVELOPMENT** |
| * Be responsible for the development, implementation and progress of the STIMULATE-ICP trial, ensuring that the trial is run in accordance with Good Clinical Practice guidelines and the Research Governance Framework. |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Post holder has no responsibility for financial or physical resources |
| **HUMAN RESOURCES** |
| * Maintain a professional portfolio for CPD recording learning outcomes through participation in internal and external development opportunities and to demonstrate highly specialised skills and knowledge of professional practice. |
| **INFORMATION RESOURCES** |
| * Implement all aspects of effective clinical governance for own practice, including regular audit and evaluation, supervision, and training. * Ensure the secure filing and storage of study documentation, patient data and maintain specific site files in accordance with ICH-GCP and Research Governance Framework. * Understand and communicate the need for patient confidentiality, including the requirements of the Data Protection Act 2018 (GDPR) and keep up to date with GCP training, in line with the Trust, sponsor requirements and Standard Operating Procedures. |
| **RESEARCH AND DEVELOPMENT** |
| * Maintain a professional portfolio for CPD recording learning outcomes through participation in internal and external development opportunities and to demonstrate highly specialised skills and knowledge of professional practice. |
| **PHYSICAL SKILLS** |
| * Requires excellent computer skills * Familiarity with the Epic system |
| **PHYSICAL EFFORT** |
| * Role will require frequent periods of sitting * Role will require frequent use of VDU |
| **MENTAL EFFORT** |
| * Role will require frequent mental effort in ensuring trial standards are met and all requirements are fully completed * Role requires clinical awareness and mental effort in discussing clinical advice with patients * Role, will require occasional mental effort in leading clinical rehabilitation groups |
| **EMOTIONAL EFFORT** |
| * Role will see occasional emotionally involving episodes with patients who are facing impaired quality of life as a result of this chronic illness. |
| **WORKING CONDITIONS** |
| * Working will primarily be from home or in an office. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling  Contribute to and work within a safe working environment  You are 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.  You must also take responsibility for your workplace health and wellbeing:   * When required, gain support from Occupational Health, Human Resources or other sources. * Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health. * Follow the Trust’s health and wellbeing vision of healthy body, healthy mind, healthy you. * Undertake a Display Screen Equipment assessment (DES) if appropriate to role. |
| **DISCLOSURE AND BARRING SERVICE CHECKS** |
| 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. |
| **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.  Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.  Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust continue to develop our long standing partnership with a view to becoming a single integrated organisation across Eastern and Northern Devon. Working together gives us the opportunity to offer unique and varied careers across our services combining the RD&E’s track record of excellence in research, teaching and links to the university with NDHT’s innovation and adaptability.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** | B6 Research Physiotherapist |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**   * BSc Degree in Physiotherapy * Masters Level qualification or the equivalent specialist knowledge, skills, and experience * Completed Level 7 models in Musculoskeletal related areas of practice or equivalent such as advanced assessment, diagnosis, and treatment. * HCPC Registration * Be a member of CSP or appropriate professional body * CPD pertaining to Secondary Care and musculoskeletal or respiratory management | E  E  E  E  E  E |  |
| **KNOWLEDGE/SKILLS**   * Excellent written and verbal communication, knowledge of audit and research * Good time management skills, able to prioritise and organise workload for best effect * Ability to promote best practice regarding all musculoskeletal matters * Ability to maintain a high level of confidentiality and discretion at all times * Problem solving & analytical skills * Ability to follow Local NHS policy and procedure | E  E  E  E  E  E |  |
| **EXPERIENCE**   * A minimum of one year’s post qualification experience. * Experience of working in primary or secondary care * Clinical experience of triage and care planning * Expert clinical reasoning skills. * Proven multi-disciplinary working * Experience of computer based clinical systems * Experience of conducting/supporting research in a healthcare setting | E  E  E  E  E  E | D |
| **PERSONAL ATTRIBUTES**   * High levels of integrity and loyalty * Sensitive and empathetic in distressing situations * Ability to work under pressure * Good interpersonal skills with the ability to communicate effectively with a diverse range of people. * Ability to work as part of a team and autonomously | E  E  E  E  E |  |
| **OTHER REQUIREMENTS**   * The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. * Ability to travel to other locations as required. * Knowledge of research including:   UK Policy Framework for Health and Social Care Research  Involving service users  Experience of implementing change | E  E | D |

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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 | N |  |  |  |  |
| 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 |  |  |  |  |
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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 |  |  |  | x |
| Heavy manual handling (>10kg) | N |  |  |  |  |
| Driving | Y |  |  | x |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | N |  |  |  |  |
| Mental Effort | Y |  |  | x |  |
| Emotional Effort | Y |  | x |  |  |
| Working in isolation | Y |  |  |  | x |
| Challenging behaviour | N |  |  |  |  |