



JOB DESCRIPTION

Job Title: Clinical Specialist Physiotherapist

Band: 7

Base: Oldham Integrated Care Centre

Responsible to: Lead Physiotherapist

Hours: 37.5 hours per week, full time. Part time hours of approx. 27+ hours per week also considered.

Contract Type: Permanent

Disclosure Required: Clinical Records Bureau Enhanced Disclosure

Job Summary

The purpose of the role is to provide expert Physiotherapy assessment and treatment to Orthopaedic and Rheumatology patients within Pennine MSK Partnership. This is a development role acquiring further knowledge and skills across the Musculoskeletal and Rheumatology specialities in a primary care setting.

A high level of knowledge in the management of patients with musculoskeletal conditions, experience of liaison across various health care teams and evidence of autonomous decision making are essential.

You will have excellent organisational skills, be an effective team player and have a flexible approach to service delivery. You will have a strong commitment to CPD and your clinical and professional development will be supported through regular appraisals and training.

Duties and responsibilities

Clinical

- To provide advanced clinical advice, support and training to patients, families, carers and professional colleagues to improve their journey and their health and wellbeing
- To work autonomously to manage a highly complex caseload, whilst working as part of a multidisciplinary team
- To use highly complex communication skills and knowledge when working with patients, their families and external agencies
- To gain consent for treatment and motivate patients to comply with treatment plans, whilst complying with the mental capacity act, and gaining informed consent as and when required

- To undertake and implement highly specialist clinical assessment and intervention, taking into consideration clinical reasoning, for patients with diverse presentations and highly complex needs
- To provide appropriate verbal and written information and documentation for patients, carers and the wider multidisciplinary team in a timely manner, in line with professional standards and local procedures and policies
- To refer for diagnostics e.g. X-rays, MRI, USS, bloods as appropriate to the role under supervision
- To empower patients to effectively self-manage their conditions through advice, education and coping strategies

Practice and Service Development

- A willingness to develop knowledge and skills required to practice at an advanced level and to use an extended scope of practice beyond traditional physiotherapy
- To develop and maintain personal clinical skills through supervision and a personal development plan.
- To maintain an up to date knowledge of current developments within the NHS and Physiotherapy.
- To participate in working parties and developing policy changes within Pennine MSK Partnership.
- To be responsible for ensuring that quality standards and effectiveness of patient care are continually improved.
- To work with the team to develop the strategic and operational direction for the MSK/Rheumatology pathway within the organisation.

Education and training

- To deliver relevant training to patient, carers and other health care professionals within Pennine MSK
- To supervise junior staff and assistants and students, providing timely verbal and written feedback
- Provide opportunity for observation of therapeutic intervention within the clinical setting for medical students and AHP students
- To attend and contribute to local and national conference and special interest groups within sphere of practice
- To maintain own CPD, through reflective practice and extending external courses deemed necessary by Pennine MSK Partnership and support other staff through their CPD
- To actively participate in Journal club

Clinical Governance, Research and audit

- To be HCPC registered and work within code of Conduct
- To work within local and national clinical guidelines and standards of care
- To participate in the assessment and evaluation of musculoskeletal services within Pennine MSK Partnership in line with current best practice guidelines

- To conduct yearly audits, actively participate in research and implement change as part of the audit cycle
- To network with colleagues within the trust, across the North West and nationally, to learn together and share good practice
- Participate in policy development and updating policies for the Physiotherapy care for patients with musculoskeletal conditions
- To complete mandatory training in a timely manner
- To attend MDT meetings

General Duties

- To establish, maintain and develop professional working relationships with colleagues
- To participate in yearly appraisals with line manager, and complete with junior staff
- To be aware of and work within internal policies and protocols
- To gain appropriate support from senior colleagues and participate in supervision/peer review to enhance clinical practice

General Responsibilities

1. To ensure that risk is managed in all elements of work including the reporting of Critical Incidents, near misses and hazards in line with Pennine MSK Partnership Ltd policy and that appropriate actions are put into place where required.
2. To maintain the highest standards of communication, written and verbal, with patients and colleagues ensuring satisfactory and timely resolution of queries whilst upholding confidentiality in accordance with Data Protection Act 1998.
3. To demonstrate responsibility and leadership for promoting and championing all aspects of equal opportunities by valuing diversity in all areas of work.
4. To maintain accurate and contemporaneous records in line with Pennine MSK Partnership Ltd policy.
5. To take responsibility for ensuring and achieving the objectives of the Pennine MSK Partnership Ltd Health and Safety Policy.
6. To undertake any other duties in order to meet personal, team and organisational objectives following consultation with your manager.

This job description does not attempt to describe all the tasks the post holder will undertake, it does, however, indicate the degree of authority, range of duties covered and the flexibility required for the job.

This job description may be amended in consultation with the post holder as developments evolve, and as part of the appraisal process.



PERSON SPECIFICATION

Clinical Specialist Physiotherapist

Criteria	Essential	Desirable	Evidence
<p><u>Qualifications</u></p> <ol style="list-style-type: none"> 1. Registered Physiotherapist with HCPC 2. Relevant degree 3. Evidence of continuing professional development 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>		<p style="text-align: center;">AF</p> <p style="text-align: center;">AF</p> <p style="text-align: center;">AF</p>
<p><u>Experience</u></p> <ol style="list-style-type: none"> 1. At least 2 years rheumatology/orthopaedic experience 2. Experience in a senior post for at least 2 years 3. Awareness of clinical governance issues and initiatives 4. Is aware of the ethical and legal issues involved in patient care 5. Experience of supervision and team management 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>	<p style="text-align: center;">✓</p>	<p style="text-align: center;">AF</p> <p style="text-align: center;">AF</p> <p style="text-align: center;">AF/I</p> <p style="text-align: center;">I</p> <p style="text-align: center;">AF</p>

<p><u>Skills</u></p> <ol style="list-style-type: none"> 1. Good written and oral communication skills 2. Computer literacy 3. Manage own time effectively 4. Understanding of common conditions within rheumatology and orthopaedic hands and the knowledge and skills to diagnose and manage these appropriately 5. Use information effectively in decision-making 6. Good motivator of people 7. Problem solving and clinical reasoning ability 8. Good organisational skills 9. Ability to undertake audit and research effectively and apply to practice 10. Car owner/driver 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I/R</p> <p>AF/I/R</p> <p>I/R</p> <p>I/R</p> <p>AF/I/R</p> <p>AF/I</p> <p>AF/I</p>
<p><u>Personality</u></p> <ol style="list-style-type: none"> 1. Diplomatic - sensitive to the needs of colleagues and employers 2. Ability to manage own workload and work independently when needed 3. Ability to work under pressure 4. Proactive, team orientated but is also able to work well on own 5. Should demonstrate self-confidence and be self-motivated 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>I/R</p> <p>I/R</p> <p>I/R</p> <p>I/R</p> <p>I/R</p>

AF - Application form

I - Interview

R - References