

Job Description

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| Role Title: | Clinical Specialist Physiotherapist (First Contact Practitioner, MSK triage and Rehabilitation) |
| Band: | 7 |
| Responsible to: | Therapy Manager |
| Accountable to: | Clinical Director |

Our Vision, Mission, Values and Behaviours

At UHCW our vision is to become a national and international leader in healthcare. As such our mission is to: *Care, Achieve and Innovate*. We can achieve our vision and mission by providing and improving quality of care and services, encouraging creativity and embracing research and learning.

Our mission is underpinned by our clear set of values and associated behaviours; *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*.

As an employee of our Trust you will be accountable for upholding the Trust's values and be responsible for your own attitude and behaviour.

Job Summary

- To plan, co-ordinate, deliver, evaluate and manage patients along the MSK Pathway in Coventry (FCP, MSK triage through to secondary care and provision of high quality rehabilitation to patients referred to the physiotherapy service).
- To complete MSK competencies to fulfil requirements of the First Contact Practitioner role.
- To ensure the service is effective, efficient and evidenced based.
- To provide a source of highly expert specialised knowledge in MSK physiotherapy
- Provide a highly specialist, high standard Physiotherapy service, assessing and advising on patients care & treatment, as an autonomous practitioner within the defined patient group.
- Be a clinical lead for therapy staff across the service area providing clinical advice and training, and liaising with other appropriate Therapy leads to ensure an integrated service is provided for the service area.
- To triage patients with complex or diverse MSK presentations, providing patients with a clinical diagnosis and appropriate management plan.
- Provide support and advice for the continuous development, co-ordination and evaluation of the MSK pathways (Therapy and Trust pathways).
- Provide a source of expert clinical opinion within the field of MSK physiotherapy for therapy staff and other health care professionals both internal and external to the Trust.
- Provide knowledge and expertise on the Physiotherapy assessment and management of a broad range of MSK conditions.

The Job plan will comprise up to 80% clinical care and 20% supporting, professional and service activities.



Main Duties/ Responsibilities

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a pre requisite for this post.

Clinical

1. Be professionally & legally responsible & accountable for all aspects of own work including the management of patients in own care. Ensure a high standard of clinical care for patients under own management & support more junior staff to do likewise.
2. Interpret & analyse clinical & non clinical facts to form accurate diagnosis & prognosis in on wide range of highly complex conditions to recommend the best course of intervention, evaluate outcomes, reassess & to develop comprehensive treatment plans.
3. Undertake comprehensive assessment of patients including those with complex presentation, investigate & analyse skills & formulate individualised management & treatment plans to formulate specialised programmes of care.
4. Assess patient understanding of treatment proposals & gain informed consent in order to work within the legal framework for patients who lack capacity to consent to treatment.
5. Accept clinical responsibility for own caseload & organise this effectively & efficiently with regard to the clinical progress the patient. Oversee/supervise the caseload of more junior staff to ensure patients are prioritised according to acuity of need across the service areas.
6. Provide highly specialist clinical technical services contributing to diagnosis, care of treatment within the speciality as appropriate.
7. Maintain a clean safe environment ensuring adherence to Trust standards of cleanliness hygiene & infection control at all times.
8. Deliver training to rotational staff to ensure competence in carrying out duties within the service area.



9. Regularly participate in working parties developing policy changes within the Therapy Department & other specialities within the Clinical Support group
10. Work with Consultants and other agencies to refer patients and develop the strategic & operational management of the specialist service area within the relevant professional service guidelines & practices.
11. Provide spontaneous & planned advice, teaching & instruction to relatives, carers & other professionals to promote understanding of the aims of the Therapy Department and to ensure a constant approach to patient care.
12. Provide specialist advice, teaching & training to other members of the MDT regarding the management of patients.
13. Regularly manage expected & unexpected clinical events requiring high & unpredictable levels of physical effort according to patient dependency & clinical need.

Professional

1. Abide by the appropriate professional body and the Health & Care Professions Council standards of proficiency.
2. Maintain own clinical professional development by keeping abreast of any new trends & developments and incorporate them as necessary into own work.
3. Attend mandatory training as required by Trust policy.
4. Be an active member of the in service training programme by attendance & delivering presentations & training at staff meetings, tutorials, and training sessions.
5. Communicate effectively, plan, organise & work collaboratively with medical nursing & therapy colleagues to ensure the delivery of a co-ordinated multidisciplinary service.
6. Participate in the staff appraisal scheme as both appraiser & appraisee.
7. Assist with recruitment & selection as required.
8. Undertake the measurement & evaluation of own & current best practice regularly to make recommendations for change implementation.
9. Comply with organisational, professional & Trust policies & procedures & be actively involved in reviewing & adapting as appropriate to own specialist field.
10. Lead on all aspects of clinical governance including audit in specialist area & participate in programmes for other areas to support peers as appropriate. The post holder has sufficient discretion to decide how results are best achieved.



Organisational

1. Assist with the implementation of change and evaluation of changes to service provision for the services
2. Develop excellent relationships with all members of the team and other appropriate therapy leads to ensure optimal delivery of therapy services.
3. Review and recommend developments for future delivery of the therapy services for patients ensuring the most clinically effective use of resources
4. Demonstrate effective prioritisation between clinical commitments and operational responsibilities.
5. To act as a specialist resource, supporting and motivating other staff members in UHCW.
6. Maintain accurate comprehensive & up to date documentation & communicate assessment & treatment results to appropriate disciplines.
7. Take a lead for the information management within service area to provide managers with activity data in a timely manner.
8. Be aware of health & safety aspects of own work & that of more junior staff & implement relevant policies.
9. Represent the Therapy Department at group level & throughout the local health economy in this specialist field to provide clinical operational advice regarding to area needs / capacity & other resource issues related to area.
10. Participate in appropriate out of hour's service providing senior cover assessment & treatment for highly complex cases requiring rapid assessment.
11. When required, to deputise for the Heads of Service/ Therapy Services Manager during periods of absence, to attend meetings and provide support to peers during this absence.



Contractual Responsibilities

Confidentiality

The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.

Health and Safety

All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.

Risk Management

All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks that they encounter in their area of work.

Equality and Diversity

Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.

Infection Control and Prevention

The Trust is committed to minimising any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.

Safeguarding Vulnerable Adults and Children

The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate

Conflict of Interest

The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Working Time Regulations

The 'Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1248 hours. Employees may choose to opt out by providing written notification as appropriate.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.



Person Specification

Job Title: Clinical Specialist Physiotherapist (First Contact Practitioner, MSK triage and Rehabilitation)

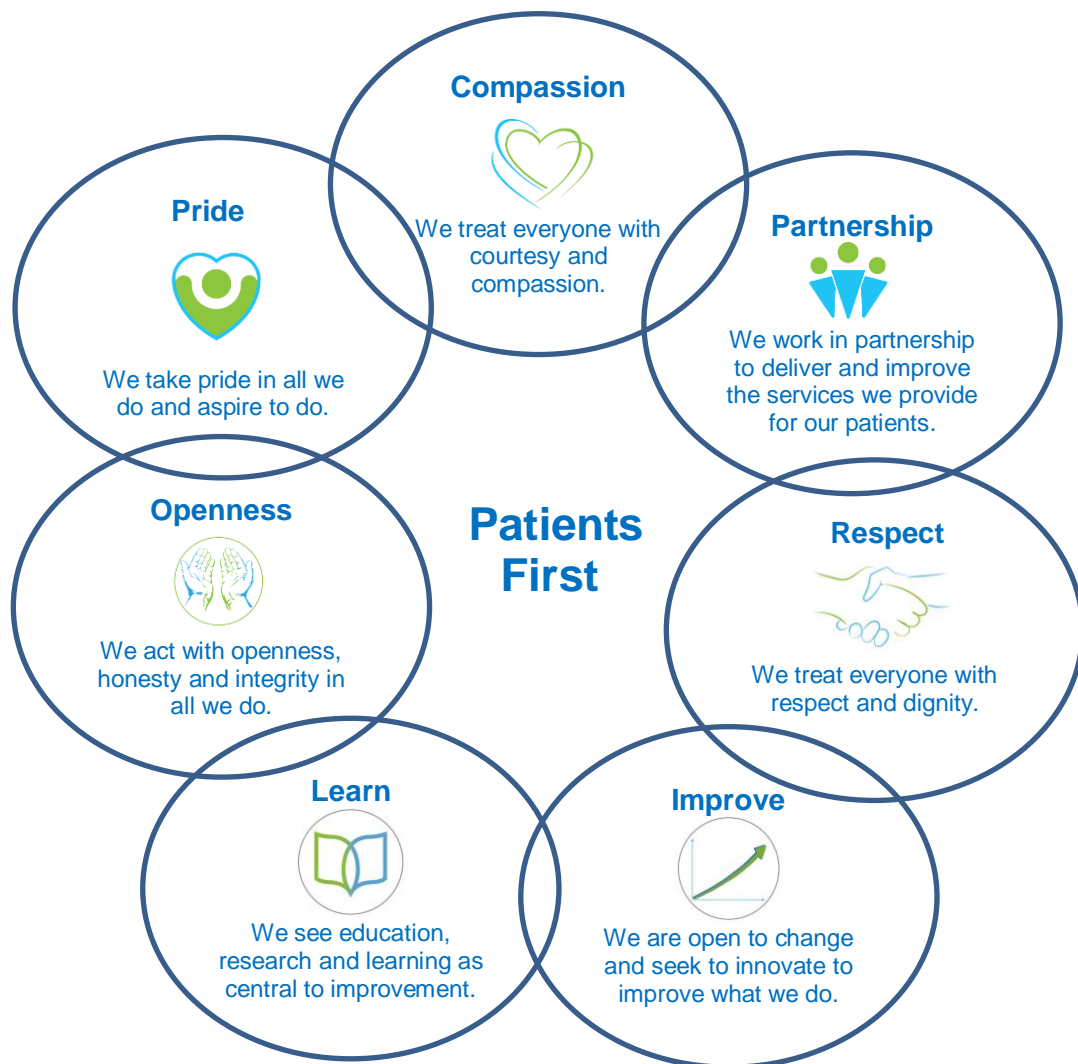
| Criteria | Essential Criteria | Desirable Level |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Qualification /Training | <ul style="list-style-type: none"> • Diploma/ degree in Physiotherapy • Relevant post graduate training in specialist area • Risk management training/experience • Clinical leadership training/experience • Current HCPC registration • Evidence of relevant CPD for MSK Outpatient therapy • Working towards or willingness to undertake training relevant to FCP | <ul style="list-style-type: none"> • Master's degree in relevant subject |
| Experience | <ul style="list-style-type: none"> • Extensive clinical experience within MSK settings • Development of clinical pathways • Audit and service improvement • Supervising staff and students | <ul style="list-style-type: none"> • Experience of working along MSK pathways • Experience of managing staff |
| Knowledge | <ul style="list-style-type: none"> • Highly specialist knowledge of a broad range of MSK conditions and relevant to area of special interest • Understanding of clinical pathways relating to MSK patients. • Implementation into practice of audit & research. • Computer literacy • Understanding of national drivers in relation to MSK and FCP roles | |



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| Skills & Abilities | <ul style="list-style-type: none"> • Excellent communication, interpersonal & negotiation skills • Excellent personal organisational skills • Effective leadership & teaching skills – able to motivate others • Flexible in approach to work demands • Solution focussed • Demonstrates initiative & enthusiasm • Ability to work under pressure & set priorities for staff & others • Able to meet deadlines • Ability to reflect on & clinically approve own & others performance, planning, decision making | <ul style="list-style-type: none"> • Demonstrates evidence of innovative ideas for practice or service development |
| Personal Qualities | <ul style="list-style-type: none"> • Willingness to work flexibly. • Ability to work collaboratively within a multi-disciplinary team • Must be able to support seven day working as required • Commitment to client centred non-discriminatory practice • Able to comply with Trust manual handling guidelines. | |
| Commitment to Trust Values and Behaviours | <ul style="list-style-type: none"> • Must be able to demonstrate behaviours consistent with the Trust's values. (As detailed in UHCW's <i>Values in Action</i> document below) | |



Our Values



Our values in action

We live our values in action in our work with patients, visitors and colleagues.

Some of the things you will see include UHCW staff:

- ✓ Being polite and introducing ourselves to everyone we meet
- ✓ Treating everybody as individuals and respecting their needs
- ✓ Being approachable, caring and helpful at all times
- ✓ Communicating openly with patients, visitors and colleagues, respecting confidentiality and privacy
- ✓ Taking the time to actively listen and understand individual needs
- ✓ Being open and honest
- ✓ Having honest conversations at all times
- ✓ Acknowledging that we don't always get it right
- ✓ Speaking out when we see things aren't right and supporting others to do the same
- ✓ Giving praise and saying thank you for a job well done
- ✓ Celebrating and recognising personal, team and organisational achievements
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services
- ✓ Actively working with patients and visitors to improve services
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Taking personal responsibility for our own learning
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Sharing learning with others
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

