

The Newcastle upon Tyne Hospitals NHS Foundation Trust

Job Description

1 Job Details

Job Title Advanced Research Physiotherapist

Banding Band 7

Directorate: Northern Medical Physics & Clinical Engineering

Dept/Service/Speciality: Please see Role Descriptor

Essential Requirements

- Degree in physiotherapy
- Appropriate post-graduate degree at master's level, or equivalent level of specialist knowledge
- HCPC registration as physiotherapist
- Significant post-registration experience at a senior level
- Significant experience of working with paediatric and adult patient groups including those with diverse and highly complex presentations
- Ability to comprehensively assess patients with neurodisability and complex orthopaedic and musculoskeletal conditions
- Excellent communication skills both verbal and non-verbal
- Problem solving and clinical reasoning skills
- Strong IT skills including database and spreadsheet use
- Good time management and organisational skills.
- Good presentation skills
- Active contributor to multidisciplinary team of orthopaedic surgeons, physiotherapists, clinical scientists and clinical technologists.
- Ability to work autonomously
- Ability to critically appraise evidence and research methodology.
- Ability to lead the preparation of research proposals and grant applications with support and guidance
- Knowledge of research governance and research approval systems
- Recognises and works within scope of practice
- Knowledge of governance issues including ethical and regulatory considerations
- Knowledge of Trust policies and procedures regarding control of infection

Desirable Requirements

- Experience of working under quality management systems.
- Understanding of quality improvement, audit, quality assurance and calibration.
- Experience of performing, publishing & presenting research.
- Knowledge of study design and research methodologies.
- Formal presentations at local, national or international meetings
- Ability to interpret data, analyse problems and evaluate solutions by applying clinical reasoning.
- Excellent written and oral communication and presentation skills.

- Experience in training and supervision of students, training, teaching & mentoring skills
- Good report writing and presentational skills, including the production of reports and conference presentations
- Ability to give technical advice to colleagues, senior clinicians and other professionals
- Use of library and information resources to find, acquire and disseminate new knowledge
- Leadership qualities.

2 Job Purpose

The post holder will build and develop new and pre-existing relationships with other services within the Trust by undertaking quality improvement activities and research in specific areas of service delivery and clinical practice. They will use the outputs of these activities to expand the scope of the gait analysis service and its research interests.

In collaboration with the service lead, the post holder will prepare research proposals, grant applications and articles for peer reviewed journals, and will be a key contributor to the development of the Gait Lab's research portfolio.

The post holder will undertake clinical assessment and 3D gait analysis of patients using motion capture technology and interpret collected data in order to make therapeutic and orthotic recommendations. The post holder will contribute to the presentation of objective data for the use in surgical treatment planning.

This exciting role will offer professional development opportunities, in terms of training in gait analysis, attending relevant courses, and developing research planning, delivery and leadership skills.



3 Dimensions

- This post is suitable for an experienced physiotherapist looking for a new and challenging role. The post holder will have demonstrated a high level of clinical and research achievement and will provide a significant contribution to the development of the department research portfolio as well as own building on their existing research portfolio.

4 Organisational Arrangements

- See Role Descriptor

5 Knowledge Training and Experience

- See Essential Requirements
- The post holder is expected to follow an approved programme of continuing professional development (CPD)

6 Skills

Communication and Relationships

- Provide and receive highly complex information including diagnosis and prognosis, which may be sensitive and where there may be barriers to communication due to patients physical and psychological condition e.g. confusion, pain, deafness, depression and/or dementia.
- Communicate effectively with patients, parents and their carers, to maximise treatment potential and to ensure their understanding of their condition. This includes patients who may have difficulties in understanding or communicating; for example patients who have learning difficulties, behavioural problems, those experiencing difficulties accepting their diagnosis, and those who may not speak English or it is their second language.
- Highly developed verbal and nonverbal communication tools will be required
- Use highly developed skills of persuasion, reassurance and analysis to gain co-operation in the process if required
- Communicate with patients and carers, assessing capacity for and gaining appropriate levels of consent for their treatment
- Communicate effectively and work collaboratively with the wider multidisciplinary team, including medical, nursing, radiology and other therapy colleagues to provide feedback of service evaluation and audit that may facilitate delivery of a co-ordinated multidisciplinary service to patients.
- Communicate effectively and work collaboratively with the primary care/local authority teams who may be involved in the ongoing management of patients care post discharge including community nursing services, GPs, domiciliary physiotherapy services; communicating detailed specialist physiotherapy aspects of patients treatment and their likely progress
- Establish and develop key working relationships with members from other departments and clinical research teams.
- Communicate and where required negotiate effectively with key stakeholders. These may be internal and/or external senior members of the research team, the sponsor and/or funder.

Analytical and Judgemental

- Interpret and analyse a range of clinical and non-clinical facts relating to individual patients presenting with a wide range of complex medical conditions derived from technical procedures and assessments obtained using a 3D computer gait analysis system.
- Undertake a comprehensive highly specialist assessment of patients, plan and disseminate an appropriate programme of physiotherapy care using advanced clinical reasoning and determine the most appropriate treatment methods from a range of physiotherapy options.
- Have the clinical reasoning skills to interpret clinical and scientific results and form a judgement on their significance.

Planning and Organisational

- Excellent time management and organisation skills are essential to carry out the duties of this post i.e. effective workload and project planning.
- Contribute to the multidisciplinary team developing care pathways specific for patient populations.
- Responsible for prioritisation of own workload.

- Assist in the preparation of plans for the development of existing clinical services or the addition of new services, where required.

Physical Dexterity

- Demonstrate highly developed dexterity, co-ordination and palpation for assessment and manual treatment of patients
- Perform patient measurements
- Basic keyboard skills for a wide range of data entry and retrieval activities.

7. Key Result Areas

Patient / Client Care

- Undertake comprehensive gait analysis assessment of patients including those with diverse and highly complex presentations.
- Undertake comprehensive clinical examination, experience in handling, palpation and altered muscle tone.
- Evaluate and review patient outcomes ensuring patients receive the highest possible standards of care.
- Work as part of the multidisciplinary team delivering care to highly complex patients within the gait laboratory as part of the potential surgical treatment planning process
- Liaise with Physiotherapists and other health professionals involved in the management of patients
- Provide timely and accurate reports
- Comply with Trust standards and guidelines including infection control.

Policy and Service Development

- To be aware of relevant legal and statutory issues, international standards and guidelines for best practice.
- Implementing Trust policies to meet legal and statutory requirements at all times, for example in relation to the data protection act.
- Ensure new or amended protocols and procedures are correctly and uniformly implemented.

Financial and Physical Resources

- To be responsible for the safe use of expensive highly complex equipment by post holder and other staff.

Human Resources

- To supervise trainees and students as required
- Assist with training of Clinical Scientists and other healthcare professionals as required.

Information Resources

- Play a role in the efficient management of data storage, backup and security.
- Create spreadsheets and databases as required for record keeping and operational statistics.
- The post holder has access to sensitive information and is responsible for its

security and confidentiality in accordance with the data protection act.

Research and Development

- Undertake quality improvement activities and research into specific areas of clinical practice and service delivery using a range of methodologies to support gait laboratory research initiatives. Present research at appropriate conferences/meetings. Contribute to the maintenance of the database to facilitate this.
- Maintain and develop current knowledge of evidenced based practice, developing specialist knowledge in the field of gait analysis and the management of cerebral palsy and related conditions.
- To work collaboratively and contribute to other clinical audit and research activities within related departments and patient groups.

8. Freedom to Act

- The post holder is expected to work within professional guidelines.
- The post holder's work is managed rather than supervised with results being assessed at agreed intervals.
- Prioritisation of own work.

9. Effort and Environment

Physical

- There is a frequent requirement to sit in a restricted position as a substantial proportion of the working time is spent using a computer.
- Frequent requirement to exert moderate amounts of physical effort using hoists, wheelchairs, and manual physiotherapy techniques when working with patients.
- Occasional requirement to exert intense amounts of physical effort when working with patients when it is not appropriate to use mechanical aids e.g. passive movements of obese patients, lifting large legs onto the foot-plates of wheelchairs, therapeutic handling of complex patients
- Undertake therapeutic moving and handling of patients as part of their physiotherapy assessment

Mental

- There are frequent prolonged periods of concentration performing complex test procedures.
- Concentration required for analysing data and preparing reports and/or data for publication and presentations.

Emotional

- Frequent exposure to dealing with difficult or distressed patients and relatives.
- May provide support to colleagues in a personal and/or professional capacity.

Working Conditions

- Occasional exposure to unpleasant working conditions in connection with professional activities.

Signed:
(Post holder)

Date:

Signed:
(Directorate Manager or equivalent)

Date:



The Newcastle upon Tyne Hospitals NHS Foundation Trust

Person Specification

JOB TITLE: Advanced Research Physiotherapist

BAND: 7

DIRECTORATE: Northern Regional Medical Physics & Clinical Engineering

<u>REQUIREMENT</u>	<u>ESSENTIAL</u> Requirements necessary for safe and effective performance of the job	<u>DESIRABLE</u> Where available, elements that contribute to improved/immediate performance in the job	<u>ASSESSMENT</u>
Qualifications & Education	<ul style="list-style-type: none"> • Degree in physiotherapy • Appropriate post-graduate degree at master's level, or equivalent level of specialist knowledge • HCPC registration as physiotherapist 	<ul style="list-style-type: none"> • In depth knowledge of gait analysis • In depth knowledge of orthotics 	Application Form Interview HCPC register
Knowledge & Experience	<ul style="list-style-type: none"> • Significant post-registration experience at band 6 / band 7 level • Significant experience of working with paediatric and adult patient groups including those with diverse and highly complex presentations • Knowledge of research governance and research approval systems • Knowledge of gait analysis • Able to demonstrate advanced clinical reasoning and clinical decision making 	<ul style="list-style-type: none"> • Experience of working under quality management systems. • Understanding of quality improvement, audit, quality assurance and calibration. • Experience of performing, publishing & presenting research. • Knowledge of study design and medical statistics. • Formal presentations at local, national or international meetings 	Application form Interview Portfolio References
Skills & Abilities	<ul style="list-style-type: none"> • Ability to comprehensively assess patients with neurodisability and complex orthopaedic and musculoskeletal conditions • Excellent communication skills both verbal and non-verbal • Problem solving and clinical reasoning skills • Strong IT skills including database and spreadsheet use • Good time management and organisational skills. • Good presentation skills • Ability to work autonomously • Ability to critically appraise evidence and research methodology. • Ability to lead the preparation of research proposals and grant applications with support and guidance 	<ul style="list-style-type: none"> • Training, teaching & mentoring skills • Good report writing and presentational skills, including the production of scientific papers, reports and conference presentations • Ability to give technical advice to colleagues, senior clinicians and other professionals • Use of library and information resources to find, acquire and disseminate new knowledge 	Application Interview Portfolio
Values / Behavioural / Attitudes	<ul style="list-style-type: none"> • Recognises and works within scope of practice • Knowledge of governance issues including ethical and regulatory considerations • Knowledge of Trust policies and procedures 		Application form Interview
Core Behaviours	Alignment to Trust Values and Core Behaviours		Application form Interview

CANDIDATE:

SIGNED BY:

DESIGNATION:

REFERENCE NO:

DATE:

