

Job Title:	B8a Advanced Physiotherapy Practitioner (APP)
Reports to (job title):	Head of MSK Physiotherapy and Orthopaedic Interface Service and Senior Advanced Physiotherapy Lead B8a clinicians
Line Manager to:	B8a and B7 APPs

Job purpose

The post holder will work as a highly specialised practitioner within the field of musculo-skeletal physiotherapy medicine. You will be responsible for triaging, assessing and managing patients within a defined range of, sometimes complex, presentations. This role carries a significant level of responsibility and the post-holder will have highly specialised knowledge of orthopaedics and related disciplines and assumes responsibility for the patient journey. This role will have a particular interest in MSK conditions and have, or strive to have, expert knowledge of at least three body areas. This position also requires the clinician to assist with the provision, improvement and development of the service; to ensure objectives are met and to help the service meet the requirements of the Care Quality Commission. This post is designed to be a Band 8a role.

Base

Predominantly Salisbury District Hospital but may involve other south Wiltshire locations.

This post is responsible for

- Triage orthopaedic referrals from GP's and other healthcare professionals, screen referral promptly via NHS E-referrals, assess the appropriateness and urgency of care required and make clinical decisions based upon the information available.
- Allocate referrals to the OIS or pass them to other providers' e.g. secondary care, community pain service, podiatry, rheumatology, physiotherapy and others.
- Assess in clinic new referrals from GP's, consultants, physiotherapists and podiatrists.
- Order appropriate investigations such as x-rays, ultrasound scans, nerve conduction tests and MRI scans.
- Give patients a clear explanation of their condition, discuss management options, including surgery, supported as required by colleagues and the Clinical lead.
- Explain the indications for surgery, operative procedures, risks and recovery in order for patients to make informed choices.

- Resolve varied and complex problems, sometimes where information may be missing. Use conceptual thinking to understand issues and implications. Solutions may need to be based on limited information and may take a while to be effective.
- If your role involves injection therapy this must be carried out follow our local Patient Group Directions.

Managerial Responsibilities

- Working closely with the head of MSK, to help oversee the effective introduction of service change within the teams with the assistance of the service manager.
- Carry out data gathering, analysis and reporting, recording interpreting and recommending further courses of action for the team.
- To ensure integration of evidence-based practice in its' broadest sense, and to evaluate the effectiveness of clinical interventions and models of service delivery through the use of audit, outcome measures, research, and stakeholder feedback.
- **Mentorship:** Provide mentorship and clinical supervision to junior physiotherapists and other healthcare professionals within the team.
- **Leadership:** Lead clinical meetings and contribute to the development and implementation of clinical guidelines and protocols.

Training Responsibilities

- To maintain and develop a high standard of specialist clinical practice and professionalism through CPD and to provide of evidence of this within a CPD portfolio.
- To participate in peer supervision APPs, observing practice and being observed, offering constructive clinical support and recording outcomes and objectives. To keep up-to-date with practice in secondary care in related areas by attending, for example, orthopaedic, radiology or rheumatology clinics.
- To lead in physiotherapy department in-service training sessions, delivering presentations and utilising reflective practice to inform own clinical practice development.
- To support staff in the management of musculo-skeletal conditions.
- To ensure all mandatory training is completed and updated as required by the trust.
- **Advanced Clinical Skills:** Perform advanced clinical procedures such as joint and soft tissue injections, ensuring adherence to local and national guidelines.
- **Independent Prescribing:** Work towards or maintain independent prescribing qualifications to enhance patient care.

Professional

- To participate in at least annual appraisal, formulating a Personal Development Plan and identifying own training, personal and professional development needs.
- To work within the clinical and non-clinical guidelines and policies of HCRG Care Group, performance and ethics.

Communication

- To communicate simple and complex information effectively to patients, using a variety of verbal and graphic media appropriate to their needs and to maximise their understanding of their care.
- To employ excellent communication skills in conveying at times complex information. To overcome barriers which may arise when patients are in pain or when patients or their carers are distressed or anxious. This may include imparting information which the patient or carer perceives as negative or is upsetting.
- To communicate effectively verbally and in writing, with all members of the multi-disciplinary team.
- To work effectively with several teams, within HCRG Care Group, GP practices, and physiotherapy departments when there is sometimes very little time available to spend with each team, making best use of electronic communication, attendance at meetings, reading minutes of meetings not attended etc.
- To deal with informal complaints and support the professional lead in the management of formal complaints in line with trust guidelines. This may involve occasional exposure to verbal abuse.
- Actively participate in MDT meetings, collaborating with orthopaedic surgeons, radiologists, rheumatologists, and other specialists.
- Develop and deliver patient education programs, including creating educational materials and conducting workshops to empower patients in managing their conditions.

Proposed Job Plan

Clinical Practice

- To work clinically in the Orthopaedic Interface Service (OIS) for the hours of the contract.
- Perform advanced clinical procedures such as joint and soft tissue injections, ensuring adherence to local and national guidelines.
- Assess and manage patients with complex musculoskeletal conditions, providing expert clinical care and decision-making.

Leadership and Management

- Provide mentorship and clinical supervision to junior physiotherapists and other healthcare professionals within the team.
- Lead clinical meetings and contribute to the development and implementation of clinical guidelines and protocols.
- Work closely with the head of MSK to oversee the effective introduction of service changes within the teams, with the assistance of the service manager.

Education

- Participate in peer supervision with other Advanced Physiotherapy Practitioners (APPs), observing practice and being observed, offering constructive clinical support, and recording outcomes and objectives.
- Lead in physiotherapy department in-service training sessions, delivering presentations, and utilizing reflective practice to inform own clinical practice development.
- Develop and deliver patient education programs, including creating educational materials and conducting workshops to empower patients in managing their conditions.

Research

- Participate in clinical audits, research projects, and quality improvement initiatives to continually improve service delivery.
- Collaborate with other healthcare providers to develop and refine patient pathways, ensuring seamless transitions between primary, secondary, and tertiary care.
- Ensure integration of evidence-based practice in its broadest sense, and evaluate the effectiveness of clinical interventions and models of service delivery through the use of audit, outcome measures, research, and stakeholder feedback.

Peer Support and Training Plan

- Engage in a structured peer support and training plan to work towards competencies required for advanced practice.

- Maintain and develop a high standard of specialist clinical practice and professionalism through Continuing Professional Development (CPD) and provide evidence of this within a CPD portfolio.
- Participate in at least annual appraisal, formulating a Personal Development Plan and identifying own training, personal and professional development needs.

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 1998 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

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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

1. Qualifications and Registration:

- Degree in Physiotherapy.
- Registration with the Health and Care Professions Council (HCPC).
- Postgraduate (or working towards) qualification in musculoskeletal physiotherapy or related field.

2. Experience:

- Significant post-registration experience in musculoskeletal physiotherapy.
- Experience in triaging, assessing, and managing complex musculoskeletal conditions.
- Experience in working within multidisciplinary teams.

3. Clinical Skills:

- Advanced clinical skills in musculoskeletal assessment and treatment.
- Proficiency in ordering and interpreting diagnostic tests (e.g., x-rays, MRI scans).
- Competence in performing injection therapy.

4. Leadership and Management:

- Experience in mentoring and supervising junior staff.
- Ability to lead clinical meetings and contribute to service development.
- Experience in managing service change and quality improvement initiatives.

5. Communication:

- Excellent verbal and written communication skills.
- Ability to convey complex information effectively to patients and colleagues.
- Experience in dealing with complaints and providing patient education.

6. Professional Development:

- Commitment to continuing professional development (CPD).
- Evidence of maintaining a CPD portfolio.

- Participation in clinical audits and research.

Desirable Criteria

1. Additional Qualifications:

- Independent prescribing qualification.
- Advanced training in specific musculoskeletal techniques

2. Specialist Knowledge:

- Expertise in specific areas of musculoskeletal physiotherapy (e.g., orthopaedics, rheumatology).
- Knowledge of current best practices and guidelines in musculoskeletal care.

3. Research and Audit:

- Experience in conducting research and publishing findings.
- Involvement in clinical audits and quality improvement projects.

4. Service Development:

- Experience in developing patient pathways and service protocols.
- Ability to innovate and implement new service delivery models.

5. Teaching and Education:

- Experience in delivering training sessions and workshops.
- Ability to develop educational materials for patients and staff.

Other requirements: Needs access to transport to travel to multiple sites.

Employee signature

Manager signature
