

ANEURIN BEVAN UNIVERSITY HEALTH BOARD
JOB DESCRIPTION



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

JOB DETAILS:

Job Title	Specialist Physiotherapist - MSK
Pay Band	6
Hours of Work and Nature of Contract	To be completed on recruitment
Division/Directorate	Therapies / Family & Therapies
Department	MSK Therapies
Base	To be completed on recruitment

ORGANISATIONAL ARRANGEMENTS:

Managerially Accountable to:	MSK Pathway Manager
Reports to: Name Line Manager	Physiotherapy Operational Manager / Senior Physiotherapy Manager
Professionally Responsible to:	Physiotherapy Head of Service

Elin GWERTHOEDD yw...

Pobl yn gyntaf

Cyfrifoldeb personol

Angerdd am welliant

BALCHDER

Our VALUES are...

People first

Personal responsibility

Passion for improvement

PRIDE

Am fwy o wybodaeth ffoniwch 01633 623801

For more information please contact the Organisational Development Team on 01633 623801

OUR VALUES:

Job Summary/Job Purpose:

A Senior Physiotherapist working within the musculoskeletal speciality participates as a member of the physiotherapy team and MSK Therapies teams independently managing a musculoskeletal clinical caseload with the support of senior clinicians and mentors.

The post holder forms part of an existing team of physiotherapists responsible for the delivery of musculoskeletal services across various sites within Aneurin Bevan University Health Board.

The post holder is based within the outpatient physiotherapy service supporting clinical delivery on a 1:1 and group basis via face to face or virtually in a variety of settings in community outpatient clinics for adult and/or children's services. Clinical specialist and clinical lead staff will support the post holder to participate in self-referral and triage support clinics as well as delivery within urgent primary care and minor injury units.

The post holder contributes to the weekend rotas and seven-day services for urgent primary care and minor injuries as appropriate.

In conjunction with other senior staff, the post holder will actively participate in audit and surveys to contribute to the implementation of changes within their work area and service development projects as appropriate. An essential element of this role is to clinically mentor and supervise students as a clinical educator and rotational staff within the department and to contribute to the delivery of MSK physiotherapy service training programmes.

DUTIES/RESPONSIBILITIES:**Clinical Practice**

- To undertake all aspects of clinical duties as an autonomous practitioner
- To be professionally and legally accountable for a designated patient caseload and to decide priorities for own work area, balancing other patient related and professional demands
- To manage clinical risk within own patient caseload
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient
- To undertake the comprehensive assessment and accurate diagnosis of patients, including those with a complex presentation, using investigative, palpatory, analytical and clinical reasoning skills
- To undertake physical treatment techniques utilising highly developed manual skills
- To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a specialised programme of care
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers, other disciplines and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme
- To participate in multidisciplinary/multi-agency team meetings and case conferences to ensure the co-ordination of patient care. This may include the review of patient progress and discharge planning
- To ensure accurate, comprehensive, and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria
- To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcomes
- To undertake the measurement and evaluation of own work through audit, outcome

measurement, the application of evidence-based practice and research where appropriate

- To work to Health Board, Professional and National clinical guidelines/standards against which quality of practice should be monitored
- Once level of competence obtained, to participate in the weekend, bank holiday and extended working rotas where appropriate

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.

Communication

- To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis
- To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention
- To engage the patient, and relatives/carers where appropriate, in the planning and agreement of a treatment programme to maximise rehabilitation potential
- To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme
- To communicate with empathy, patient information which may be of a complex and sensitive nature
- To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management
- To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service
- To acknowledge and support patients'/clients'/carers rights by promoting individual choice respecting their beliefs, privacy and dignity at all times
- To always strive to provide an environment where the diversity of patients/clients/carers and colleagues is respected
- To provide a high-quality service always acting in a professional manner

Managerial

- To contribute to the supervision and performance management of physiotherapists, physiotherapy technicians, assistants and students
- To deputise for senior staff where appropriate
- To participate in the Health Board review process undertaking annual PADR's as both appraiser and appraisee
- To participate in departmental meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery
- To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care
- To undertake specific tasks as designated by senior staff and operational manager(s)
- To contribute to physiotherapy service development and audit
- To propose service changes for own work area and if requested lead local project groups
- To adhere to the policies and procedures of the Health Board and Physiotherapy Service
- To maintain state registration with the Health Professions Council (HPC) and to provide evidence of that registration annually upon request

Education and Training

- To be responsible for maintaining own competency to practice through continuing professional development activities including reflective practice, review of relevant literature, participation in local in-service training programmes and peer review, maintenance of a personal portfolio and the attendance of relevant training courses as identified within a personal development plan
- To maintain and develop current knowledge of evidence-based practice in the areas of each rotation, develop specialist knowledge of particular conditions and patient types
- To be an active member and contribute to the organisation and delivery of the in-service training programme
- To assist senior staff in the tuition of undergraduate junior physiotherapists, physiotherapy technicians and assistants
- To undertake the tuition, supervision and performance assessment of undergraduate physiotherapy students. This will include working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification
- If requested provide teaching and instruction to other disciplines to ensure a consistent approach to patient care
- To participate in mandatory/statutory training as outlined in the Physiotherapy Health and Safety Policy

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and/or Knowledge	<ul style="list-style-type: none"> ▪ Diploma/degree in Physiotherapy ▪ State Registered Physiotherapist (HPC) ▪ Relevant clinical educators' course or willing to undertake training ▪ Appropriate range of postgraduate clinical education 	<ul style="list-style-type: none"> ▪ MCSP ▪ APCP for posts in children's services ▪ Active participation in relevant interest group 	Application form and pre-employment checks
Experience	<ul style="list-style-type: none"> ▪ Broad range of post graduate clinical experience including comprehensive rotational experience. ▪ Specific experience in speciality applied for ▪ Experience of participating in and delivering in-service training programmes ▪ Experience of supervising staff 	<ul style="list-style-type: none"> ▪ Evidence of having worked unsupervised ▪ Evidence of having participated in on-call and weekend duties where appropriate ▪ Evidence of having worked in the UK as a HCPC registered Physiotherapist ▪ Experience of integrating user participation in service development ▪ Experience of facilitating learning with undergraduate students 	Application form and interview
Aptitude and Abilities	<ul style="list-style-type: none"> ▪ The ability to discuss the clinical reasoning process in the management of complex cases ▪ The ability to identify and act upon adverse clinical signs ▪ Good communication skills both verbal and written when interacting with members of the team, other staff, patients and their families ▪ The ability to work effectively in a team environment ▪ Evidence of initiative ▪ Good time management ▪ the ability to discuss the ethos of clinical governance and its relevance in physiotherapy practice ▪ The ability to demonstrate an understanding of the NHS and the challenges facing the physiotherapy service ▪ Awareness of relevant national 	<ul style="list-style-type: none"> ▪ Appreciation of research principles and findings and the impact on clinical practice ▪ Experience of dealing with personnel issues ▪ IT literate ▪ The ability to speak Welsh or willingness to learn 	Interview

	<ul style="list-style-type: none"> and local clinical guidelines ▪ Commitment to participating in clinical and organisational audit ▪ The ability to demonstrate critical appraisal skills ▪ Evidence of Continuing Professional Development sufficient to meet HPC requirements 		
Values	<ul style="list-style-type: none"> ▪ Professional confidence & reliable attitude to work ▪ Able to cope under pressure and adapt work patterns when the situation is unpredictable ▪ Commitment, enthusiastic and self-motivated ▪ Ability to maintain high levels of concentration, alertness and awareness in unpredictable environments ▪ Ability to emotionally adapt and demonstrate empathy and negotiation skills ▪ Adaptive team player with ability to motivate and respectful to others ▪ Ability to reflect on own performance 		Application Form Interview References
Other	<ul style="list-style-type: none"> ▪ Requirement OR willingness to undertake further masters level training up to PGC level ▪ Ability to travel and to work in a variety of sites based on need ▪ Prepared to work flexibly to meet service needs ▪ Available for weekend duties 	<ul style="list-style-type: none"> ▪ Membership of appropriate special interest groups ▪ Clear vision of role and commitment to specialty ▪ The ability to move between sites within the Trust or patients' residences as demanded by the job role 	Application form and interview

GENERAL REQUIREMENTS

Include those relevant to the post requirements:

- **Values:** All employees of the Health Board are required to demonstrate and embed the Values and Behaviour Statements in order for them to become an integral part of the post holder's working life and to embed the principles into the culture of the organisation.
- **Registered Health Professional:** All employees who are required to register with a professional body, to enable them to practice within their profession, are required to comply with their code of conduct and requirements of their professional registration.
- **Healthcare Support Workers:** Healthcare Support Workers make a valuable and important contribution to the delivery of high quality healthcare. The national Code of Conduct for NHS Wales describes the standards of conduct, behaviour and attitude required of all Healthcare Support Workers employed within NHS Wales. Health Care Support Workers are responsible, and have a duty of care, to ensure their conduct does not fall below the standards detailed in the Code and that no act or omission on their part harms the safety and wellbeing of service users and the public, whilst in their care.
- **Competence:** At no time should the post holder work outside their defined level of competence. If there are concerns regarding this, the post holder should immediately discuss them with their Manager/Supervisor. Employees have a responsibility to inform their Manager/Supervisor if they doubt their own competence to perform a duty.
- **Learning and Development:** All staff must undertake induction/orientation programmes at Corporate and Departmental level and must ensure that any statutory/mandatory training requirements are current and up to date. Where considered appropriate, staff are required to demonstrate evidence of continuing professional development.
- **Performance Appraisal:** We are committed to developing our staff and you are responsible for participating in an Annual Performance Development Review of the post.
- **Health & Safety:** All employees of the organisation have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. The post holder is required to co-operate with management to enable the organisation to meet its own legal duties and to report any hazardous situations or defective equipment. The post holder must adhere to the organisation's Risk Management, Health and Safety and associate policies.
- **Risk Management:** It is a standard element of the role and responsibility of all staff of the organisation that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.
- **Welsh Language:** All employees must perform their duties in strict compliance with the requirements of their organization's Welsh Language Scheme and take every opportunity to promote the Welsh language in their dealings with the public.
- **Information Governance:** The post holder must at all times be aware of the importance of maintaining confidentiality and security of information gained during the course of their duties. This will in many cases include access to personal information relating to service users.
- **Data Protection:** The post holder must treat all information, whether corporate, staff or patient information, in a discreet and confidential manner in accordance with the provisions of the General Data Protection Legislation and Organisational Policy. Any breach of such confidentiality is considered a serious disciplinary offence, which is liable to dismissal and / or prosecution under current statutory legislation and the HB or Trust Disciplinary Policy.
- **Records Management:** As an employee of this organisation, the post holder is legally responsible for all records that they gather, create or use as part of their work within the organisation (including patient

health, staff health or injury, financial, personal and administrative), whether paper based or on computer. All such records are considered public records and the post holder has a legal duty of confidence to service users (even after an employee has left the organisation). The post holder should consult their manager if they have any doubt as to the correct management of records with which they work.

- **Equality and Human Rights:** The Public Sector Equality Duty in Wales places a positive duty on the HB/Trust to promote equality for people with protected characteristics, both as an employer and as a provider of public services. There are nine protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. The HB/Trust is committed to ensuring that no job applicant or employee receives less favourable treatment on any of the above grounds. To this end, the organisation has an Equality Policy and it is for each employee to contribute to its success.
- **Dignity at Work:** The organisation condemns all forms of bullying and harassment and is actively seeking to promote a workplace where employees are treated fairly and with dignity and respect. All staff are requested to report any form of bullying and harassment to their Line Manager or to any Director of the organisation. Any inappropriate behaviour inside the workplace will not be tolerated and will be treated as a serious matter under the HB/Trust Disciplinary Policy.
- **DBS Disclosure Check:** In this role you will have * direct / indirect contact with* patients/service users/ children/vulnerable adults in the course of your normal duties. You will therefore be required to apply for a Criminal Record Bureau *Standard / Enhance Disclosure Check as part of the HB/Trust's pre-employment check procedure. *Delete as appropriate.
If the post holder does not require a DBS Disclosure Check, delete as appropriate.
- **Safeguarding Children and Adults at Risk:** The organisation is committed to safeguarding children and adults at risk. All staff must therefore attend Safeguarding Children & Adult training and be aware of their responsibilities under the All Wales Procedures.
- **Infection Control:** The organisation is committed to meet its obligations to minimise infections. All staff are responsible for protecting and safeguarding patients, service users, visitors and employees against the risk of acquiring healthcare associated infections. This responsibility includes being aware of the content of and consistently observing Health Board/Trust Infection Prevention & Control Policies and Procedures.
- **No Smoking:** To give all patients, visitors and staff the best chance to be healthy, all Health Board/Trust sites, including buildings and grounds, are smoke free.

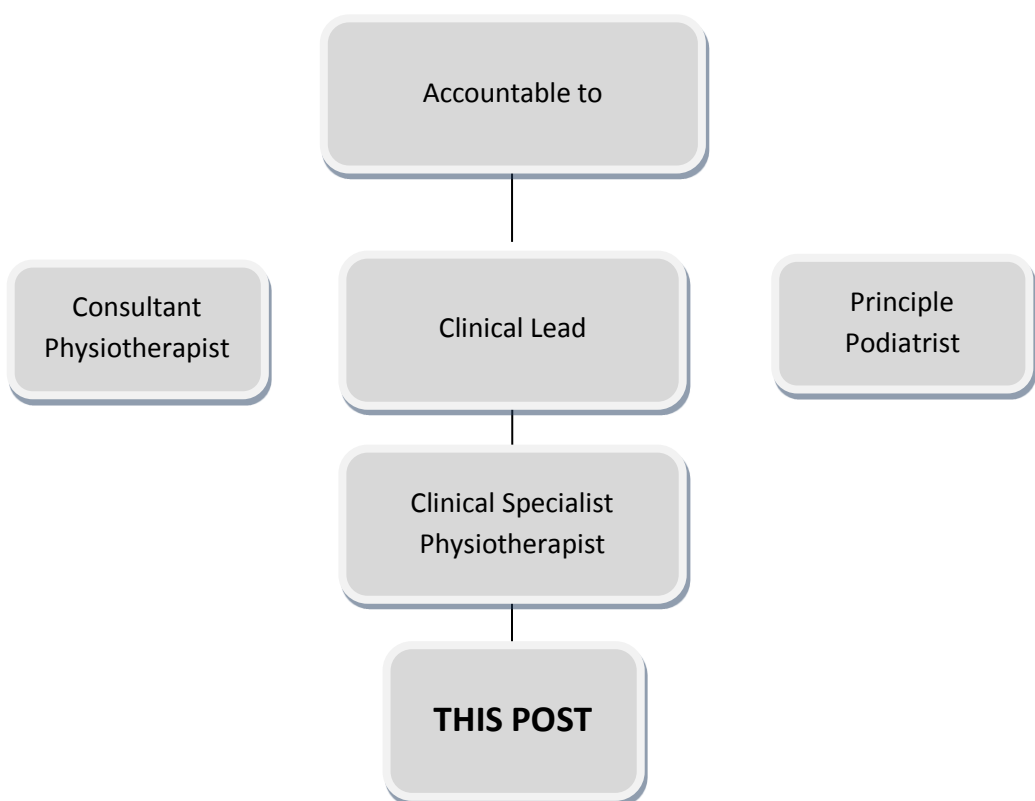
Flexibility Statement: The duties of the post are outlined in this Job Description and Person Specification and may be changed by mutual agreement from time to time.

JOB TITLE: Physiotherapy Clinical Lead for Musculoskeletal Service (Primary Care / Minor Injuries)

ORGANISATIONAL CHART

The Organisational Chart must highlight the post to which this job description applies showing relationship to positions on the same level and, if appropriate, two levels above and below.

Complete, add or delete as appropriate the text boxes below showing the organisational relationships.



JOB TITLE: Physiotherapy Clinical Lead for Musculoskeletal Service (Primary Care / Minor Injuries)

Supplementary Job Description Information

Please complete information on Physical Effort, Mental Effort, Emotional Effort and Working Conditions in order to assist the Job Matching process.

Physical Effort

This factor measures the nature, frequency and duration of physical effort (sustained effort at a similar level or sudden explosive effort) required for the job.

Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed, such as:

‘Working in uncomfortable/unpleasant physical conditions; sitting in restricted positions; repetitive movements; lifting heavy weights; manipulating objects; kneeling, crouching, twisting; heavy duty cleaning; working at heights; using controlled restraint; driving as part of daily job - **N.B.** Walking /driving to work is not included’

Examples of Typical effort(s)	How often per day / week / month	For how long?	Additional Comments
Lifting patients' limbs, crouching, twisting and resisting movement to assess range of movement and strength	Daily	10 mins	
Support patient mobilisation whilst teaching use of mobility aids	Weekly	5 mins	

Mental Effort

This factor measures the nature, level, frequency and duration of mental effort required for the job, for example, concentration, responding to unpredictable work patterns, interruptions and the need to meet deadlines.

Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day, e.g. :

‘Carrying out formal student assessments; carrying out clinical/social care interventions; checking documents; taking detailed minutes at meetings; operating machinery/equipment; carrying out screening tests/microscope work; carrying out complex calculations; carrying out non-clinical fault finding; responding to emergency bleep; driving a vehicle; examining or assessing patients/clients.

Examples of Typical effort(s)	How often per day / week / month?	For how long?	Additional Comments
Carrying out formal assessments face to face, over telephone or virtual modalities	Daily	3 Hours	
Reading and responding to patient requests for help / self-referral. Required to respond to questions from other members of team and coach them to deliver appropriate actions	Daily	3 Hours	

Emotional Effort

This factor measures the nature, frequency and duration demands of the emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding.

Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.

For example, 'processing (e.g. typing/transmitting) news of highly distressing events; giving unwelcome news to patients/clients/carers/staff; caring for the terminally ill; dealing with difficult situations/circumstances; designated to provide emotional support to front line staff; communicating life changing events; dealing with people with challenging behaviour; arriving at the scene of an accident.' **N.B. Fear of Violence is measured under Working Conditions.**

Examples of Typical effort(s)	How often per day / week / month?	For how long?	Additional Comments
Providing emotional support to team members	Monthly	Hour	
Supporting team to manage people with challenging responses to MSK assessment	Monthly	2 Hours	

Working Conditions

This factor measures the nature, frequency and duration of demands on staff arising from inevitably adverse environmental conditions (such as inclement weather, extreme heat/cold, smells, noise and fumes) and hazards, which are unavoidable **(even with the strictest health and safety controls)**, such as road traffic accidents, spills of harmful chemicals, aggressive behaviour of patients, clients, relatives, carers.

Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.

Examples are – use of VDU more or less continuously; unpleasant substances/non-household waste; infectious material/foul linen; body fluids, faeces, vomit; dust/dirt; fleas/lice; humidity; contaminated equipment or work areas; driving/being driven in normal or emergency situations - ***Driving to and from work is not included**

Examples of Typical Conditions	How often per day / week / month?	For how long?	Additional Comments
Risks related to sharps injury	Approx x2/week	Hour	
Risk related to manual handling for mobility assessment	Weekly	5 mins	