

Use this form to request a job advert be posted.

Job Title:	Clinical Specialist Physiotherapist Spinal & Lower Limb - Band 7
Reports to (job title):	Head of Physiotherapy Services
Line Manager to:	

Job purpose

To work as a highly experienced physiotherapist responsible for the physiotherapy management of patients within the field of Spinal and lower limb in the Outpatient Musculoskeletal Physiotherapy Service within HCRG care group. Working as an autonomous practitioner with responsibility for the management of a clinical caseload, providing highly specialised assessment, treatment and advice to patients. To provide clinical leadership to a defined physiotherapy locality ensuring consistent evidence based best practice.

Base location

Chippenham / Melksham Wiltshire

Key responsibilities

In this role you will:

- To provide excellent leadership to all staff within the defined Community MSK Teams named above.
- Use data and soft intelligence to deliver and enhance performance, meeting and surpassing all key performance indicators.
- To work in conjunction with other Band 7 clinicians to act as a point of contact for stakeholders and referrers
- To contribute to the strategic planning including delivery of agreed business objectives.
- To support policy changes and implementation within the Community setting.
- Lead locally agreed service changes.
- Work with other Locality Group Leaders to ensure a consistent approach to delivery across the division/service.
- To continually measure and evaluate own work and current practices through the use of evidence based practice projects, audit and outcome measures

- Monitor the patient experience and constantly strive for improvement.
- Support the Patient Safety and Quality (PSQ) team to embed a culture of excellent governance.
- Support the development of teams to deliver a clinically safe and effective service.
- Role model clinical competency by maintaining own professional development.
- Implement processes for sharing learning from complaints and incidents.
- Create an open and transparent culture within the team, which supports improvement and innovation.
- Identify individual learning needs.
- Ensure that appraisals are undertaken in line with organisational policy.
- Work with colleagues from across the directorate to ensure consistency of workforce development competencies and delivery.
- Ensure all caseload in MSK is identified and addressed within the policies and within agreed timescales and key performance indicators.

Patient Care

- To be professionally and legally responsible and accountable for all aspects of own work.
- To monitor the appropriateness of referrals to the department, obtaining additional information relevant to patient care from referrers e.g. Consultants/GP's/Nurse Practitioners, and ensuring appropriate discharge / on-going care. To liaise with referrers regarding physiotherapy services.
- To undertake comprehensive and highly specialised physiotherapy assessment of physical problems, frequently of a highly complex nature involving psychological and social problems, using highly advanced clinical reasoning and assessment skills to provide an accurate diagnosis and indication of likely outcome
- To formulate an individual and agreed treatment plan based on in-depth knowledge of evidence based practice and carry out appropriate treatment in a manner that respects people's privacy, dignity and individuality. Reassessing patients progress and altering treatment plans if required
- To demonstrate highly developed physical skills inclusive of dexterity, co-ordination and sensory skills to carry out assessment and interventions including manual physiotherapy techniques and therapeutic handling such as:
 - Joint mobilisations or manipulations
 - Strengthening exercises
 - Electrotherapy
 - Soft tissue work
 - Balance training and education

- Gait education
 - Referral into various classes and aquatic physiotherapy
 - Acupuncture
 - Referral on to other services and healthcare disciplines such as the Orthopaedic network,
 - GP or liaison with secondary care specialists
- To regularly provide highly specialist advice, assistance and education for Physiotherapists, assistants and students with regard to patient management, including clinically demanding patients. This will include advice to physiotherapy staff in other clinical areas and other professions. To accept patients transferred from other team members where the complexity of their problems requires a more highly specialised level of expertise.

Communication

- 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.
- 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.
- 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.: age, anxiety, pain, psychological/emotional status.
- 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). Patient related information might be complex, sensitive and contentious.
- 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.
- To provide specialised advice to physiotherapy colleagues and other members of the MDT working within other clinical areas/Organisations.
- To use Information Technology for the purposes of:
- Communication within and outside the Organisation/

- Accessing clinical and professional information e.g.: Physiotherapy S1, diary schedule, Radiology Imaging systems, Physiotherapy Tools exercise software, for CPD, PowerPoint presentations etc.
- Documentation of patient records

Professional

- 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
- 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 on-going commitment to CPD and self-directed learning.
- To maintain comprehensive and accurate assessment and treatment records in line with legal, professional, Organisational and departmental policies and guidelines.
- 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).
- To demonstrate and apply a sound understanding of Clinical Governance and Risk Management, and ensure governance policies such as ; risk awareness, information governance, CQC key performance indicators, health & safety are accounted-for and contingencies documented within the teams (this can be delegated).
- To act professionally in relation to customer care and with support to contribute to the investigation/response to any complaints in line with Organisational policy.
- To act as an ambassador for the Outpatient Physiotherapy service.

Managerial/organisational

- To have an active role in the planning, development, coordination, delivery and evaluation of the Musculoskeletal outpatient Physiotherapy Service locally and in conjunction with the locality clinical lead, physiotherapy service manager and senior strategic team.
- To provide support and supervision to the local MSK community teams under your care in the daily operational management of the musculoskeletal team.
- To delegate to, supervise and monitor primarily senior physiotherapists, but also other grade physiotherapists, students and support workers as required.

Job Description

- To deputise for the other locality clinical leads or outpatient Physiotherapy Service Manager as required.
- When requested to collect data and statistics for reporting purposes. This will include interrogating the System1 patient management system for local anomalies and challenges if Organisational-wide performance is being evaluated. It will also involve regular investigating of patient referral issues and outstanding appointment queries in conjunction with administrative teams.
- To carry out designated departmental/service responsibilities (to be clarified locally with discussion with Physiotherapy Service Manager)
- To be aware of Health and Safety legislation and to comply with policies relating to the work area. These include risk assessment and the prompt recording and reporting of incidents and 'near misses' via the Datix system of reporting. To take necessary precautions to safeguard the welfare and safety of yourself and others.
- To comply with Organisational and departmental policies, procedures and standards. To be involved in reviewing and updating departmental policies and procedures as required.
- To develop advanced knowledge and skills and act as a clinical resource in physiotherapy management of a broad range of conditions including occupational health and provide specialist teaching and training to physiotherapy staff and other members of the MDT.
- To undertake departmental research, clinical or organisational audit.
- To maintain own CPD in line with departmental requirements and commensurate with the Band 7 clinical expert role
- To be responsible for the completion of appraisal, objective setting and performance review of nominated staff, in line with Organisational Policy.
- To provide spontaneous and planned teaching, advice and education to relatives, carers and other professionals.
- To provide advice and health promotion to individuals or groups within and outside the Organisation.

Budget Responsibilities

- To contribute to the achievement of financial balance within the department, by using resources in a responsible manner within day-to-day practice.

Responsibilities for People or Training

- To work with the Head of Outpatient Physiotherapy, Lead APP's, and other Locality Leads to co-ordinate training/ learning opportunities.
- To assist with the provision of a comprehensive training programme for Outpatient physiotherapy staff in the Locality and Divisional wide.

Job Description

- To supervise/mentor/ manage and lead Band 6/5 Physiotherapists, therapy assistants and students, undertaking appropriate clinical supervisor training at HEI's as indicated.
- Ensure compliance with all Organisational Statutory and mandatory training relevant to role.

Other Factors

- To comply with Health Professions Council (HPC) and the Chartered society of Physiotherapy, Code of Ethics and Professional Conduct, national guidelines and Organisational procedures.
- Physical Effort: - Moderate physical effort required, in short periods. Fine motor skills and high level of dexterity required for some interventions.
- Mental Effort: - Concentration required for all aspects of the job with frequent interruptions and an unpredictable workload.
- Emotional Effort: - Frequent empathy is required and occasional communication of unpleasant and sensitive news. The ability to deal with distressed patients and provide professional support and guidance.
- Working Conditions: - Occasional exposure to unpleasant smells. Occasionally may involve exposure to bodily fluids.
- Mobility/Flexibility: - Working location may vary according to service need and therefore access to suitably insured transport required.
- Regular use of VDU for short periods
- Ability to drive and travel throughout Wiltshire and beyond

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.

Job Description

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

- Registered Allied Health Professional (AHP) (Active HCPC registration).
- BSc or equivalent in Physiotherapy.
- Educated to post graduate level or to have equivalent knowledge and experience
- MSc or equivalent evidence of advanced knowledge in musculoskeletal physiotherapy
- Leadership training
- Experience of PDR/ mentoring/ supervision/ teaching/ training.
- Experience of pathway development in the scope of MSK Physiotherapy.
- Experience of multi-agency working.
- Evidence of knowledge and involvement in service improvements/redesign.
- Experience of managing challenging and demanding situations and meeting targets/KPIs.
- Experience of being flexible, adaptable and working within a time pressured environment.
- Evidence of successfully leading a team
- Experience of resource management
- Experience of managing HR issues
- Experience in delivering agreed change agendas
- Experience in delivering clinical governance, risk and safety management
- Experience in undertaking investigations into complaints and clinical incidents
- Extensive repertoire of physiotherapeutic skills and approaches related to the scope of practise.
- Highly skilled assessment and clinical reasoning skills, enabling diagnosis and/or management plan of complex conditions.
- The ability to appropriately incorporate into practice information gained through research/training/CPD activities.
- Wide ranging communication skills including the ability to keep legible and accurate records and communicate in challenging situations.
- Excellent interpersonal and organisational skills, with ability to prioritise and delegate.
- The ability to deliver patient-focussed practice at all times.
- Competent IT skills to fulfil the demands of the post in record keeping, report writing and presentations.

- The ability to be proactive and creative within the context of service development
- Good understanding of finances and budgetary awareness
- Good understanding of workforce and performance management
- Understanding of national agenda and opportunity for MSK services
- Ability to motivate and lead a team
- Good level of emotional intelligence
- Ability to work in a pressurised environment
- ,balancing competing agendas
- A highly motivated individual who is good at motivating others.
- Confident and resilient

Desirable

- MCSP
- MSc in related field
- Leadership / Management Qualification or current education towards a qualification
- Non-medical prescribing
- IRMER
- Experience of formal teaching
- Experience of formal HR processes ie. disciplinary / sickness absence / conduct / performance
- Recent experience of working within the NHS
- Experience of cross site working

Other requirements:

- Willing to work in other areas of the Wiltshire as and when required to do so.
- Good work ethics, professionalism and passion/commitment to the NHS
- Good team player
- Evidence of own professional and personal development through keeping of own professional portfolio, including reflective practice and clinical experience gained
- Full UK driving licence with suitably insured vehicle

Job Description

- Desire to undertake formal learning at MSc level in appropriate area

Employee signature

Manager signature
