

Job Title:	Band 6 - Specialist Community Respiratory Physiotherapist Community Respiratory Service (IMPACT Team)
Reports to (job title):	Team Lead
Line Manager to:	n/a

Job purpose

Community Respiratory Service – IMPACT Team

The aim of this service is to provide an early supported discharge (ESD), a prevention of admission service (POA), an intervention service, a home oxygen assessment service for all adults requiring Oxygen and a community based pulmonary rehabilitation programme for adults who have Chronic Obstructive Pulmonary disease (COPD) and Bronchiectasis and are registered with a B&NES GP. The overall outcome for this service is to enhance patients' quality of life, to improve their physical health and to optimise their social and psychological well-being.

The role of the Specialist Community Respiratory Physiotherapist is:

- To provide high standards of specialist physiotherapy treatment in clinical areas and in a domiciliary setting in treating patients with COPD and Bronchiectasis conditions.
- To perform specialist physiotherapy assessments, diagnosis and treatment of patients who may have diverse presentations, especially COPD and Bronchiectasis, and complex physical and psychological conditions.
- To participate and help organize and run pulmonary rehabilitation classes in accordance with BTS guidelines.
- To support band 7 clinical lead physiotherapist to develop the pulmonary rehabilitation service.
- To support band 7 clinical lead physiotherapist in work required for the PR accreditation.
- To hold responsibility for own case load and be responsible for a defined area of the service or a particular patient type, working with supervision where required.
- To support the Head of Community service in the delivery of the service as a whole.
- To support the Physiotherapy clinical specialist in the delivery of the service.
- To ensure efficient use of resources and to provide highly effective interventions.
- To undertake all aspects of clinical duties as an autonomous practitioner

Supervision takes the form of regular formal training, clinical reasoning sessions, and peer review and case conferences. Access to advice and support from a senior team member is available if required, clinical work

is not routinely evaluated. The team lead is a Physiotherapist and there is a Band 7 Clinical Nurse Specialist.

Base

St Martin's Hospital, Bath BA2 5RP

This post is responsible for:

Clinical

1. To be professionally and legally accountable for all aspects of own work, including the management of own patient caseload. To ensure a high standard of care.
2. To undertake a comprehensive assessment and examination of patients including those who may have complex presentations/multiple pathologies.
3. To use advanced assessment techniques and advanced clinical reasoning skills, adapting and prescribing treatment programmes according to patient needs.
4. To demonstrate highly developed manual dexterity in applying assessment techniques to analyse and provide an accurate diagnosis of their condition, eg auscultation, venepuncture and taking of arterial and/or capillary blood gases.
5. To formulate accurate prognoses and recommend best course of intervention, developing comprehensive specialist treatment plans and discharge from the service.
6. To formulate and deliver an individual specialist treatment programme based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual techniques, patient education, exercise classes and other alternative options.
7. To critically evaluate patients' response to treatment and adapt patient management accordingly.
8. To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of condition. Communication skills of persuasion, motivation and explanation are needed to encourage patients to undertake their treatment programme. These communication skills (verbal and non-verbal) need to be used to gain informed consent from patients where there might be barriers to effective communication e.g. loss of hearing, altered perception, expressive and receptive dysphasia, pain, fear.
9. To accept clinical responsibility for a designated specialist caseload of patients and to organise this effectively and efficiently with regard to clinical priorities and use of time.
10. To manage clinical risk within own patient case load.
11. To work within trust, Chartered Society of Physiotherapy (CSP) and Health Care Professionals Council (HCPC) clinical guidelines and to have a good working knowledge of national and local standards.
12. To provide spontaneous and planned advice, teaching and instruction to relatives, carers, patients and other professions to promote understanding of the aims of the Community Respiratory Service. To promote health and well-being and to ensure a consistent approach to patient care.

13. To promote the health of service users and to assist in the prevention of secondary complications through enabling and encouraging independence, provision of support, facilitation of access, advice, information and provision of equipment where necessary.
14. To work closely with all members of the team to ensure patients have planned programmes of care to achieve prevention of admission or early discharge and management at home wherever possible equipment.
15. To be responsible for maintaining accurate and comprehensive patient treatment records in line with the Chartered Society of Physiotherapy (CSP) standards of practice.
16. To ensure the delivery of a co-ordinated service, and integrate the Respiratory team treatment into the treatment programme liaising with Respiratory Consultants and General Practitioners. This will include discussion of patient care, patient progress and involvement in long term management planning.
17. To be responsible for the safe and competent use of patient appliances and aids and ensure that other members of the Team, carers and students attain competency prior to use.
18. To develop a network of support outside immediate working environment to enable service users to access necessary agencies and to provide information to users and carers.

Professional/organisational

1. To be responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
2. To participate in the recruitment and selection of staff as required.
3. To communicate simple and complex information effectively to service users, using a variety of verbal, non-verbal and graphic media appropriate to their needs and in order to maximize their understanding of their care. Communication skills of motivation and persuasion may be required to maximize rehabilitation potential.
4. To employ excellent communication skills in conveying complex or sensitive information. To overcome barriers which may arise, when service users are in pain or have difficulty in understanding or expressing themselves or when service users or their carers are distressed or anxious. This may include imparting information which the service user or carer perceives as negative or can be upsetting.
5. Clinical supervision of physiotherapy students, with monitoring from a senior physiotherapist.
6. To support more junior staff with appraisals.
7. Participate in the staff appraisal scheme as an appraisee and be responsible for complying with agreed personal development programmes to meet required knowledge and competencies.
8. To use communication skills to assess capacity for consent with all patients and ensure informed consent is agreed. Where patients lack the ability to consent, to work within the legal framework.
9. Undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, audit and outcome measures.
10. To be an active member of the in-service training programme by attending and sometimes leading in-service training programmes, tutorials, and individual training sessions.

11. To attend and contribute to required meetings including team meetings, professional and clinical meetings.
12. To be familiar with and to work within the clinical and non-clinical guidelines, policies and procedures of the Trust and CSP standards of proficiency, conduct, performance and ethics.
13. To organise, plan and monitor own caseload effectively and efficiently, to respond to service user and service priorities. To ensure adequate deployment and supervision of support staff, and an appropriate balance between direct service user contact and quality service initiatives.
14. To develop, implement and maintain clinical standards. To adopt National Guidelines within the local context.
15. To evaluate service provision through audit and the use of validated outcome measurements and promote change where it is needed.
16. To organise/implement changes to working practice/service delivery as part of the multi-disciplinary team.
17. To be responsible for collecting accurate and timely clinical data relating to service users. To collect additional data as required for specific initiatives.
18. To be involved with informal complaints, endeavouring to resolve them as smoothly as possible and support the Team leader and Clinical Nurse Specialist in the management of formal complaints in line with Trust guidelines.
19. To make suggestions regarding improvements to the service, making the best use of resources. To ensure implementation of service developments.
20. To liaise closely with the Team Leader and Clinical Nurse Specialist to ensure consistency across the clinical area with regard to clinical and professional standards.
21. To be aware of the requirements of the Care Quality Commission and to ensure that own practice meets the required professional standards of physiotherapy practice.
22. To be responsible for the safe and competent use of equipment by patients, other staff including student physiotherapists or nurses, carers, assistants and technical instructors through teaching, training and supervision of practice.

To be an active member of the in-service training programme by attending and sometimes leading in-service training programmes, tutorials, and individual

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Appropriate professional physiotherapist qualification.
- Registered with Health and Care Professions Council (HCPC).
- Membership of Chartered Society of Physiotherapy.
- Car driver with valid UK driving licence.
- Evidence of continuing professional development, contained within a professional portfolio
- Recent experience in this specialist field, demonstrating significant knowledge of this area.
- Post graduate experience to have developed beyond basic rotations especially in the fields of respiratory and exercise therapy.
- Experience of running group based rehabilitation/exercise classes
- Experience of supervising staff/students
- Experience of delivering patient education.
- Experience of leading training sessions, eg demonstrating techniques, explaining theory.
- Demonstrable experience of effective team working
- Ability to work on own initiative
- Demonstrates evidence of well-developed clinical practice.
- Able to advise on and implement improvements to the quality and efficiency of care for relevant patient group.
- Knowledge of spirometry
- Knowledge of the direction of health initiatives and policy.
- Knowledge of Blood Gases – arterial or capillary
- Working knowledge of audit and other evaluative measures.
- Able to demonstrate interest/ understanding of respiratory

Desirable

- Educated to degree level
- Minimum of 2 years post-graduation including respiratory rotation

Job Description

- Previous experience of running a pulmonary rehabilitation programme
- Previous community experience

Employee signature: _____

Manager signature: _____