

Job Description

JOB TITLE	Senior Musculoskeletal & Rheumatology Physiotherapist or Osteopath - Out-Patients
GRADE	Band 6
REPORTS TO	Lead Physiotherapist – MSK & Rheumatology Outpatients
ACCOUNTABLE TO	General Manager
DEPARTMENT	Physiotherapy Department – Queens Hospital Site
DIVISION	CDCS
DATE	March 2024

JOB PURPOSE:

To provide a high standard musculoskeletal service to patients, assessing and treating own caseload of patients & maintaining associated records.

As an experienced practitioner to work without direct supervision, but with the support of a senior musculoskeletal clinician, and to supervise junior staff and assistants. To deputise as is required within the musculoskeletal out-patient team.

To perform specialised musculoskeletal assessment of patients with diverse presentations including acute and chronic pain patterns, significant impairments due to pain or injury, post-operative rehabilitation, and patients with complex physical and psychological conditions. To provide a working diagnosis and develop and deliver individualised treatment programmes. To rotate between musculoskeletal upper and lower quadrants and rheumatology specialities and to work as an emergency MSK practitioner trainee in the emergency department.

To hold responsibility for own caseload and be responsible for a defined area of the service or a particular patient type, working without direct supervision. Clinical supervision takes the form of regular formal training and clinical reasoning sessions, peer review & case conferences. To develop professionally across all pillars of practice: clinical expertise, leadership, education, and research. Access to advice and support from a senior musculoskeletal clinician is available if required, clinical work is not routinely evaluated.

To undertake all aspects of clinical duties as an autonomous practitioner.

Undertake evidence-based audit, quality improvement and research projects to further own and teams' clinical practice. Make recommendations to clinical lead for changes in practice of the team. To lead the implementation of specific changes to practice or contribute to service protocols.

Provide a flexible approach to working hours and work across different sites, departments and are settings. To support colleagues and managers by working collectively to provide a high standard of musculoskeletal care.

KEY RESULT AREAS

Clinical

1. To undertake a specialist comprehensive assessment of patients including those with diverse or complex presentations/multi pathologies; use advanced clinical reasoning skills to provide a working diagnosis of their condition.
2. Formulate and deliver a specialist individual musculoskeletal treatment programme based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills based around biopsychosocial model of evidenced based care.
3. Running Rehabilitation Classes in the Gym.
4. To take delegated responsibility from Team Leader for managing patients with particular conditions and be responsible for providing specialist musculoskeletal assessment and treatment plans for patients within each rotation.
5. Develop personalised clinical management plans using shared decision making with patients.
6. Formulate accurate prognoses and recommend the best course of intervention, developing comprehensive discharge plans.
7. Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
8. Use a range of verbal and non-verbal communication tools to effectively communicate condition-related information to patients in order to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients who may be dysphasic, depressed, deaf, blind or who may be unable to accept diagnosis.
9. To communicate complex information which may be of a sensitive nature to patients, relatives/carers, and other members of the multi-disciplinary team, using both verbal and written formats
10. To provide and receive complex and/or sensitive information to members of the multi-disciplinary team/GPs and Consultants re: prognosis and diagnosis, and to recommend treatment or discharge
11. To use communication skills to provide empathy and reassurance, and motivation/persuasion to encourage patients to co-operate with their treatment and exercise programme
12. Evaluate patient progress, reassess, and alter management programmes if required.
13. Demonstrate accurate skills of dexterity, co-ordination and sensory/palpatory skills for assessment and manual treatment of patients
14. To manage clinical risk within own patient caseload.
15. To refer to other members of the multidisciplinary team/external agencies e.g., social prescribing as appropriate
16. To be responsible for the safe and competent use of all medical devices, gym equipment and patient appliances and aids by patients and ensure that junior staff/assistants attain competency prior to use.

Professional

1. To be professionally and legally accountable for all aspects of own work, including the management of patients in your care.
2. To be responsible for maintaining accurate and comprehensive patient treatment records in line with Chartered Society of Physiotherapy (CSP) or General Osteopathic Council (GOC) standards of practice
3. To contribute towards meeting clinical governance objectives within the therapy department

4. To supervise junior and student musculoskeletal practitioners and assistant's record keeping according to professional and service standards
5. To attend relevant in-service training (IST) and post-graduate courses to consolidate and develop theoretical knowledge and practical skills
6. To keep abreast of new evidence-based recommendations in the field of clinical practice
7. To carry out training as part of the IST programme to other musculoskeletal clinicians and students
8. To assist senior musculoskeletal clinicians in carrying out informal teaching for other multidisciplinary team members
9. To be responsible for the Clinical Education of physiotherapy and/or osteopathy students where appropriate.

Organisational

1. To maintain a safe environment for patients and staff
2. To take delegated responsibility for the patient caseload in the absence of the most senior musculoskeletal clinician
3. Ensure that all equipment is checked regularly and maintained appropriately, and that it is safe to use by members of the team
4. To document all interventions in the patient notes as per departmental standard and communicate assessment and treatment outcomes to appropriate disciplines
5. Work within trust clinical guidelines and CSP or Osteopathic Standard guidelines and to have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.
6. To comply with Trust Policies – e.g., Health and Safety, Confidentiality, Equal Opportunities etc.
7. To participate in audit, quality improvement research and contribute to service development in conjunction with Team Leader and Consultant Musculoskeletal Clinician
8. To comply with Departmental and Service protocols and procedures – e.g., clinical guidelines

PERSON SPECIFICATION – FOR RECRUITMENT PURPOSES

	Essential	Desirable
Education, Training and Qualifications CPD Requirements	<p>Grad Dip. Phys or BSc and SRP or Degree in Osteopathy</p> <p>HCPC/General Osteopathic Council Registration</p> <p>Evidence of Continuing Professional Development</p>	<p>Member of Chartered Society of Physiotherapy / Institute of Osteopathy</p> <p>Relevant Post Graduate Education</p> <p>Masters MSK qualification or working towards a masters</p>
Experience & Knowledge	Post-graduate experience in healthcare	To have experience supervising assistants/ students

	Rheumatology & MSK post graduate experience	Experience working as part of a Multi-Disciplinary Team
Skills and Ability	<p>Demonstrate the ability to work as part of a team</p> <p>An understanding of their responsibilities relevant to this position</p> <p>Demonstrate an understanding of managing and directing juniors' staff, students and / or assistants</p> <p>Demonstrate an understanding of confidentiality and the principles of the Data Protection Act and how these impact on day-to-day practice</p> <p>Ability to complete paperwork including discharge summaries</p> <p>Demonstrate the ability to work independently</p>	
Communications and interpersonal skills	<p>Excellent clinical reasoning in the musculoskeletal setting</p> <p>Audit / research skills</p> <p>Committed to personal and team development</p> <p>Ability to problem solve</p> <p>Demonstrate the ability to communicate effectively both in oral and written form, including those with barriers to communication</p>	<p>Knowledge of NHS Integrated Care Systems</p> <p>Demonstrate a positive and well-motivated attitude</p>
Values and Behaviours		
Other requirements	<p>Demonstrate a flexible approach to working in different areas and being able to adapt to their environment</p> <p>Demonstrate a commitment to assisting Therapy services to</p>	<p>Willingness to undertake on-call duties</p> <p>Car driver</p> <p>Flexibility to travel to community locations</p>

	deliver the best quality care for our patients Flexible approach to working hours	Ability to independently travel between sites
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This job description outlines the duties as currently required but may be amended by mutual agreement to reflect future transformation and integration of the Trust.

Signed: (Member of staff)		Date	
Signed: (Line Manager)		Date	

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018, bringing together five hospital sites in Derby and Burton.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our Vision & Identity

Our UHDB Identity is that we provide '*Exceptional Care Together*', which is our 'Why?'. It is the fundamental purpose that guides all that we do.



Our Values & Behaviours

Our staff have co-created a set of values and behaviours that are stretching and inspiring in equal measures. These are our UHDB promises. They are powerful messages and will shape how we care for others and care for each other. They are **Compassion, Openness and Excellence...**



Our objectives

As part of the 'Big Conversation', we lastly turned our attention to our aims, big steps we must we take in the future. This is our 'What?'. Our staff said that we should continue to have **PRIDE...**

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

Data Protection

Organisations are required to comply with the General Data Protection Regulation; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff.
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and ongoing continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Research

"The Trust comprises research-active hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from having an awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to research-experienced individuals who win research funding and assume the role of Chief Investigator for multi-centre trials and studies".