

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Extended Scope Physiotherapist |
| **Reports to** | Consultant Clinical Lead in Orthopaedic Paediatrics |
| **Band** | Band 7 |
| **Department/Directorate** | Paediatric Orthopaedic Team - Surgery |

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| **JOB PURPOSE** |
| To work as highly specialist physiotherapist in an extended role as part of the Paediatric Orthopaedic Team.  In your role as an extended scope practitioner you will, once your competencies have been completed, be working autonomously in clinics but with access and support from senior colleagues for complex cases. You will assess new referrals from a range of sources, order relevant investigations to consider the most appropriate pathway of treatment for the patient and follow-up cases as required.  You will work across the Paediatric Orthopaedic Team supporting evidenced-based practice, providing training, support and supervision to colleagues as required and being an advocate for the service both internally and external to the organisation.  This post is full time and will be predominantly based on the Wonford site.  **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| * Following training and competency sign-off, to work autonomously in delivering orthopaedic clinics on behalf of and alongside the consultant Paediatric Orthopaedic surgeons, (assessing new referrals from GPs and patients from the musculoskeletal interface clinic), using shared decision making to list for surgical procedures. Complex clinical situations can be discussed with the surgeon/MDT. To be involved in appropriate triage of patients referred to the service. * To be able to instigate investigations such as blood tests and imaging, following training and supervision. * To follow up patients on behalf of the Paediatric Orthopaedic surgical service, and referring on to other medical disciplines if appropriate * Exercise highly specialist clinical expertise, levels of judgement, discretion and decision making in clinical care, whilst maintaining a professional portfolio that supports their scope of practice, with supervision and support where needed. * To provide highly specialist management and advice for patients with paediatric orthopaedic conditions, to include holistic and non-surgical management of appropriate patients. * 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 and contribute to clinical governance as part of the multidisciplinary service-wide performance and quality agenda. * To help continue the development of specialist clinics and pathways for clubfoot and hip dysplasia. |
| **KEY WORKING RELATIONSHIPS** |
| Areas of Responsibility: To work within the outpatient setting, delivering and developing the above services.  No. of Staff reporting to this role: None    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** | | * Orthopaedic Consultants and Managers * Administrative staff * Nursing teams * Head of Acute Therapy / Head of Physiotherapy * Physiotherapy colleagues across local and regional services * Wider MDT * RDUH R&D, Audit Dept | * Primary Care staff in the community eg GPs, MSK Physios * Peers working in same field in other NHS Trusts & organisations | |
| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| * Utilises highly specialist 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 HCPC and professional guidelines of the Chartered Society of Physiotherapy. * 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 colleague when required. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| * Frequently apply skills in communicating complex, sensitive and emotive information to patients and carers where there may be barriers to understanding. This includes discussion about diagnosis, disease progression, outcome of investigations and further plans in a timely manner and within service standards. This may include delivering unwelcome or distressing news. * To provide patients with a reasoned, rational explanation of options for surgical and conservative treatment of their musculoskeletal condition using expert knowledge, so as to allow the individual to make an involved and informed choice about their care. * To manage everyday enquiries from patients, staff, GPs and others in matters pertaining to musculoskeletal medicine and in particular regarding patients undergoing treatment at this hospital. * To have advanced communication skills when working with colleagues in a variety of clinical and managerial settings e.g. clinics, theatre, offices and multidisciplinary team meetings. |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| * Uses analytical and judgemental clinical skills to provide an accurate diagnosis of the patient’s musculoskeletal problems, following a full analysis of the diagnostic findings, with the ability to analyse clinical and non-clinical facts, which may be contradictory 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. * Use complex clinical decision making with reference to evidence-based practice and local protocols to ensure the delivery of safe and appropriate care. |
| **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 for GPs, orthopaedic registrars, medical students, physiotherapists and FCP colleagues etc. * To independently grade/triage letters sent to the Paediatric Orthopaedic Team Consultants on their behalf – deciding on urgency of appointment required and the grade of staff required to manage each patient’s clinical scenario. * Plan appropriate follow up of patients in physiotherapy and after investigations. Maintains an active learning environment and have an ongoing teaching role across the multi professional team. * Attends relevant clinical / professional meetings, seminars and conferences e.g. MDT meetings, virtual meetings and mandatory training. * With the support of the Consultants, 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. * Responds rapidly to changing priorities based on service need to meet patient requirements in an environment where, as Clinical Leader, the work patterns may be disrupted by demands from patients, clinical staff, administrative support staff. |
| **PATIENT/CLIENT CARE** |
| * The postholder will be responsible for independently triaging new Paediatric Orthopaedic referrals, which are received from GP practices, the Orthopaedic Interface Service and hospital consultants. Referrals will include a variety of diverse and/or complex orthopaedics problems and pathologies. Appropriate triaging requires specialist knowledge, and an understanding of the Paediatric Orthopaedic team’s referral guidelines. * Provides enhanced level holistic practice to clinical area of practice, working collaboratively with all members of the multi professional team to meet the needs of patients being able to to identify and list patients for diagnostic and therapeutic procedures as required using advanced clinical reasoning and evaluation. * Ensures consistent high standard evidence based clinical intervention and decision making informed by local protocols and national guidelines. * Works in accordance with IRMER protocol to request and interpret imaging, following appropriate training. Ongoing supervision and discussion of cases with reference to imaging and investigations such as MRI and haematological investigations. * Advise patients, their carers and staff on the promotion of health and prevention of illness. * Ensure that mechanisms are in place to monitor/modify and evaluate treatment appropriately to ensure high quality patient care with reference to standards and outcomes. * 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 post-hospital interventions for patients add speciality if appropriate in accordance with service protocols and Trust policies. * Acts as an expert therapy resource in specialist field |
| **POLICY/SERVICE DEVELOPMENT** |
| * Contributes to the management of the specialist Paediatric Orthopaedic service by providing periodical reports as per divisional requirements. * Participates in operational and strategic planning for the development and delivery of the Paediatric Orthopaedic service, including the development of evidence based clinical guidelines to promote good practice. * 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. * 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 specific knee conditions * 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 |
| **FINANCIAL/PHYSICAL RESOURCES** |
| * Maximises the efficient use of resources and alert budget holders where treatment regimes change. |
| **HUMAN RESOURCES** |
| * Act as a role model demonstrating high standards of holistic care and provide joint clinical leadership across the Trust for this specialist area. * Provides representation on Trust committees / meetings as required. * Supervise clinical practice as appropriate of identified members of the physiotherapy team. * 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. * Identify own personal development needs to work as an extended scope physiotherapist, and take appropriate action to ensure ongoing CPD, supervision and appraisals. |
| **INFORMATION RESOURCES** |
| * Records personally generated information, maintains patient / client records to high information governance standards at all times. * 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. * Be aware of (and contribute to the recruitment of) research projects within the orthopaedic and physiotherapy teams. Contribute to research projects as required, with appropriate support and training. * Undertakes audit and Quality Improvement to enable the specialist team and other health professionals to improve quality of care and feedback to the team. |
| **PHYSICAL SKILLS** |
| * To demonstrate highly developed dexterity, coordination, sensory and palpatory skills for assessment, manual handling and treatment of patients with complex and specialist needs, on a frequent basis. This would require moderate physical effort over short periods. * To have advanced computer skills to maintain patient records, prepare reports, prepare and deliver presentations, clinical audit, research and to support other organisational need and clinical practice. |
| **PHYSICAL EFFORT** |
| * Occasional requirement to exert moderate physical effort for several short periods during a shift. |
| **MENTAL EFFORT** |
| * There is frequent requirement for concentration within a planned workload**.** |
| **EMOTIONAL EFFORT** |
| * Frequent exposure to emotional or distressing circumstances |
| **WORKING CONDITIONS** |
| * This job includes exposure to unpleasant working conditions, e.g. body fluids including blood, unpleasant smells (daily) e.g. from infected wounds/body odour and occasional (monthly) exposure to verbal aggression. |
| **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.  T*his is* |

PERSON SPECIFICATION

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| **Job Title** | Extended Scope Physiotherapist |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING** |  |  |
| * BSc / MSc Physiotherapist | ✓ |  |
| * HCPC registered | ✓ |  |
| * Level 7 (MSc) relevant to post, working towards or equivalent experience | ✓ |  |
| * Clinical Supervision training |  | ✓ |
| * Leadership training |  | ✓ |
| * IRMER qualification |  | ✓ |
| * Member CSP |  | ✓ |
| **KNOWLEDGE/SKILLS** |  |  |
| * Ability to practice complex decision making / clinical reasoning skills in Orthopaedic medicine through the analysis and interpretation of the clinical examination | ✓ |  |
| * Previous knowledge and experience of musculoskeletal physiotherapy in relation to complex orthopaedic presentations | ✓ |  |
| * Ability to manage own patient caseload | ✓ |  |
| * Able to provide and receive complex and sensitive information and demonstrate skills in negotiating and motivation and where there may be barriers to understanding | ✓ |  |
| * Relevant haematological, and diagnostic investigations i.e XR, blood tests, MRI, working within IRMER protocol (desirable) | ✓ |  |
| * Established Teaching skills at local & regional level | ✓ |  |
| * Research and audit skills and an understanding of their application to improve quality of services. |  | ✓ |
| **EXPERIENCE** |  |  |
| * Extensive experience in managing complex paediatric orthopaedics conditions, as well as normal variants. | ✓ |  |
| * Evidence of highly specialist clinical reasoning and analysis skills | ✓ |  |
| * Experience of clinical supervision, training & development of staff | ✓ |  |
| * Demonstrable teaching ability | ✓ |  |
| * Evidence of innovative practice and ability to problem solve | ✓ |  |
| * Experience in applying research findings to practice |  | ✓ |
| **PERSONAL ATTRIBUTES** |  |  |
| * Effective communication and leadership skills | ✓ |  |
| * Ability to motivate self and others and work as part of a team | ✓ |  |
| * Committed to service development | ✓ |  |
| * Ability to work autonomously and in a Multidisciplinary team across health, social and voluntary sectors | ✓ |  |
| * Flexible working practice | ✓ |  |
| * Effective organisational skills and good time management | ✓ |  |
| * Demonstrates Trust values and upholds diversity and equality policies approved by the Trust | ✓ |  |
| **OTHER REQUIREMENTS** |  |  |
| * Committed to further personal and professional development | ✓ |  |
| * Able to understand requirement to manage resources effectively | ✓ |  |
| * High level of dexterity in relation to clinical procedures as required eg palpation and clinical examination | ✓ |  |
| * 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. | ✓ |  |

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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 |  | ✓ |  |  |
| Contact with patients | Y |  |  |  |  |
| Exposure Prone Procedures | Y |  | ✓ |  |  |
| Blood/body fluids | Y |  | ✓ |  |  |
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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) | Y | ✓ |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| Radiation (>6mSv) | Y | ✓ |  |  |  |
| Laser (Class 3R, 3B, 4) | N |  |  |  |  |
| Dusty environment (>4mg/m3) | N |  |  |  |  |
| Noise (over 80dBA) | Y | ✓ |  |  |  |
| Hand held vibration tools (=>2.5 m/s2) | N |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | ✓ |
| Heavy manual handling (>10kg) | Y |  | ✓ |  |  |
| Driving | Y |  |  | ✓ |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y |  |  | ✓ |  |
| Mental Effort | Y |  |  |  | ✓ |
| Emotional Effort | Y |  |  |  | ✓ |
| Working in isolation | N |  |  |  |  |
| Challenging behaviour | Y |  |  | ✓ |  |