



Advanced Practice Physiotherapist

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Advanced Practice Physiotherapist Neurological complex disability
Band	8a
Directorate	Clinical Support Services/Therapy Centre
Accountable to	Deputy Therapy Operational Manager
DBS Required?	Enhanced DBS check + Children's & Adults' Barred Lists

JOB OVERVIEW

Job Summary

To be an advanced practice physiotherapist working autonomously and collaboratively with the consultant band 8b physiotherapist, providing a highly specialist and evidence-based service to patients with spasticity and complex neurological disability.

To deliver advanced assessment and treatment programmes in the field of neurological disability, as an autonomous practitioner managing a caseload of patients with highly complex needs.

To assess focal spasticity and decide upon muscles to be injected, the dosage required and the organisation of follow up post injection management.

To maintain competencies as an injector, delivering Botulinum Toxin injections safely and effectively. This includes follow up and management to optimise function and minimise secondary complications in patients across the county.

To maintain the competencies to become an independent prescriber within the scope of the post.
To deliver the Spasticity and Complex Disability clinics that run within the Outpatient Physiotherapy department, and Inpatient wards of SaTH and within the Community as required.
To have expert communication skills and demonstrate these on a continual basis with patients/carers where needs are highly complex, sensitive and distressing. Joint goals will be agreed with the patients and carers and shared with relevant colleagues and the referring clinician.
To delegate appropriate work to the Physiotherapy Support worker within the Neurology Outpatients Physiotherapy department.
To be an expert resource for other therapists, medical and nursing staff regarding therapeutic treatment of patients with complex disability and spasticity throughout the county.

Main Duties & Responsibilities

Clinical

The post holder will work as a highly experienced autonomous advanced practice physiotherapist to perform advanced assessment including requesting and interpretation of appropriate diagnostics for patients with diverse presentations. To use expert clinical reasoning to provide a diagnosis and then develop, deliver and adapt individualised treatment plans for patients within a specialist clinical area.

To be responsible for the delivery of core and highly specialist training on a range of subjects relating to the clinical specialism.

To assess patients understanding of treatment offered, gain consent and have the ability to work within the legal framework with patients who lack capacity to consent to treatment as outlined in the Trust's consent guidelines.

To ensure the contemporaneous treatment records, discharge summaries and activity data are maintained in accordance with Trust and Professional standards for both own practice and that of all Therapy staff within the team.

To be responsible for organising and planning own caseload and where appropriate other members of the team, to ensure the needs of the service are met, readjusting plans as situations and priorities change.

To maintain a professional portfolio for own continuing professional development to demonstrate own advanced practice competencies and compliance with Trust policies and Professional body code of conduct.

To create an environment that supports life-long learning through the provision of advanced pre and post registration training.

To participate in student training, liaising with student coordinators and providing evaluation and feedback to the Higher Education Institutes (HEI) as appropriate.

Service Improvement

To regularly undertake clinical audit as part of role in order to review service effectiveness and present findings.

To network with HEI and / or Professional Bodies to keep abreast with and critically evaluate current research and apply where appropriate to further develop evidence based practice.

To participate in randomised controlled trials led by HEI and / or Professional Bodies to support the development of a wider body of evidence within specialist area.

To demonstrate knowledge and understanding of national guidelines and legislation and ensure this is disseminated to the Therapy Manager, Professional Head, Consultants and the wider MDT.

To lead specific service and pathway reviews and improvements within the Therapy Centre according to the priorities defined by the strategic objective of the Trust and Therapy Centre

Management

To act as an experienced extended scope practitioner within Therapy Centre for musculoskeletal patients involving the provision of specialist advice, guidance and training.

To influence the development of Trust and Professional policies and Procedures regarding own extended scope role and contribute to their on-going development and review.

To ensure all aspect of clinical governance are dealt with effectively and efficiently e.g. Datix reports are completed when required, patients complaints are processed in a timely manner and all mandatory training is completed.

To propose service improvements for own service areas where appropriate and liaise with other disciplines when these changes impact on other clinical areas and professions.

To work collaboratively with the Therapy Manager and Quality Improvement Leads to evaluate activity, outcomes and effectiveness to ensure the service delivery is of the highest standard possible.

To participate in recruitment and selection process when required.

To work collaboratively with the Centre Manager and Professional heads to contribute to the professional development of Physiotherapy staff

Decisions, judgements and Freedom to Act

To use advanced clinical reasoning skills to interpret and make independent judgments in line with best practice.

To make complex decisions e.g. when undertaking service reviews and making recommendations for service improvement being aware professional scope practice and opportunities to develop roles.

To receive management supervision from the Support Services Centre Manager – Therapies and fully participate in appraisal.

To advise colleagues on clinical and service issues, assisting them in complex decision making regarding clinical and operational decisions.

To contribute to strategic planning for Therapy Centre in line with National, Trust, Commissioner, Therapy Centre and Professional requirements, putting the welfare of patients at the centre of the planning process.

Communication and Relationships

To communicate complex information using well developed motivational and negotiating skills, sometimes working where barriers to communication / acceptance exist, to individuals or teams involved in service reviews, improvements and change programmes and portray a “compelling” need to change when appropriate.

To be guided by ethical consideration and where patients confidentiality is paramount at all times.

To communicate with patients and carers educating, motivating and conveying empathy and understanding where appropriate to gain optimal benefit throughout the therapeutic process.

To chair relevant meetings within areas of management and represent the Therapy Centre at Therapy, Trust and external meetings including deputising for the Support services centre manager – therapies and giving presentations eg therapy strategy board.

To communicate, either independently or with the Support Services Centre Manager – Therapies / Therapy Centre Manager highly complex and / or highly sensitive information to the whole team e.g. change management issues, and to individualised, e.g. performance management issues.

To facilitate team working across professional and organisational boundaries to ensure pathways are integrated to the benefit of the patient experience.

To be an advocate for all of the therapy professions within the Therapy Centre and maintain an appropriate network of external contacts.

To develop and maintain effective communication, feedback and engagement with customers of the service, including Consultants, GP`, patients and carers. The focus will also include promotional work with referring agents, other trust services, community / primary care, social care, voluntary and private sectors.

To communicate with patients, patient representatives and patient groups and ensure that patient and carers needs are central to service improvement and change.

To work with Support Services Centre Manager – Therapies to manage any complaints regarding the service ensuring that they are dealt with in a prompt and professional manner.

To develop and maintain adequate IT skills to support communication requirements.

Working Conditions, Physical, Mental and Emotional Demands

To develop and maintain an ability to cope with and prioritise many unexpected work demands and deadlines.

To develop own competencies in handling the complexity of issues relating to the management of people and occasionally be required to deal with distressed or unpredictable behaviour from patients, their carers and staff members, for example, when dealing with complaints and patients / carers.

To maintain intense concentration for prolonged periods.

To be sensitive to the prevailing cultures and working practices, demonstrating leadership skills to harmonise where appropriate whilst also allowing for divergent practices when relevant.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Clinical based Master's Degree • Extensive experience of which a substantial amount is within Neuro Speciality at a senior level • Independent Prescriber and/or injector qualifications • Evidence of extensive expert professional / clinical knowledge in neurological and complex disability spasticity management • Effective communication able to communicate complex and sensitive information • Evidence of effective people management and leadership skills 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Demonstrates specialist expertise underpinned by theory acquired through CPD • Evidence of involvement in the development of programmes of care, protocols and clinical audit • Highly developed effective communication / negotiation skills • Excellent clinical reasoning / clinical decision making • Evidence of involvement and leadership in teaching and mentoring learners • Evidence of understanding and demonstrating commitment to trust values 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Excellent written and verbal communication skills• Evidence of leadership ability• Ability to motivate and inspire patients and colleagues• Analytical and Problem-solving skills• Organisation, planning, prioritisation, and decision-making skills• Ability to cope with working in a stressful environment.• Flexibility• Clinical supervision, teaching, mentorship, and appraisal skills• Ability to use own initiative appropriately• Empathy and understanding• IT Skills relevant to the role	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to

take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD

Proudly supporting those who serve.





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