

JOB DESCRIPTION

JOB DETAILS	
Job Title	Clinical Lead Therapist - Hand Therapy
Reports to	Heads of Acute Physiotherapy & OT
Band	Band 7
Department/Directorate	Clinical Specialist Services

JOB PURPOSE
The post holder is responsible for the clinical leadership and management of the hand therapy team delivering assessment and intervention for Trauma, Orthopaedic and Rheumatology patients at the Princess Elizabeth Orthopaedic Centre. The post involves providing a high standard of clinical service, performing advanced assessment of patients including those with highly complex presentations and from this formulating a diagnosis and treatment plan, carried out as an autonomous practitioner. The post holder will have acquired specialist knowledge of a wide range of trauma and rheumatological related hand and wrist conditions and elective hand and wrist surgery. The post holder will provide professional expertise and collaborate with the Head of Physiotherapy and OT and other colleagues in planning, co-ordinating, delivering and evaluating the specialist service and area of specific clinical specialism to ensure a high standard of service provision. To link with the relevant Professional Lead as required. They will implement, monitor and evaluate Clinical Governance within specialist field, specifically looking at best practice and national guidelines, auditing, service evaluation and research. They will provide a clinical leadership role that supports staff clinically, professionally, and educationally in the specialist area. The role is based across the Eastern service working collaboratively with the Hand Therapy service in the North. There will also be some wider Therapy Department responsibilities. Caseloads will be flexible and at times will involve the provision of service to other areas of the Trust.

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
- To undertake highly specialist assessment of patients, including those with diverse or complex presentations/multi pathologies, as an autonomous practitioner, utilising specialist skills and advanced clinical reasoning. - To lead training of therapy staff working with hand and wrist patients to ensure high standards of hand therapy is consistently provided - To monitor and improve access for patient into the Trauma, Orthopaedic and Rheumatology Hand Therapy service. - The post holder is responsible for ensuring effective communication pathways exist between all internal and external agencies associated with the provision of effective quality care and its delivery.

- The post holder is required to represent their service by attending appropriate meetings aimed at developing effective working relationships with colleagues within all clinical areas and which encourage joint working and the sharing of good practice amongst the multidisciplinary team.
- To work with the Clinical Lead Hand Therapist (Plastics Rehabilitation) and the Advanced Hand Therapist to lead and develop the service in line with patient need and trust wide developments and to help provide an equitable service across the Trust.

KEY WORKING RELATIONSHIPS

This post will work directly with the Trauma, Orthopaedic & Rheumatology Hand therapy team and report performance and outcomes as required to the Heads of Acute OT and Physiotherapy. There is also an expectation to liaise re additional referrals / complex patients with the Clinical Lead Physiotherapist for Plastic Rehabilitation.

The postholder will be responsible for the direct line management of staff within the Trauma, Orthopaedic & Rheumatology Hand therapy team. This includes:

2 x Band 6 Occupational Therapists

2 x Band 6 Physiotherapists

1 x Band 4 Assistant Practitioner

The post-holder will also provide supervision and support for less experienced staff and students as required.

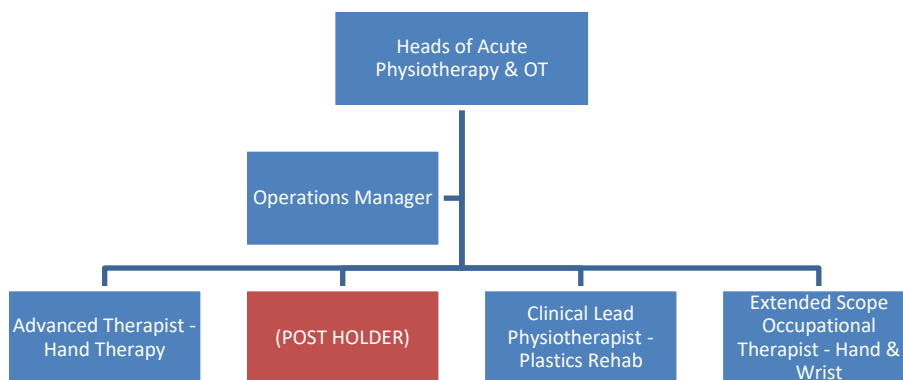
Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
• Head of Acute Therapy Services • Heads of Acute Physiotherapy & OT • Dressing clinic nurses • Clinical Lead Physiotherapist – Plastics Rehabilitation • Advanced Hand Therapist • Extended Scope Occupational Therapist – Hand & Wrist • Consultants, Medical Staff, operational managers and nursing staff	• GPs • Social Services staff

ORGANISATIONAL CHART

JM0538a – based off - JM0538 Clinical Lead Physiotherapist – Pelvic Floor Dysfunction, Formally Matched 25/05/2023

Reviewed & Approved by JE 13/07/2026



FREEDOM TO ACT

- Responsible for ensuring confidentiality is maintained at all times in accordance with the data protection act, Trust policy and good practice.
- To undertake a very high standard of Physiotherapy / Occupational Therapy assessment, diagnosis and treatment, this may include highly complex cases, as an autonomous practitioner.
- Implements policies and standards as part of the project.

COMMUNICATION/RELATIONSHIP SKILLS

- Be able to motivate and engage patients with a range of complex conditions/disabilities to work with treatment programmes and work towards treatment goals.
- Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients and carers to progress rehabilitation and treatment programmes. This will include patients and carers who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, and blind, have a learning disability or who may be unable to accept diagnosis.
- Managing patients with chronic pain and dealing with patients who are in difficult social, emotional, or mental health states.
- Dealing with patients, carers and family who may be distressed or angry or confused.
- Treating patients who may have suffered from abuse.
- Occasionally delivering unwelcome news to staff and dealing with disciplinary and grievance procedures
- To provide specialist advice on patient care to other health, social, educational and voluntary sector services, when necessary, as part of patient care. This may involve challenging or requesting changes to treatment programmes/care plans set by other professionals.

ANALYTICAL/JUDGEMENTAL SKILLS

- Use advanced clinical reasoning skills and expertise to provide an accurate diagnosis of their condition
- Interpret and act on investigation results to aid diagnosis and the management plans of patients and link closely with GP's and Consultants around appropriate patient care.
- Evaluate patient progress, reassess, and alter treatment programmes as required.
- Analyse clinical and social information from a range of sources and integrate into assessment and development of care plan/treatment plan.

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• To be responsible for the safe and competent use of all specialist equipment patient appliances and aids by patients. • Responsible for monitoring of evidence based therapeutic interventions. • To manage clinical risk within own patient case load and support more junior staff to do so
PLANNING/ORGANISATIONAL SKILLS
• Responsible for the clinical leadership of the identified teams and ensure that clinical supervision is in place for all staff within trust designated areas. • To be professionally and legally accountable for all aspects of own work. To hold responsibility for own caseload and be responsible for a defined area of the service or a particular patient type, working without direct supervision. • Represent service and/or individual patients at multi-disciplinary team meetings, to ensure the delivery of a co-ordinated multidisciplinary service, and integrate therapy treatment into the treatment programme. This will include discussion of patient care, patient progress and involvement in discharge planning. • Participate in joint working with appropriate experts/agencies
PATIENT/CLIENT CARE
• Ensure the assessment, planning, implementation, and evaluation of the evidence-based care required, including health promotion for this patient group. • To undertake highly specialist assessment of patients, including those with diverse or complex presentations/multi pathologies, as an autonomous practitioner. • To use specialist skills to assess and treat patients with complex scenarios within the specialist clinical field and support others to do so. • Use advanced clinical reasoning skills and expertise to provide an accurate diagnosis of their condition. • Formulate and deliver an individual treatment programme based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills. • Deliver programmes of supported patient self-management, in ways that facilitate behavioural change, optimise individuals' physical activity, mobility, fulfilment of personal goals and independence, and that minimise the need for pharmacological interventions. • Formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans and setting personalised goals for each patient.
POLICY/SERVICE DEVELOPMENT
• Evaluate service provision and develop evidence-based practice, progressing change as needed, within own service area. • Critically appraise evidence from diverse sources to make informed judgements about its quality and application to practice. • To work to professional standards as set by the Trust, the HCPC and the Chartered Society of Physiotherapists / Royal College of OT. • Responsible for commenting on and the development where appropriate of trust and clinical policies within their sphere of responsibility. • Represent the organisations in the development of clinical local, regional, and national strategies and guidelines where required
FINANCIAL/PHYSICAL RESOURCES
• To work closely with the Heads of Physiotherapy and OT to ensure equipment and resource levels remain appropriate to maintain service delivery at all times.

Demonstrating an awareness of the financial restrictions within which the Therapy department operate.

HUMAN RESOURCES

- To lead training of Hand Therapists working within the clinical area.
- Ensure the Trust appraisal process that identifies in conjunction with appraiser your personal development and training needs are in place.
- Responsible for maintaining and conducting oneself in a professional manner towards service users, carers, colleagues, and other agencies.
- To contribute to the clinical supervision/instruction of staff and students working within the clinical area.
- The post holder as an individual is required to understand their responsibility for respecting and promoting issues of equality, diversity in accordance with good practice and legislation.
- To assist in the recruitment of departmental staff (selection and interview) as necessary.
- To actively assist in the smooth running of the whole therapy service throughout the RDUH NHS Foundation Trust.

INFORMATION RESOURCES

- Responsible for ensuring confidentiality is maintained at all times in accordance with the data protection act trust policy and good practice.
- To undertake the keeping of accurate records of patient treatments and statistical data as required and respond to data requests in a timely way.

RESEARCH AND DEVELOPMENT

- To support the team in research, and lead on areas of clinical specialism in service modernisation, clinical governance, and the National Service Framework Policy Implementation guidance.

PHYSICAL SKILLS

- To undertake assessment and provide treatment to highly complex hand therapy cases as an autonomous practitioner.
- To fabricate bespoke splints for the treatment of hand and wrist condition.
- To use specialist palpation skills to assess and treat patients with hand conditions
- To be computer literate and able to use electronic systems.

PHYSICAL EFFORT

- Frequent sitting or standing in difficult positions throughout shift.
- Frequent handling of bariatric patients and patients with reduced mobility requiring maintenance of up to date manual handling training to enable advanced patient handling

MENTAL EFFORT

- Frequent concentration during assessment and treatment and analysis of outcomes of interventions
- Planned caseload

EMOTIONAL EFFORT

- Frequently supporting patients with the distressing or emotional impact of chronic pain and impaired upper limb function.

WORKING CONDITIONS

- Exposure to body fluids

OTHER RESPONSIBILITIES

Take part in regular performance appraisal for direct reports.

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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 themselves 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.

PERSON SPECIFICATION

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Requirements	Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING		
Recognised Physiotherapy / Occupational Therapy training	E	
B.Sc. / B.Sc (Hons)	E	
MSc Physiotherapy / OT /equivalent		D
HCPC Registered	E	
Relevant training or qualification in leadership or equivalent experience		D
Clinical student supervision training		D
Member of CSP / clinical interest group		D
KNOWLEDGE/SKILLS		
Proven organisational skills.	E	
Established and proven communication skills.	E	
Evidence of significant specialist experience and knowledge within defined clinical areas	E	
Specialist knowledge and skills in specific therapeutic approaches including the ability to make bespoke splints	E	
Evidence of ability to prioritise workload and manage stress in self and others.	E	
Knowledge of health and safety requirements.	E	
Analytical skills in assessing both clinical and generic health and safety service risks.	E	
Working knowledge and experience of application of legislation and guidelines relevant to the role.	E	
Project management skills.		D
EXPERIENCE		
Significant post qualification experience in Hand Therapy	E	
Experience of working with patients with complex and challenging needs in a range of environments including service setting		
Proven clinical leadership skills.	E	
Proven IT skills with application to practice, presentation and education	EE	
Experience of service development and change processes.	E	
Experience of complex interaction with stakeholders to ensure effective working.		D
PERSONAL ATTRIBUTES		
Able to inspire and lead on new developments.	E	
Strong commitment to teaching and learning.	E	
Be committed to on-going personal and service development	E	
Enthusiastic, reliable, intuitive, imaginative, and progressive in approach to care	E	
OTHER REQUIREMENTS		
Demonstrates evidence of Trust values	E	
Ability to travel independently where required	E	
Occupational health clearance satisfactory to the Trust	E	
Full UK driving licence		D

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WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y/N	Y			
Contact with patients	Y/N				Y
Exposure Prone Procedures	Y/N	N			
Blood/body fluids	Y/N			Y	
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y/N				
Respiratory sensitisers (e.g isocyanates)	Y/N	N			
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y/N		Y		
Animals	Y/N	N			
Cytotoxic drugs	Y/N	N			
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	Y/N	N			
Laser (Class 3R, 3B, 4)	Y/N	N			
Dusty environment (>4mg/m3)	Y/N	N			
Noise (over 80dBA)	Y/N	N			
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	N			
Night working	Y/N	N			
Electrical work	Y/N	N			
Physical Effort	Y/N				Y
Mental Effort	Y/N				Y
Emotional Effort	Y/N				Y
Working in isolation	Y/N	N			
Challenging behaviour	Y/N		Y		