

Job Title:	Children and Adolescent MSK Physiotherapist Band 7
Reports to (job title):	Team Lead for Children's Physiotherapy
Line Manager to:	Band 6 MSK Physiotherapist

Job purpose

To work as a key member of the therapy team to be the Clinical Lead on provision of the MSK Physiotherapy service within West Essex. To provide MSK physiotherapy assessment, diagnosis and treatment for children and young people, and to support them, their families and carers in self-management and care. To take the lead on progression and develop the service. To Supervise a band 6 MSK Therapist as well as support the rest of the team with developing their MSK knowledge.

Base

Clinical sites within West Essex (this could include Saffron Walden, Bishop Stortford, Harlow and Epping.)

This post is responsible for

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

Key responsibilities

Planning and organisational tasks / duties:

- To manage and prioritise own caseload and workload independently.
- Lead on departmental development of MSK services.
- To develop referral criteria and review and develop care pathways within the service and deliver this information to stakeholders and referrers in conjunction with the therapy team lead.
- To review referral rates, caseloads and waiting list in conjunction with the Physiotherapy Team lead.
- Giving advice and producing home management programmes

- Liaising with referers and GP's on discharge
- Giving advise to school where needed.
- Supervising the Band 6 msk physiotherapist including completing the appraisal documentation and caseload review.
- Supervising students
- Support the delivery of key performance targets.
- Lead and Participate in training programmes within Team.
- To develop training packages for clients and carers as a form of delivering care.
- Delegating tasks to TAP's
- Provide MSK specialist knowledge to the wider team.
- Identifying, planning and leading groups.
- Training TAPS to be able to support with treatment blocks and group work.
- Delegating group work to the band 6 MSK Therapist and TAPS.

Patient Care Responsibilities:

- To act independently to assess, analyse and provide a clinical diagnosis for individual patients to determine their need for physiotherapy intervention, and act independently to plan, implement, evaluate, treat, and progress patient care to maximise rehabilitation potential.
- To work as an autonomous practitioner in providing and delivering Musculoskeletal Physiotherapy assessments and treatment plans to your own designated clinical caseload of patients presenting with various conditions.
- To use a wide range of physiotherapy skills including manual physiotherapy techniques, self-management advice, and therapeutic handling.
- To continually evaluate the effectiveness of interventions in meeting shared goals and modify the individual patient treatment plan as necessary.
- To understand each patient's needs and expectations from physiotherapy, and irrespective of their backgrounds and/or beliefs, to provide them with the quality physiotherapy service to the standards the company expects.
- To maintain up to date patient records in line with professional standards. These must be completed in a timely manner, whilst abiding by our internal procedures and Service Level Agreements.
- To triage referrals as required and complete appropriate process and make accurate recommendations based on the findings of the referral information.

- To identify and manage any risks to quality, such as workload, communication, and team working, with the support of your supervisor, and to advise on any issues regarding service delivery.
- To communicate effectively with all stakeholders (including patients, clinical colleagues, administrative colleagues, receptionists, and external healthcare professionals etc.) in line with HCRG Care Group's procedures, to ensure effective patient management. This may involve working in collaboration with and/or referring to NHS colleagues in hospital and community settings when required.
- To work as part of the community therapy service and with the other physiotherapists to ensure delivery of clinically effective MSK care.
- To abide by HCPC and CSP Codes of Professional Conduct, and work in line with all areas of CSP Core Standards of Practice, as well as HCRG Care Group's policies and procedural framework.
- Provide complex and sensitive information to patients in a manner that they can understand.
- Liaise with a wide range of professional colleagues and other agencies to ensure comprehensive management of the patient. This includes participating and arranging joint sessions with colleagues, reports and keeping in regular communications with those involved in managing the patient in the community.
- To work with the child, their parents/carers and others involved in the child's care to prioritise treatment aims for the child or young person.
- Consider blocks of therapy to help patient focus on and achieve goals, and periods of consolidation. Plan for discharge from therapy services, ensuring appropriate onward referral and liaison as required.
- To work with patients with a variety of conditions and their carers/families, across the team's geographical patch. Work flexibly to provide an equitable service to all patients across the patch, as the caseload determines, and to cover periods of staff absence.
- Develop skills and knowledge of a wide range of MSK disorders, and MSK caseload management.
- Adapt practice to meet individual patient circumstances, including due regard for cultural and linguistic differences.
- To complete incident forms where appropriate and discuss pertinent issues regarding adverse incidents with line manager and others involved.
- To comply with mandatory training, ensuring that this is completed in a timely manner.
- To ensure that any Safeguarding concerns are reported appropriately, following local policies and procedures.
- To carry out work within/and to your level of competency, in other areas of the wider team, to facilitate equity of service provision for all patients if requested by manager.

Proposed job plan

The plan would be mainly clinic, set up with 45 mins appointment slots. This including 2 New Patient slots a day and 1-2 admin slots a day. There are monthly team meetings and monthly CPD sessions. There is also monthly supervision with a band 7 Therapist as well as 3 monthly safeguarding supervision. Time is also allocated for quality and safety training and appraisal.

Outline of Provisional Job Schedule:

8.30-4.30 In clinic with a mix of virtual and face to face new patient and follow up appointments

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/DATIX 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

- Diploma/Degree in Physiotherapy
- Registered and compliant with Health and Care Professions Council (HCPC)
- Evidence of Post graduate training/or You must show proof of continued professional development which evidences the skills / competencies for the role.
- Equivalent experience relevant to speciality. You must have a broad knowledge of musculoskeletal symptomatology and how evidence-based practice informs quality treatment management.
- Demonstrable post registration experience with some experience of working with children or young people.
- Work collaboratively as part of a multidisciplinary team.
- Experience of using a range of assessments and treatment methods
- Good general knowledge of normal child development
- The ability to analyse assessment results to formulate treatment plans, including the use of “SMART” targets, taking into consideration client, social and environmental factors.
- Design and implementation of Physiotherapy programmes tailored to the individual.
- Good multi-disciplinary/agency working skills
- Sound understanding of child protection processes
- Computer skills as required for the effective execution of duties and responsibilities
- Keep legible and accurate patient records in English
- To communicate condition related information in a highly sensitive and clear way that gains confidence and ensures good understanding
- To have motivational, negotiation and persuasive skills
- To demonstrate empathy and sensitivity in a professional manner
- To have excellent written communication skills for professional reports/letters for health, social care, education colleagues and parents
- Excellent telephone skills
- Ability to effectively manage conflict, grief and distress in a professional manner, in highly contentious situations.
- Be able to effectively communicate with children at a variety of developmental and chronological ages where there are likely to be significant barriers to understanding.
- To be able to use knowledge to inform sound clinical judgements and decision making, in liaison with senior clinician/supervisor when appropriate
- To be able to adapt clinical practice to meet individual circumstances
- To be able to be self-critical and to modify working practice accordingly
- To be able to problem solve clinical presentations
- To be able to analyse information and identify indicators for improved working practices.

- To be able to demonstrate excellent time management skills with the ability to prioritise in response to competing demands
- To have highly developed:
 - dexterity, precision, and eye hand coordination skills
 - observational skills
- General fitness that enables active participation in physical activities and manual handling
- Current driving licence (unless you have a disability as defined by the Disability Discrimination Act 2010) and use of own car for work
- Ability to work independently and to prioritise a workload to effectively manage a caseload.
- Ability to maintain judgement under pressure and work within agreed deadlines.
- To have the ability to recognise signs of stress and to seek appropriate support.

Desirable

- Membership of Special Interest Group
- Clinical Educators qualification
- Presentation and teaching to staff team and other groups

Other requirements:

Car driver with own car insured for business use.

Employee signature

Manager signature
