

NHS Dumfries & Galloway

Job Description

1. JOB IDENTIFICATION

Job Title: Specialist Physiotherapist - Musculo-Skeletal

Department(s): Musculo-Skeletal Out-Patients, AHP Community Pathway

Job Holder Reference: AHP004aPHYRM

No. of Job Holders:

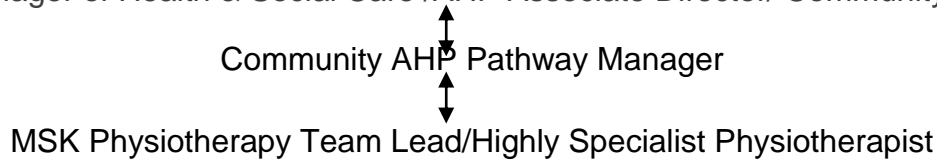
2. JOB PURPOSE

- To provide and comprehensively contribute to the delivery and development of a clinically effective, person-centred MSK outpatient physiotherapy service in NHS Dumfries and Galloway, positively contributing to improved health and wellbeing outcomes for people in the region.
- To deliver care in accordance with local service standards and the Health and Care Professions Council Standard of Conduct, Performance and Ethics.
- This is a specialist post that will encompass:
 - Clinical practice - providing specialist person centred support to people with general MSK conditions from pre-referral, triage, treatment, self-care and discharge autonomously
 - Facilitating learning - collaborate in the development and delivery of a range of education and training programmes including with support staff, students in practice placements and other professionals people families/carers and partner agencies. .
 - Leadership – leading on specific quality improvement projects and contribute toward the development of person-centered practice within defined areas.
 - Evidence, research and development - undertaking quality and audit activity with continuous professional development activity including converting evidence into practice.

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3. ORGANISATIONAL POSITION

General Manager of Health & Social Care /AHP Associate Director/ Community AHP Lead



Specialist Physiotherapist (this post)

Physiotherapist

Support Worker/ A&C

Students volunteers and support staff as required

4. SCOPE AND RANGE

- To undertake all Physiotherapy duties as part of the Physiotherapy team
- To work as an autonomous practitioner without direct supervision of Team Lead
- To supervise physiotherapists, other staff and support workers
- To take responsibility for the physiotherapy management of musculo-skeletal, orthopaedic and rheumatological conditions , giving specialist advice and develop management plan in collaboration with MDT and patient.
- To work across other areas as required, maintaining overall quality of physiotherapy service

5. MAIN DUTIES/RESPONSIBILITIES

- Undertake specialist assessment and treatment planning
- Use developed clinical reasoning skills to provide accurate diagnoses
- Carry out developed evidence based physiotherapy treatments and interventions for all patients including those with multi-pathologies and complex clinical presentations
- Manage own caseload including the use of appropriate clinical prioritisation skills
- Evaluate patient progress and modify treatment programme as appropriate to ensure required outcome
- Work with Team Lead to ensure high quality physiotherapy service to all areas .
- Function as part of the respective multi-disciplinary teams to deliver efficient and effective patient care
- Provide support and guidance for AHPs, physiotherapists and Support workers
- Follow policies in own role
- Contribute to and comment on proposed changes practices and procedures
- Work as part of the overall pathway team to deliver a high quality Services.
- Provide advice and self care to patients and carers as part of treatment

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- Maintain accurate and comprehensive treatment records in line with professional and organisational requirements
- Collect statistical data as required by service and organisation
- Undertake clinical audit as required to inform service delivery and operational planning
- Work independently
- Take responsibility for own CPD by updating clinical skills as required by profession and service and provide evidence that CPD is maintained
- Participate fully in regular in-service training programmes

Advise and teach other members of pathway, healthcare workforce/volunteers relative to the rehabilitation component of patient care to ensure holistic person centred services.

6. SYSTEMS AND EQUIPMENT

- To be responsible for the safe use and upkeep of all MSK equipment including – exercise, respiratory, electrotherapy, orthotics/appliances and walking aids
- To understand and apply the safe use of other patient care equipment including – specialist beds, hoists, stand aids, sliding sheets, wheel chairs etc.
- To have appropriate working knowledge of patient monitoring systems – SaO₂ monitors, critical care equipment etc.
- To be competent in the use of clinical recording systems
- To demonstrate a working knowledge of appropriate general and specialist software packages and use of intranet/internet technology

7. DECISIONS AND JUDGEMENTS

- Work autonomously and independently a significant part of the time whilst realising own limitations, seeking help/advice if required to ensure safe and effective patient care at all times
- Work autonomously
- To prioritise own caseload on a daily basis
- To undertake in active clinical triage as part of the MSK team to ensure patient flow.
- To accept, assess, plan, undertake, complete and/or discontinue Physiotherapy interventions as per presenting clinical condition/status of all patients on an individual and holistic basis. This regularly includes complex cases within out patient specialism
- Re evaluate workload and required interventions to deal with constantly changing situations
- To undertake continual risk assessment sometimes within areas where reducing risk to a desired level is difficult
- To agree an appropriate caseload with Team Leader and thereafter take responsibility for organising and planning such
- To understand workload of service and plan working day around individual case load and service needs
- To identify appropriate workload for physiotherapists and Support workers.

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8. COMMUNICATIONS AND RELATIONSHIPS

- Communicate effectively and appropriately with patients, family, carers, the public and all members of the extended health and social care team using a range of verbal, non-verbal, written and presentation skills as required
- Identify and modify the most appropriate communication method dependent on the requirements of person(s) being communicated with e.g. sensory impairment, disinterested, learning difficulties, language barriers, dementia etc.
- Reassure, support, encourage patients and carers as part of the rehabilitation, recuperation self-management process
- Convey comprehensive detail of care/physiotherapy treatment in a manner and at a rate which is appropriate for every individual emphasising and reiterating points as and when to ensure a full understanding
- Identify frequency of communication that is required to ensure an effective exchange of communication and care planning
- Explain role of physiotherapy and AHPs to a range of people and clarify appropriateness or not of intervention and continuation/discontinuation of treatment
- Encourage and motivate patients to maximise outcomes
- Convey information in a particularly sensitive manner when it is contrary to patient, carer and family expectations and desires including conveying unwelcome news regarding rehabilitation prospects
- Liaise as required with external agencies regarding patient management
- Intervene on behalf of AHPs, Physiotherapist and Support worker when the need arises in difficult and complicated situations

9. PHYSICAL DEMANDS OF THE JOB

- Manual handling of patients on a daily basis. This can include very immobile, obese, unwilling patients and can be for long periods – often from lying to sitting, sitting to standing and back in one session
- Manual physiotherapy techniques on a daily basis which include chest percussion, passive and assistive limb movement and manipulation techniques that require dexterity, precision, hand-eye and sensory co-ordination to perform manual therapy and acupuncture
- Assessment and documentation of patient history requires frequent periods of intense concentration
- Daily use of equipment – hoists, walking aids, specialist beds, tilt tables etc. which require manipulation and dexterity and often manoeuvring within confined spaces
- Significant degree of walking, climbing stairs, standing and working within confined and awkward spaces on a daily basis

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

- High levels of concentration, re-evaluation of workload on a daily basis and actual

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interventions required

- Flexibility required when supporting staff grade physiotherapists and technical instructors– change in planned workload
- Dealing with chronic , deteriorating, demanding, un-co-operative patients and relatives
- Motivating patients to carry out therapy and advice to an optimum level to attain best outcome
- Varying degrees of a multidisciplinary approach to patient care in different units and from different health care staff
- Prioritising own and service demands to ensure high quality patient care
- Daily exposure to bodily fluids
- Regular exposure to infective and high risk conditions

11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

Essential

- Degree or Diploma in Physiotherapy
- Health Care Professions Council (HCPC)Registration
- MSK Experience at Band 5 Physiotherapist
- Evidence of having developed post registration skills in physiotherapy within a range of clinical areas e.g. Orthopaedics/Care of Elderly etc.
- Evidence of having developed ability to undertake self directed learning
- Evidence of ability to demonstrate effective team working
- Knowledge of local and national standards, policies, targets and guidelines
- Additional Training as identified/agreed through CPD/PDP Appraisal
- Mandatory Training as per organisational requirements e.g. Moving and Handling, CPR, Infection Control etc.

Desirable

Membership of clinical interest group

12. JOB DESCRIPTION AGREEMENT

Job Holder's Signature:

Date:

Head of Department Signature:

Date:

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