

RECRUITMENT INFORMATION PACK

Shape
your
story



Band 6 Specialist MSK Physiotherapist



Job particulars

Job Title	Specialist MSK Physiotherapist
Pay Band	Band 6
Location	Newham University Hospital
Reports to	Band 7 Highly Specialist MSK Physiotherapist
Responsible to	Band 8a Clinical Lead MSK Physiotherapist NUH Head of Therapies

Job purpose

To provide specialist musculoskeletal physiotherapy treatment to patients as part of outpatient therapy provision. The post holder will be responsible for their own caseload providing thorough clinical assessment, planning treatment and appropriate discharge from the service adapting practice to suit the needs of the patient. To provide clinical supervision and appraisal to junior staff, therapy assistants and students.

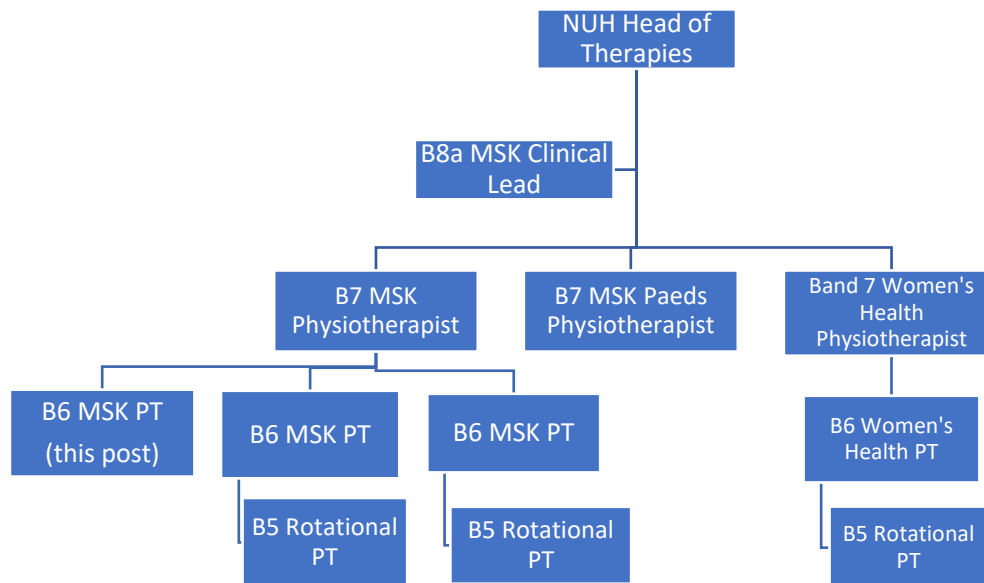
Key working relationships

Professional relationships with key partners, employees and boards.

Internal	External
Band 8a Clinical Lead Physiotherapist	Barts Health Consultants
Band 7 Physiotherapists / Occupational Therapists	Cross Site therapy teams
Band 5 & 6 MSK Rotational Staff and RSWs	Occupational Health / Employee Wellbeing Service
Administrative Staff	Newham GP practices
Wider NUH Therapy teams	

Team Structure





Main duties, responsibilities, and results areas

Key result areas

- To provide specialist outpatient physiotherapy to patients with a wide range of acute and long-term conditions.
- To adapt physiotherapy practice to suit the needs of the patient.
- To provide clinical supervision and appraisal for junior staff, therapy rehabilitation assistants and students.
- Participate in ongoing service evaluation and development.

Clinical Responsibilities

The post holder will

- Take a major role in the advanced physiotherapy assessment and treatment of patients within the speciality who may have acute, complex and or chronic presentations. To determine clinical diagnosis and physiotherapy treatment indicated.
- Formulate and deliver an individual physiotherapy treatment programme based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills, e.g. manual physiotherapy techniques, patient education, exercise classes, electrotherapy techniques and other alternative options.
- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. To ensure a high standard of clinical care for patients under your management, and support more junior staff to do likewise.
- To accept clinical responsibility for a designated caseload of patients and organise this effectively and efficiently with regard to clinical priorities and use of time. To assist more junior staff in this.



- 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.
- Be skilled in a range of verbal and non-verbal communication tools to communicate effectively with patients and carers/guardians to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, blind, unable to accept diagnosis or whose first language is not English.
- To provide spontaneous and planned advice, teaching and instruction to patients, relatives, carers, and other professionals, regarding the physiotherapy management of patients within the area of outpatients and to promote the understanding of the aims of physiotherapy, and to ensure a consistent approach to patient care.
- To be responsible for maintaining own accurate and comprehensive patient treatment records and those of staff responsible to the post holder, in line with professional standards of practice and within the parameters laid down in the Trust's and the Therapy Note Keeping Policy.
- To assess and prioritise new physiotherapy referrals in accordance with the musculoskeletal case weighting policy.

Service Responsibilities

- To undertake all aspects of clinical duties as an autonomous practitioner. To support and advise physiotherapy staff and support staff working in this area.
- After appropriate training to be able to supervise and manage the performance of more junior physiotherapy staff, assistants, and students. This will include the use of formal appraisal documentation in line with those agreed by Therapies (Knowledge and Skills Framework) and the Trust Performance and Talent Review.
- To be responsible for teaching and supervising student physiotherapists to graduate level on therapeutic skills and knowledge within core clinical areas. Also, to assist in the support of students from other professional groups as appropriate.
- To support administrative staff during the day to day running of the department, helping to deal with clinical issues and patient related issues.
- To be an active member of the in-service training programme by the attendance and delivery of presentations and training sessions at staff meetings, tutorials, in-house training sessions, and by attending external courses and engaging in reflective practice.
- Ensure that your own practice and that of staff under your supervision meet the required professional standards of physiotherapy practice.
- To participate in the on-call service at one of the Bart's Health sites.
- To contribute to the planning, coordinating, delivering, and evaluating the Physiotherapy Service provided to outpatients throughout the Trust and on a day-to-day basis.
- Undertake the measurement and evaluation of your work and current practices using evidence-based projects, audit, and outcome measures, either individually or with colleagues or manager. Make recommendations for change.



- To work with various colleagues including Consultants, Primary Care Trust Team, Managers of other services and the Band 8 Physiotherapists in developing the strategic and operational management of the physiotherapy service for outpatients.
- To undertake the collection of data for use in service audit and research projects. To undertake research into specific areas of clinical practice and service delivery using a range of research methodologies as part of audit and departmental research initiatives.
- To carry out other duties commensurate with the grade in line with the requirements of the post as agreed by the Head of MSK Therapy.
- As part of your 37.5 hours to work flexible hours that may include long and short days and in the future weekends in MSK Therapy.

The job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Working conditions

Criteria	Description
Physical	Highly developed physical skills, high degree of precision. Dexterity, co-ordination and sensory assessment and manual treatment of patients. Frequent moderate effort for short periods each day. Moves, manoeuvres patients and equipment.
Emotional	Occasional distressing or emotional circumstances. Imparts unwelcome news about rehabilitation prospects.
Working Conditions	Occasional unpleasant conditions, occasional very unpleasant condition, odours fleas, lice, body fluids.
Mental	Frequent concentration, work pattern predictable. Concentration for patient assessment and treatment, may be interrupted.

Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). www.nhsemployers.org/. This supports us to develop a sustainable workforce and bring the very best out in people.

Safeguarding adults and children



Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/

Person specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> Undergraduate Degree in Physiotherapy Member of the Health and Care Professions Council 	<ul style="list-style-type: none"> Member of the Chartered Society of Physiotherapy
Experience	<ul style="list-style-type: none"> 18 months relevant post graduate experience in MSK outpatient and orthopaedic clinical settings. Appropriate post registration experience. Documented evidence of CPD, in accordance with HCPC recommendations. Experience of working as part of a team uni-professional and multi-professional team. Advice, supervision, appraisal, training and support to more junior staff, support staff and students. 	<ul style="list-style-type: none"> Experience of audit/research. Experience of sole working as part of an out of hour's emergency weekend service.
Knowledge	<ul style="list-style-type: none"> Good knowledge of current best practice in physiotherapy in the relevant setting. Understanding and application of risk management. 	<ul style="list-style-type: none"> In-depth knowledge of national policies and procedures relevant to client group



	<ul style="list-style-type: none"> Understand legal responsibilities of the profession and the associated code of ethics. 	
Skills	<ul style="list-style-type: none"> Specialist clinical skills in musculoskeletal outpatients. Ability to organise and prioritise own and more junior staffs workload and supervise support staff in this field. Ability to work autonomously and set own priorities and support other staff in this field. Supervisory & appraisal skills of other staff including junior staff / support staff / students Demonstrate understanding and previous participation in activity to support the clinical governance agenda 	<ul style="list-style-type: none"> Ability to pass on knowledge and deliver training both internally within the profession and externally to other staff groups.
Other	<ul style="list-style-type: none"> Committed to lifelong and self-directed learning. Committed to personal and team development After induction, to be able to actively participate as an appraiser to the Trust IPR system Ability to present information both orally and written in a clear and logical manner. 	



	<ul style="list-style-type: none"> • Ability to keep accurate and legible patient notes • Ability to cope with working in a busy or stressful environment and with emotional or aggressive patients/carers. • Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities. • Commitment to non-discriminatory practice. • Understanding and compliance with Data Protection 	
--	---	--

