Royal Devon University Healthcare NHS Foundation Trust

JOB DESCRIPTION

1. JOB DETAILS

Job Title: **Specialist Musculoskeletal Physiotherapist**

Band: **Band 6**

Reports to: **MSK Team Leader**

Department / Directorate: **Community Care Group**

2. JOB PURPOSE

- Manage a specialist Musculoskeletal caseload consisting of a wide range of acute and long term health conditions presenting with varying degrees of complexity.
- Provide specialist assessment, diagnosis, treatment and advice to patients and their carers.
- To work as an autonomous practitioner without direct supervision and frequent lone working.
- To provide specialist clinics in GP surgeries and/or health care settings in the community as required.
- To implement strategies of demand management to provide timely care for patients referred to the service.
- To provide clinical supervision for junior staff, students and support staff ensuring quality of care is provided at all levels of the service.
- To actively contribute towards service development in line with the needs of the patients and the commissioning agenda.
- To promote the use of patient pathways with colleagues and GP's so that Orthopaedic management of patients follows best practice guidance within the local health economy.

3. DIMENSIONS/ KEY WORKING RELATIONS

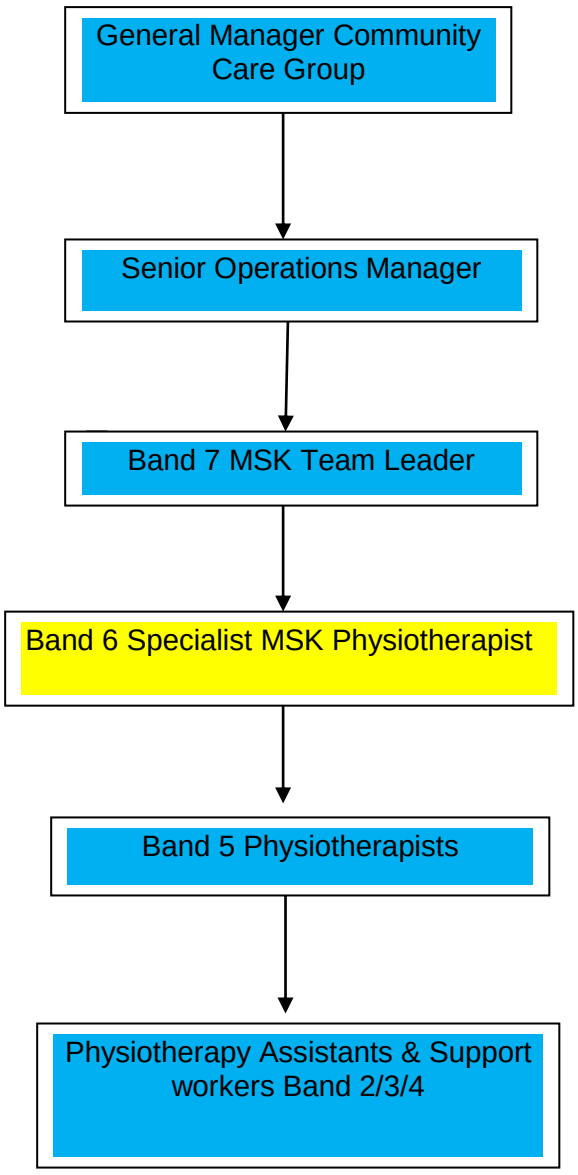
This post is based in a community Hospital but the post holder will be expected to provide specialist clinics across a number of sites.

Community working demands highly developed communication skills. You will work closely with other members of the primary care team so that patient flow is managed effectively, in a timely way. Time management and organisational skills are essential.

You may be expected to contribute to stakeholder meetings and feel confident to expand on the use of patient pathways and outline the service strategy.

There is a need for communication with other members of the wider healthcare community and external organisations on a frequent basis. Communication includes verbal, written and electronic forms.

4. ORGANISATIONAL CHART:



5. KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES:

Communication and Relationship Skills

- To use effective communication and motivational skills with patients and carers to gain their cooperation and compliance with mutually agreed treatment programmes.
- To maximise rehabilitation potential by ensuring patient understanding of more complex conditions.
- To provide concise patient education and advice as part of group sessions and individually which reinforce healthy lifestyle messages and behaviour change work.
- Ensure effective communication takes place at all times, taking a team approach to patient care and service needs.
- Ensure an integrated approach to care that benefits patients.
- Be prepared to give talks/demonstrations regarding your work to colleagues and others.
- Participate to Trust wide networking and use communication skills to share best practice.

- Write comprehensive reports regarding patient assessment, treatment outcomes and recommendations to GPs, secondary care consultants and other health and social care colleagues as necessary.
- Liaise closely with all members of the health care team and other agencies in all matters regarding patients care, discharge and future care management.
- Communicate complex and sensitive information clearly and succinctly.
- Respond professionally to inter actions with patients and carers.
- Obtain patient consent and work within a legal framework with patients who lack capacity to consent to treatment.

Analytical and Judgement Skills

- Undertake a comprehensive, holistic clinical assessment of patients presenting with complex multi-factorial problems using specialist analytical skills and clinical reasoning. At times patients may have complex needs.
- Work in collaboration with other teams in order to support a consistent and equitable service across the Trust.
- Propose changes to improve practice in line with local and national guidelines.
- Undertake risk assessment, using specialist clinical judgement and provide accurate feedback to the team as necessary e.g. in relation to lone working.
- Apply specialist clinical reasoning skills after assessment to decide appropriate treatment plan and approach.
- Read and interpret a range of patient medical, medication, social history and social care plans.
- Prioritise referrals appropriately taking into consideration patient need, complexity, service priorities and commissioning intentions.

Planning and Organisational Skills

- Plan patient care, managing an individual caseload of complex patients effectively and efficiently.
- Exercise good personal time management, punctuality and consistent reliable attendance.
- Co-ordinate patient appointments.
- Organise own day to day activity and that of support staff and junior staff, delegating activities and providing specialist advice as appropriate.
- Take part and lead group sessions.
- Think ahead and plan delivery of services over the longer term e.g. clinics / classes ensuring service continuity during annual leave periods.

Physical Skills

- Basic computer skills to maintain patient records, record activity, e mail and order equipment etc.
- Therapeutic handling of patients demonstrating dexterity, co-ordination and palpatory skills, often with the need for prolonged physical effort.
- Assess for and demonstrate the safe use of rehabilitation equipment.

Responsibility for Patient and Client Care

- Manage own complex caseload and treatment programmes to a high standard expected of an experienced clinician; working without day to day clinical supervision. Support is available through the local training sessions, clinical supervision programme and from visiting specialist staff in each area.
- Prioritise, assess and treat patients referred, taking an evidence-based and reflective practice approach using specialist knowledge, using a wide range of modalities and skills in order to maximise patient independence and ability to self-manage.
- Identify specific problems and develop goals and specialist treatment plans in partnership with the patient and others to enable treatment plans to be carried out effectively.
- Evaluate patient/user progress, and modify treatment/input as required.

- Provide specialist level teaching and guidance to both patients and carers as required.
- Maintain accurate and timely patient records and reports using agreed standard formats.
- Facilitate the discharge process as appropriate.
- Be professionally and legally accountable for all aspects of your own work, within the context of an autonomous practitioner.
- The post holder is expected to comply with Trust infection control and uniform policies & conduct him/herself at all times in a manner which minimises the risk of spreading health care associated infections.

Responsibility for Policy and Service Development

- Keep abreast of professional and related NHS/Social Services developments in liaison with Professional colleagues and Service Leads.
- Identify opportunities to improve the service, taking account of resources available.
- Participate in the operational planning and implementation of policy and service development within the team, leading on delegated priorities.
- Be aware of and follow the Health and Safety at Work Act and local/national guidelines, reporting any incidents using the correct procedures (DATIX).
- Report any accidents/ untoward incidents/ near misses to self, patients or carers to the manager in accordance with Trust policy.
- Be aware of and follow Trust policies and procedures and Health and Care Professions Council codes of professional practice.

Responsibility for Financial and Physical Resources

- Assess and recommend equipment for patients following fair access to care and retail model criteria
- Be responsible for safe and competent use of all equipment and patient appliances and ensure junior/clinical support workers obtain competency prior to use.
- Ensure equipment has appropriate checks made. Report any equipment defects, taking action to ensure any such equipment is withdrawn from service.
- Demonstrate and instruct on the use of equipment to ensure safety.
- Understand and apply the eligibility criteria for services.
- Support the team leader and therapy manager in the efficient and effective use of resources.

Responsibility for Human Resources

- Supervise junior staff, students and other members of staff where necessary.
- Participate in clinical supervision as supervisor and supervisee.
- Participate in staff appraisal as appraiser and appraisee, identifying own and others areas for development.
- Participate in and where necessary lead and teach at training sessions for staff and other agencies.
- Be prepared to share areas of knowledge and experience both formally and informally.
- Ensure that Health and Care Professions Council registration is maintained through continuing professional development activity and is evidenced to line manager.
- Assist in the recruitment of relevant grades of staff as appropriate.
- Work with the Team Leaders to ensure clinical cover across the locations is maintained especially at times of service pressure.

Responsibility for Information Resources

- Contribute to the collection of statistical data, in order to monitor and develop team activity, using electronic and paper methods.
- Contribute to demand management strategies to optimise use of clinical time and manage caseload pressures.
- Maintain accurate and timely patient records using agreed standard formats.

Responsibility for Research and Development

- Maintain an up to date knowledge of all areas of clinical practice pertinent to this service using a variety of CPD methods.
- To maintain CPD including observation of practice and clinical supervision.
- Participate in clinical governance activities e.g. audit, research, service reviews, taking a lead if delegated to do so.

Decision Making

- Adhere to HCPC professional standards of practice.
- Be professionally accountable for all aspects of your own work, within the context of an autonomous practitioner.
- Undertake specific projects as required.

Physical Effort

- Carry out manual handling of equipment and furniture frequently, following ergonomic risk assessment as per statutory training and service risk assessment.
- Treatment may necessitate working in restricted positions or limited space.
- Driving to meet the requirements of the post.
- Manual therapeutic handling of patients.
- Daily moving and handling of patients in relation to assessment, treatment and rehabilitation

Mental Effort

- Manage competing demands of providing services on a daily basis.
- Read, decipher and interpret patient information.
- Work in an unpredictable work pattern.
- Frequent mental effort in assessment and treatment programmes.
- Identify strategies to motivate patients to comply with their treatment plan.

Emotional Effort

- Work with patients who may have a poor/life limiting prognosis.
- Work with patients who display significant psycho-social problems.
- Work with patients with mental health problems and/or occasional challenging behaviour.

Working Conditions

- Work in a variety of settings
- Work with patients with a wide range of conditions including contact with body fluids.

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.

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 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.

As users of the disability confident scheme, we operate a Guaranteed Interview Scheme for job applicants with disabilities. If you let us know, when you apply, that you would like to use this scheme, we will guarantee you an interview, if you meet the essential criteria listed in the person specification section of the job description.
We will also make any reasonable adjustments you require to our selection process. Please let us know what you need.

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.

PERSON SPECIFICATION

POST: Specialist MSK Physiotherapist
BAND: 6

REQUIREMENTS	At Recruitment	At PDR
QUALIFICATIONS / TRAINING		
Degree in Physiotherapy	E	E
HCPC registration	E	E
Appropriate MSK specific post graduate experience	E	E
KNOWLEDGE / SKILLS		
Sound assessment and diagnostic skills which allow in depth provision of care for a complex caseload.	E	E
Specialist knowledge in the management of MSK conditions	E	E
Proven ability of complex case management	E	E
Evidence of effective team working	E	E
Highly developed communication skills	E	E
Sound IT skills	E	E
Evidence of CPD and reflective practice.	E	E
Awareness of appropriate NICE guidance and evidence based practice	E	E
Audit experience	D	D
EXPERIENCE		
Evidence of ability to work without supervision	E	E
Appropriate experience and clinical competence in an MSK service which equips the post holder to work in a specialist role.	E	E
Experience of providing supervision to students/support workers	E	E
PERSONAL ATTRIBUTES		
Ability to work as a team member displaying emotional intelligence, tact and negotiation skills	E	E
Good time management	E	E
Developed organisational skills and grasp of operational issues of providing a service on a day to day basis.	E	E
Willingness to support the team leader	E	E
Self- awareness of own levels of competency.	E	E
Displaying professional behaviour in line with the values of the Trust	E	E
OTHER REQUIREMENTS:		
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.	E	E
The ability and willingness to travel to other locations as required in order to meet service needs.	E	E

* Essential/Desirable

HAZARDS:- Updated 31st May 2013					
Laboratory Specimens		Clinical contact with Patients	√	Dealing with violence & aggression of patients/relatives	√
Blood / Body Fluids	√	Dusty Environment		VDU Use	√
Radiation / Lasers		Challenging Behaviour	√	Manual Handling	√
Solvents		Driving	√	Noise / Vibration	
Respiratory Sensitisers		Food Handling		Working in isolation	√
Cytotoxic Drugs		Electrical work		Night Working	