

Job Title:	Specialist Respiratory Physiotherapist
Reports to (job title):	Senior Community Respiratory Service Lead
Line Manager to:	Sarah Nockolds

Job purpose

To work within an experienced clinical team, delivering effective care in line with current evidence and practice. The post holder will use advanced skills and specialist knowledge to assess, monitor, and review patients referred for pulmonary rehabilitation, COPD Supported Discharge, and Home Oxygen Assessments.

Base

This role is responsible for delivering high-quality respiratory care within community services, ensuring safe and effective clinical practice in accordance with operational protocols. The post holder will contribute to the leadership and management of the community respiratory team, promoting a patient-centered approach and multidisciplinary collaboration.

This post is responsible for

- Developing and implementing care plans based on comprehensive patient assessments, current guidelines, and best evidence.
- Assessing patient suitability for Long-Term Oxygen Therapy (LTOT) and ensuring cost-effective and appropriate provision.
- Providing specialist assessment and treatment for patients with COPD and ILD.
- Supporting the delivery of Community Pulmonary Rehabilitation (PR), including education and exercise programs.
- Promoting patient self-management through behavioral change strategies.
- Communicating complex clinical information to patients, families, and healthcare professionals.
- Managing and prioritizing ongoing patient care within a case management approach.
- Using IT systems to maintain accurate records and support clinical audits.
- Working collaboratively within the community nursing team and multidisciplinary services.
- Ensuring compliance with professional and organizational policies and procedures.

Key responsibilities

The post holder will work autonomously, utilizing specialist clinical knowledge to assess, diagnose, and treat patients with respiratory conditions. They will be expected to:

- Develop and implement individualized care plans to optimize patient outcomes.
- Perform capillary blood gas sampling and interpret results for appropriate oxygen therapy prescriptions.
- Provide patient education and support to enhance self-management of long-term conditions.
- Work collaboratively with GPs, hospital consultants, and other healthcare professionals.
- Maintain up-to-date clinical records in line with professional and legal standards.
- Participate in teaching, training, and supervision of healthcare staff.
- Ensure safe and efficient use of resources, contributing to service development and quality improvement.
- Identify and address risks, deficits, and opportunities for service enhancement.
- Provide emotional support to patients and families, particularly in palliative care settings.
- Support public health initiatives and participate in disease prevention activities.

Proposed Job Plan This role requires flexibility to meet the evolving needs of service delivery. Responsibilities may be adjusted in consultation with the post holder to reflect changing operational requirements.

Outline of Provisional Job Schedule The post holder will work within a flexible rota, ensuring comprehensive service delivery, including evenings, weekends, and Bank Holidays. The schedule will be reviewed regularly to align with service demands.

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
• Inspire • Understand • Communicate	• Challenge • Improve • Learn	• 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 Physiotherapist qualified to degree level or equivalent
- Expert knowledge in the treatment and management of long-term respiratory conditions.
- Knowledge of pharmacology in the management of long-term disease.
- Experience working in a multi-disciplinary team and providing care to patients with long-term respiratory conditions.
- Strong interpersonal, written, and oral communication skills.
- IT literacy and ability to maintain accurate clinical records.
- Ability to work independently and flexibly in response to service needs.
- Commitment to ongoing professional development and service improvement.

Desirable

- COPD diploma or equivalent knowledge and experience.
- Non-medical prescribing qualification or willingness to work towards it.
- Experience in community healthcare services.
- Teaching experience and ability to provide education to patients and colleagues.
- Experience in service development and implementation of innovative care strategies.

Other Requirements

- Willingness to work across different Trust areas as required.
- Valid UK driving license with access to a vehicle for work purposes.
- Flexible availability, including evenings, weekends, and Bank Holidays, to meet service demands.

Employee signature

Manager signature

Job Description