



University Hospitals of Morecambe Bay

NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Specialist Physiotherapist MSK
Department/Ward:	Physiotherapy RLI/QVC
Band:	6
Care Group:	Core Clinical
Responsible to:	Team Manager
Accountable to:	Professional Lead
JOB SUMMARY:	<p>To work as an individual within the Out-patient Physiotherapy team providing specialist physiotherapeutic assessment, diagnosis, treatment and advice for a range of frequently complex conditions for patients on their caseload.</p> <p>To work as an autonomous practitioner taking responsibility for the management of patients on own caseload without direct supervision.</p> <p>To regularly assist in the planning & delivery of departmental training and education sessions, to further professional and personal development for staff, working with the guidance and support of senior members of staff if required</p> <p>To maintain effective communication links with patients, carers and all associated professional practitioners regarding patients condition, including the completion of accurate clinical records in line with trust and professional body codes of practice.</p> <p>To supervise, and assist senior staff in the management of physiotherapists and physiotherapy support staff</p> <p>To be responsible for the whole or part of the clinical education and practice of Physiotherapy Undergraduates accepted on clinical placement.</p> <p>To participate in planned research and audit as required</p>

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PRINCIPAL DUTIES:

1. To undertake comprehensive physiotherapy assessment of physical problems of a complex nature which may also include psychological and social problems, using advanced clinical reasoning and assessment skills to provide an accurate diagnosis and treatment with the consent of patients and guidance of senior staff if required.
2. To formulate an individual and agreed treatment plan based on sound 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 as required.
3. To formulate comprehensive discharge plans.
4. To demonstrate highly developed physical skills inclusive of dexterity, co-ordination and palpatory (sensory) skills to carry out appropriate assessment and interventions including manual physiotherapy techniques and therapeutic handling.
5. To advise Physiotherapists and Undergraduate Physiotherapists in the management of clinically demanding patients with support and guidance of senior staff if required.
6. To refer on to other professions as necessary, e.g.GPs.
7. To manage ones own caseload with the guidance of Senior Staff if required, providing clinical cover for other members of the Team as necessary. E.g. Annual leave; Sickness absence; meetings.
8. To communicate with patients, carers, referrers and other professions to ensure the provision of excellent patient care. This may at times require staff to overcome significant physical/psychological barriers to understanding (impaired hearing, speech or cognition) and often includes the transmission of sensitive information. This requires an empathetic approach to patient care
9. To use a range of verbal and non-verbal communication tools to educate and communicate effectively with patients and carers information regarding their diagnosis, treatment plans and discharge plans. This includes using motivational/persuasive skills and giving specialist advice.
- 10.To be responsible for the correct and safe use of equipment including electrotherapy equipment and aids.

PROFESSIONAL/GOVERNANCE (including research)

1. To be responsible for your own clinical record keeping, including hand-written and electronic data recording, in accordance with Trust, Division and Chartered Society of Physiotherapists standards.
2. To contribute to, and actively participate, in Departmental Audit / Research at the request of the Clinical Service Manager.
3. To comment on the development and implementation of Division & Departmental Physiotherapy standards / protocols and to work in accordance with Trust policies and the Chartered society of Physiotherapists Code of Professional Conduct and contribute to the discussions regarding the development and implementation of departmental standards,.

TRAINING AND DEVELOPMENT

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1. To take an active part in In-Service Training and external education in line with Continual Professional Development (CPD) Division Guidelines, to maintain standards of care in line with evidence based practice. To disseminate information from training attended as required
2. To supervise, and assist in the education of other Physiotherapy staff.
3. To support the development of rotational staff, identifying learning needs and objectives for the rotation which are consistent with their PDPs. To monitor progress and undertake mid rotation review and end of rotation appraisal
4. To teach and advise carers and other Health Professionals to ensure provision of good patient care
5. To educate and supervise physiotherapy students on clinical placement allocating marks which contribute to their final degree. To supervise observational students on placement.
6. To keep a record of evidence of training and development activities and reflective practice in a professional portfolio to a standard required by the HCPC
7. To keep up to date with current evidence and research in order to maintain and develop practice in line with proven methods of care, recommending changes to service delivery and clinical practice based on findings.
8. In line with Trust guidelines, review and reflect on your own practice and performance through effective use of clinical and operational supervision, annual Appraisal and Development Review and mid-term review, linked to a Performance and Development Plan (PDP).
9. To use reflective practice and peer review as a means of self evaluation.
10. Achieve the KSF outline dimensions levels and indicators required for the post at Foundation gateway and Second gateway.
11. To seek information, guidance and advice in order to support patient care and multi-disciplinary / inter-agency communication.
12. To complete rotational learning objectives as agreed between the Specialist physiotherapist and their supervising senior.

MANAGEMENT AND LEADERSHIP

1. To assist Senior staff in the management of the above staff.
2. To provide Senior Staff / Managers with a contribution to the planning and development of the Department
3. To manage own caseload utilising time management skills with guidance from senior staff if required
4. To participate in, and comment on the delivery of the Division business plan, Physiotherapy/MSK service delivery improvement and development.

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5. Demonstrate and develop leadership skills:

- lead by example
- report problems and contribute to proactive action
- be innovative
- be guided by vision, strategies, goals and values
- exhibit positive behaviour to influence staff participation
- take responsibility when things go wrong in the Physiotherapy service
- celebrate Physiotherapy staff achievements
- give credit and praise to staff
- develop mutual confidence within the Physiotherapy service

Equality and diversity

1. To form professional relationships with patients / carers / family members which may be in distressing circumstances, and who may exhibit challenging behaviour, and communicate with them in a way that respects their views, autonomy and culture.

2. To take account of the individuality, values, cultural and religious diversity of patients and their contribution to the provision of a service sensitive to these patients' needs.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As an employee of the trust you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will need to be aware of trust/local LSCB procedures and know how to contact named professionals, within the safeguarding team for advice and support.

ENVIRONMENTAL SUSTAINABILITY – NET ZERO CARBON

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- Energy: Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- Water: Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- Waste: Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust's Waste Management policy.
- Biodiversity: Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.
- Transport & Travel: Where possible lift share, cycle, walk or use public transport.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

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MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.