

**HUMBER TEACHING NHS FOUNDATION TRUST
JOB DESCRIPTION**

Job Title:	Specialist Respiratory Physiotherapist
Band:	6
Department:	Community Services
Responsible to:	Advanced Respiratory Physiotherapist
Responsible for:	Clinical Practice, continual professional development and contribution towards service improvement.
Location:	Scarborough, Whitby & Ryedale

Job Role Summary

- To be accountable in own area of clinical responsibility as an autonomous practitioner, ensuring the safe assessment of patients, delivery of evidence based clinical interventions and evaluation of outcomes.
- To independently manage a clinical caseload, delegating appropriately to team members with access to senior support if required.
- Provide specialist clinical intervention for patients with a variety of respiratory conditions, working in a range of areas including pulmonary rehabilitation, outpatient services and home oxygen assessment & review.
- Lone working in the community including patients' own homes and clinic settings.
- To work as a member of the multi-disciplinary team providing specialist respiratory clinical advice, support, and interventions within the community.
- To provide clinical workplace practice support for students on placement.
- To play an active role in the implementation of policy, protocol, service development and change within own area of responsibility.

Core Functions

- Provide a high standard of physiotherapy service to respiratory patients.
- Provide specialist physiotherapy advice and treatment for patients referred to the service.



Communication and Relationships Skills

- Use a range of verbal and non-verbal communication skills to communicate effectively with patients and relevant others to: gain consent, assess and progress rehabilitation and treatment programmes.
- Skill is required to adapt or adjust information delivered, ensuring it is appropriate for the recipient and codes of confidentiality.
- Provide training and advice on physiotherapy interventions within area of specialism and general health education relating to; treatment plan, activity, health habits and lifestyle. Also considering the environmental, emotional, physical, spiritual and social needs of the patient. Ensure wherever possible that patients are empowered to make healthy lifestyle choices.
- Professional networking locally and regionally.
- Able to use a variety of methods of communication with the wider MDT; such as GP telephone contact, clinical letters, professional emails.

Analytical and Judgemental Skills

- Consistently demonstrate specialist skills in the thorough assessment of respiratory patients, based on the analysis of a range of comprehensive information gathered while working autonomously within professional boundaries.
- Undertakes effective analysis and interpretation of assessment findings, and consideration of patient preference, to develop the appropriate intervention plan. For a complex caseload, seeking support from senior staff is expected.
- Demonstrates critical thinking and diagnostic reasoning skills in clinical decision making for a complex respiratory caseload.
- Uses sound judgement in assessing conflicting priorities and needs
- Undertakes effective analysis of service audit to drive patient care and service delivery.

Planning and Organisational Responsibilities

- To prioritise, plan and manage a specialist caseload, delegating tasks to others and requesting support as appropriate.
- Responsible for managing and prioritising own workload, balancing the needs of patients, their families and service/organisation requirements or competing priorities.
- Being equipped to organise a specialist respiratory caseload across a geographical area and deliver patient care in a variety of settings.
- Support less experienced staff and students in caseload planning and prioritisation.
- Take responsibility for planning own professional development including engagement in supervision and knowledge and skills development.

Physical Skills

- Standard keyboard skills
- Advanced dexterity, accuracy and or sensory skills
- Highly developed physical skills to deliver a range of assessments or manual physiotherapy techniques where a high degree of precision is required.

Responsibilities for Patient Care

- Provides a range of specialist advice, assessment and programmes of care for respiratory patients as appropriate, working within informed consent and relevant legal frameworks.
- Develops and maintains the patients control over informed decision making, assess the patient's commitment to the jointly determined plan of care, and fosters personal responsibility for health and well-being.
- Deliver care interventions and specialist advice in a variety of settings that promote patient flexibility and choice, which are sensitive to cultural preferences.

Responsibilities for Policy and Service Development Implementation

- Implements policy, protocols standard operating procedures for own specialist area.
- Propose changes and service improvements centred on evidence based best practice and patient feedback and evaluation.

Responsibilities for Financial and Physical Resources

- Responsible for the safe use of equipment used in course of treatment and equipment used by patients and others in line with appropriate competencies.
- Maintain accurate, relevant and timely clinical information in the patient record.

Responsibilities for Human Resources

- Provide clinical supervision and or training within own area of specialism to other professionals, students, patients, relatives and carers.
- Responsible for day-to-day supervision of co-ordination of staff and / or caseload in own area (respiratory)
- Be on the live register of mentors (if required by the professional body) and provide mentorship, training and support to junior staff/students.
- To contribute to the recruitment, ongoing development and retention of staff
To contribute to projects identified within the specialist respiratory area, in line with the four pillars of Physiotherapy practice.
- Support preceptorship programme with junior staff.

Responsibilities for Information Resources

- To ensure sensitive and appropriate handling of information, in line with information governance, and in accordance with the data protection act and trust policy.
- To provide accurate and timely information to inform trust / national IT systems as required in line with HCPC and CSP standards i.e. responsible for generating and updating patient related information/records on Systmone.
- Maintain up to date training and basic IT skills and demonstrate correct implementation of confidentiality and data protection.

Responsibilities for Research and Development

- To demonstrate awareness and application of up-to-date area specific evidence-based practice.
- To participate/undertake audits/surveys in own area of practice.

Freedom to Act

- Work autonomously within CSP and HCPC professional codes of conduct, scope of practice, competencies, organisational policy and guidance.
- To provide specialist respiratory advice and high level of clinical competency in order to inform and take clinical actions based on the analysis of the specific challenges/risk situations

Standard Paragraphs

- Trust's Values: Promote and demonstrate the Trust's 3 values Caring, Learning and Growing. Caring for people while ensuring they are always at the heart of everything we do. Learning and using proven research as a basis for delivering safe, effective, integrated care. Growing our reputation for being a provider of high-quality services and a great place to work.
- Confidentiality: Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information Governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.
- Equal Opportunities: Promote the concepts of equality of opportunity and managing diversity Trust wide.
- Health and Safety: Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

- Infection Prevention and Control: Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.
- Professional standards and performance review: Maintain consistent high professional standards and act in accordance with the NMC code of professional conduct. Employees are expected to participate in the performance review process.
- Service/Departmental standards: Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.
- Finance: All Trust staff will comply with financial processes and procedures
- Safeguarding Children: Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004.

Summary

This job Description is an outline of the key tasks and responsibilities of the position and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development needs of the post holder

Confirmation of Job Evaluation Process

Job Reference Number:	JE2443
Date of Job Evaluation:	March 2024

Person Specification

	Essential	Desirable	How assessed
Qualifications	<ul style="list-style-type: none"> Degree / Diploma in Physiotherapy Current HPC professional registration Evidence of relevant CPD – could include completion of courses or post-graduate study in specialist area. 	<ul style="list-style-type: none"> Current CSP registration. 	Application form Formal qualifications and certificates
Knowledge and Experience	<ul style="list-style-type: none"> Knowledge of the specific service area, team and role evidenced within the supporting information of application to vacancy. Evidence of experience in a relevant junior role, including the assessment and management of a range of respiratory conditions and complex presentations. Developed specialist clinical skills within respiratory Thorough working knowledge of a broad range of respiratory conditions, with evidence of understanding of relevant clinical practice and protocols within specialist respiratory care. Experience of managing a caseload of patients. 	<ul style="list-style-type: none"> Experience of working within a relevant community role Experience of delivering pulmonary rehabilitation Experience of complex case load management within specialist respiratory service Evidence of training or supporting other staff and students within respiratory specialism. Involvement in relevant clinical audit projects 	Application form & Interview
Skills and Competencies	<ul style="list-style-type: none"> Evidence of how you will efficiently transport self and equipment to/from multiple venues over a large geographical area during each shift in the UK. Knowledge of relevant UK respiratory standards & guidelines. Able to demonstrate effective communication skills and work flexibly within the team, service and wider MDT. Effective inter-personal skills and experience in supervising and mentoring. 	<ul style="list-style-type: none"> Experience of use of SystmOne Experience in delivering respiratory education to healthcare professionals or patients. 	Application form & Interview



A provider of integrated health and social care services across Hull, East Yorkshire, North Yorkshire and beyond.

	<ul style="list-style-type: none"> • Good time management and organisational skills to enable effective caseload management. • Ability to demonstrate ethical values and attitudes within a culture of equality and diversity. • Adequate IT skills required to utilise electronic patient records, electronic communications, clinical stock ordering system and Microsoft Office applications. 		
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Job Risk Profile – Effort Factors

This role involves:	Yes	No	Rare	Occasional	Frequent	Examples
Lifting Weights / objects between 6 – 15 kilos	Y			X		PR class equipment
Lifting weights / objects above 15 kilos	Y			X		PR class equipment
Using equipment to lift, push or pull patients / objects	Y			X		PR class equipment
Lifting heavy containers or equipment	Y			X		PR class equipment
Running in an emergency	Y		X			
Driving alone / with passengers / with goods	Y				X	Frequent driving alone with equipment – not with passengers
Lone working in the community including within patients own homes and clinic settings	Y				X	Visiting patients at home
Invasive surgical procedures		N				
Working at height		N				
Concentration to assess patients / analyse information	Y				X	
Response to emergency situations	Y		X			
To change plans and appointments / meetings depending on the needs of the role	Y				X	
Clinical Interventions	Y				X	
Informing patients / family / carers of unwelcome news	Y		X			
Caring for terminally ill patients	Y			X		
Dealing with difficult family situations	Y		X			
Caring for / working with patients with severely challenging behaviour		N				
Typing up of minutes / case conferences	Y		X			
Clinical / hands on patient / client care	Y				X	
Contacts with blood / bodily fluids	Y			X		
Exposure to verbal aggression	Y		X			
Exposure to physical aggression	Y		X			



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Exposure to unpleasant working conditions dust / dirt / fleas	Y		X			Home visits – uncontrollable environment
Exposure to harmful chemicals / radiation		N				
Attending the scene of an emergency		N				
Food preparation and handling		N				
Working on a computer for majority of work	Y			X		Frequent computer work – not the majority of the role
Use of road transport	Y				X	Own vehicle

Caring, Learning & Growing



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Caring, Learning
& Growing Together