

JOB DESCRIPTION

Job Details:

Job Title:	Senior/Highly Specialist Physiotherapist <i>Musculoskeletal Outpatient Team</i>
Band:	Band 7
Location:	Norfolk and Norwich University Hospitals NHS Foundation Trust. The Physiotherapy Service is provided in various locations and therefore work may be undertaken at: <ul style="list-style-type: none">• Norfolk and Norwich University Hospital• Cromer Hospital• Other locations in the community
Department:	Physiotherapy
Managerially Accountable to:	Physiotherapy Services Manager, Norfolk & Norwich University Hospitals NHS Foundation Trust
Professionally Accountable to:	(i) The Physiotherapy Services Manager (ii) The Physiotherapy Service Lead for the relevant area (iii) Medical practitioners for the clinical management of their patients

Job Purpose:

1. Experienced physiotherapist with highly specialist skills responsible for the physiotherapy management of patients presenting to the relevant service/team within the Norfolk and Norwich University Hospitals NHS Foundation Trust.
2. To be the clinical lead physiotherapist responsible for a defined area of work as specified in Appendix 1 (where relevant).
3. To be an expert clinical resource for the physiotherapy management of patients presenting to the relevant specialty, both within the Trust and regionally, as required.

4. To represent the physiotherapy service as a clinical expert in initiatives both within and outside the Trust as requested by the Physiotherapy Services Manager or Physiotherapy Service Lead.
5. To be responsible for an individual caseload including prioritisation, assessment and management of patients with a range of acute and chronic conditions. Relying on expert clinical judgement and using highly analytical skills, to determine clinical diagnosis and treatment. To maintain records as a legally autonomous practitioner.
6. To provide a leadership role clinically, educationally, professionally and managerially.
7. To have an active role in the planning, development, coordination, delivery and evaluation of the physiotherapy service provided to patients within and out-reaching from the Norfolk and Norwich University Hospitals NHS Foundation Trust.
8. To deputise for the Physiotherapy Operational Lead/Integrated Therapy Lead/Service Lead as required.
9. To support the delivery of a high quality, safe and compassionate healthcare service, all staff are expected to act as a role model to others in all aspects of their work and consistently demonstrate NNUH's 'PRIDE' values of People focused, Respect, Integrity, Dedication and Excellence and demonstrate behaviours that support and encourage an inclusive culture.

Overview of Essential Responsibilities:

Clinical

10. To be professionally and legally responsible and accountable for all aspects of own work.
11. To maintain a high standard of clinical care for patients.
12. To accept clinical responsibility for the physiotherapy management of a defined caseload of patients and to organise this efficiently and effectively with regard to clinical priorities and use of time.
13. To provide peer support and case review for other members of the team, in particular, in relation to patients with complex clinical/psychological presentations.
14. To use communication tools (verbal and non-verbal) and assess understanding of treatment proposals to gain valid informed consent. To work within a legal framework with patients who lack the capacity to consent to treatment.
15. To collect relevant patient information from a variety of sources e.g. radiology

imaging systems, other investigations to assist with clinical prioritisation and patient management. This may also include ward handovers, observation charts, medical and nursing records etc.

16. To undertake the comprehensive specialist assessment of patients using investigative and highly analytical skills.
17. To make a clinical diagnosis based on presenting signs and symptoms.
18. To formulate an individual management and/or treatment programme using advanced clinical reasoning and a wide range of treatment skills and options relevant to clinical specialty.

Factors to consider may include pain, altered sensation, decreased perceptual awareness, decreased muscle power, abnormal muscle tone, emotional and mental health

19. To recommend, set up and use specific equipment relevant to the specialty.
20. To maintain accurate, comprehensive and up-to-date clinical records in line with legal and departmental requirements.
21. To continually evaluate patient progress, reassess and modify management plans as required.
22. To recognise, using clinical judgment, when physiotherapy is not indicated and refer to other healthcare professionals as required and act as advisor in this capacity to other Senior Physiotherapists and Physiotherapists within the team.
23. To participate in out of hours work to provide a 24 hour service and to take responsibility for the management of acutely ill inpatients requiring physiotherapeutic intervention at these times.

This may include:

- Essential planned and unplanned work occurring at weekends and on public holidays
- Off site, on call response to referrals for urgent physiotherapy for patients whose medical/clinical condition requires rapid intervention

Work undertaken out of hours will be commensurate with clinical skills; competency, knowledge base, and experience of rostered staff to ensure patient care and staff safety are not compromised at these times. At certain times this will require being the sole physiotherapist on duty.

24. To participate in the rotas for extended day/ 7-day working, in line with service needs

Communication

25. To use a range of verbal and non-verbal communication tools to communicate

effectively with patients and carers and to ensure understanding of condition. Patients may require clarification of clinical decisions or investigations, potential outcomes and the implications for the patient/family. This may include sensitive/emotive information.

26. To use skills of persuasion, motivation, explanation, and empathy to encourage patients to undertake their management programme and optimise rehabilitation potential and/or quality of life. Barriers to effective communication may regularly be evident, e.g.: pain, anxiety, psychological/emotional status
27. To communicate patient related information effectively including future rehabilitation needs to facilitate co-ordinated services and ensure seamless collaborative working with the multidisciplinary team (MDT) and multi-agencies. This may include case conferences, handovers, ward rounds, discharge planning, care package planning, documentation in health records and medical reports. Patient related information might be complex, sensitive and contentious.
28. To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
29. To provide highly specialised advice to physiotherapy colleagues and other members of the multidisciplinary team (MDT) working within other clinical areas/Trusts.
30. To use well developed communication skills to support and manage staff with clinical, professional and personal needs.
31. To use Information Technology for the purposes of:
 - Communication within and outside the Trust
 - Audit and service improvement
 - Accessing clinical and professional information
e.g.: Physiotherapy PAS diary schedule, radiology imaging systems, PhysioTools exercise software, for CPD, PowerPoint presentations etc.

Professional

32. To abide by the Chartered Society of Physiotherapy Professional Code of Conduct and Standards of Practice and the Health & Care Professions Council requirements for physiotherapy registration
33. To maintain own continuous professional development (CPD) and incorporate new trends and developments into practice. To be an active member of in-service training programmes. To attend and contribute as appropriate at staff meetings, tutorials, training sessions, courses, other CPD activities and to undertake reflective practice. To maintain a dynamic personal development plan and portfolio, with evidence of ongoing commitment to CPD and self-directed learning.

34. To maintain comprehensive and accurate assessment and treatment records in line with legal, professional, Trust and departmental policies and guidelines.
35. To train, supervise and performance-manage other physiotherapists, physiotherapy assistant practitioners, senior physiotherapy assistants, physiotherapy assistants and students (this will include the use of formal appraisal documentation).
36. To provide leadership and peer support to physiotherapists and support workers within the relevant clinical services/team.
37. To demonstrate and apply a sound understanding of Clinical Governance and Risk Management, and actively encourage risk awareness within the team.
38. To act professionally in relation to customer care and, with support, to contribute to the investigation/response to any complaints in line with Trust policy.
39. To act as an ambassador for the Physiotherapy service.

Managerial/organisational

40. To have an active role in the planning, development, coordination, delivery and evaluation of the physiotherapy/Integrated Therapy service within the relevant service/team.
41. To provide support to the Physiotherapy Operational Lead/Integrated Therapy Lead/Service Lead in the daily operational management of the relevant service/team.
42. To delegate to, supervise and monitor senior physiotherapists, physiotherapists, students and support workers.
43. To manage priorities for the relevant service/team balancing patient related and professional/managerial demands within available resources; ensuring that these remain service led.
44. To deputise for the Physiotherapy Operational Lead/Integrated Therapy Lead/Service Lead as required.
45. To ensure that physiotherapy equipment is suitable for the needs of the patient and facilities/environment are maintained in safe order.
46. To collect data and statistics for:
 - Reporting purposes
 - Analysis of capacity and demand
 - Planning and service development

47. To carry out designated departmental/service responsibilities.
48. To be a member of a selection panel for staff recruitment as required.
49. To be aware of Health and Safety legislation and to comply with policies relating to the work area, including risk assessment and the prompt recording and reporting of incidents and 'near misses'. To take necessary precautions to safeguard the welfare and safety of yourself and others.
50. To have an active role in developing, reviewing and updating patient information and departmental policies, procedures and guidelines relating to physiotherapy management of patients presenting to the relevant service/team.
51. To comply with Trust and departmental policies, procedures and standards. To be involved in reviewing and updating departmental policies and procedures as required.

Education and Research

52. To develop advanced knowledge and skills and act as an expert clinical resource in physiotherapy management of conditions relevant to the post and provide specialist teaching and training to physiotherapy staff and other members of the MDT.
53. To ensure best practice is adopted within the physiotherapy/Integrated Therapy team, using the available evidence base, research and audit outcomes and training and education programmes
54. To undertake departmental research, clinical or organisational audit, ensuring that results are communicated and awareness of effective clinical practice is maintained.
55. To maintain own CPD in line with departmental requirements.
56. To undertake mandatory training in line with Trust requirements.
57. To be involved in appraisal and performance review in line with Trust Policy.
58. To provide spontaneous and planned teaching, advice and education to relatives, carers and other professionals.
59. To provide advice and health promotion to individuals or groups within and outside the Trust.
60. To complete a Practice Educators Course and to be responsible for provision of a quality placement for physiotherapy students, this will include:
 - Setting and agreeing a learning contract at the start of placement
 - Ongoing assessment and monitoring throughout placement
 - End of placement review

61. To provide induction and training for the following:

- Qualified physiotherapists
- Physiotherapy support staff
- Physiotherapy students
- Rotational medical staff
- Medical and nursing students
- Assistant Practitioners
- Other health professionals
- Work observation students
- Volunteers

Induction and training will incorporate policy, management/operational and clinical skills training.

Line Management/Financial Management Responsibilities:

As per essential responsibilities above.

No direct line management or budgetary responsibility.

Specific Additional Responsibilities:

None.

Functional Requirements			
Direct face to face patient contact	Yes	Blood/body fluid exposure	Yes
Managing a team who hold professional registrations	No	Prevention and management of aggression	Yes
Exposure prone procedures (EPP)	No	Crouching/stooping or kneeling	Yes
Manual handling	Yes	Frequent hand washing/wearing gloves	Yes
Night working/shift work	Yes	Chemical sensitisers	No
VDU user	Yes	Noise	No
Driving patients	No	Other (please state)	No

Job Specification:

		Means of Assessment	
	Essential/ Desirable	Application Interview/Test	Form/
Qualifications/training and professional development			
Diploma / degree in Physiotherapy	E	AF/I	
Member of the Chartered Society of Physiotherapy	D	AF	
Registration with the Health & Care Professions Council (UK)	E	AF/I	
Evidence of CPD, maintained in a portfolio showing CPD events/activity relevant to the clinical specialty	E	AF/I	
Experiential learning	E	AF/I	
Membership of Clinical Interest Groups (CIG's) -	D	AF	
Experience			
Extensive post-qualification experience including significant experience at senior level in areas relevant to the clinical specialty.	E	AF/I	
Working knowledge of a broad range of conditions	E	AF/I	
Experience of working as part of a physiotherapy team and multidisciplinary team	E	AF/I	
Involvement in service improvement, audit, research and understanding quality issues	E	AF/I	
Student, Physiotherapy Assistant or Physiotherapist direct supervision	E	AF/I	
Contributing to clinical education/development of less experienced staff, students or assistants	E	AF/I	

Skills, abilities and knowledge		
Able to work as an autonomous practitioner	E	AF/I
Proven clinical skills in relevant specialist areas	E	I
Proven clinical skills required to undertake on-call and weekend working	E	I
Ability to undertake comprehensive specialist assessment of patients using investigative and highly analytical skills and to make a clinical diagnosis based on presenting signs and symptoms.	E	I
Ability to carry out management/treatment programmes using advanced clinical reasoning, problem solving, sound judgement and wide knowledge of treatment options.	E	I
Ability to complete clear, accurate, comprehensive and up-to-date clinical records in line with legal/departmental requirements.	E	I
Awareness of current professional practice and new research	E	I
Competent IT skills (Word, Email)	E	AF/I
Understanding of the legal responsibilities of the profession	E	I
Knowledge of professional standards	E	I
Ability to demonstrate good organisational skills	E	I
Ability to supervise and delegate to other staff e.g. Assistants, Assistant Practitioners, Physiotherapists	E	I
Understanding of clinical governance and implications for services, including experience of quality issues and audit	E	I

Understanding of the CSP and NHS organisation and agenda	D	I
Ability to comprehend and work within the Trust's policies of data protection, equal opportunities and health and safety and meet the differing needs of the patient	E	I
Ability to take an active role in the development of physiotherapy services	E	I
Excellent command of the English language	E	AF/I
Ability to demonstrate good written, verbal and non-verbal communication skills	E	AF/I

Attitude, aptitude		
Ability to work as a team member	E	AF/I
Flexible	E	I
Empathetic	E	I
Reliable	E	I
Ability to work in a stressful environment	E	I
Ability to deal with challenging behaviour	E	I
Awareness of self – strengths and weaknesses	E	AF/I
Ability to motivate self and others	E	I
Commitment to on-call and weekend working	E	I
Commitment to 7-day working patterns	E	I
Flexible/adaptable to changing working patterns	E	I
Effective role model, demonstrating NNUH's PRIDE values of People focussed, Respect, Integrity, Dedication and Excellence	E	AF/I
Demonstrates understanding and commitment to Equality, Diversity and Inclusion	E	AF/I

Reasonable adjustments can be considered to support disabled candidates in respect of the requirements of this role.

For information regarding general terms and conditions of employment please ask your line manager or Human Resources.

This job description indicates currently the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary in consultation with the manager and post holder. We would aim to reach agreement on any changes, but if agreement is not possible, the Trust reserves the right to make changes to this job description.

