

1. JOB IDENTIFICATION

Job Title:	Advanced Physiotherapy Practitioner (Band 7)
Responsible to:	Physiotherapy Rehabilitation Service Lead
Department(s):	Edinburgh Hospital at Home Team
Directorate:	Community services
Operating Division:	EHSCP
Job Reference:	075063
No of Job Holders:	1

2. JOB PURPOSE

To undertake the role of an Advanced Physiotherapy Practitioner (APP), utilising high levels of decision making and clinical judgment, ensuring that patient health needs are met through the diagnosis and the management of complex patient conditions including assessment, treatment and review planning processes in partnership with patients and families.

Provide specialist advice to healthcare professionals, other agencies, carers, clients and relatives. The APP role encompasses that of expert clinician, educator and auditor.

Take a key role in leading and developing the service to improve practice and work collaboratively, implementing and evaluating evidence based standards, guidelines and policies.

To identify and be actively involved in audit and research activity which will contribute to the development of the service.

3. DIMENSIONS

The post holder contributes clinically and has some management responsibility within the Integrated Older People's Service.

The post holder will work as part of an integrated service within EHSCP whilst being employed by NHS Lothian.

The post holder will liaise with a number of professionals/agencies, both internal and external on a daily basis including GP practices, local authority teams and the voluntary sector.

The post holder will work within a small team of doctors and nurses providing clinical care for a catchment of frail older people across the City of Edinburgh (65y+ = approx 80,000 patients)

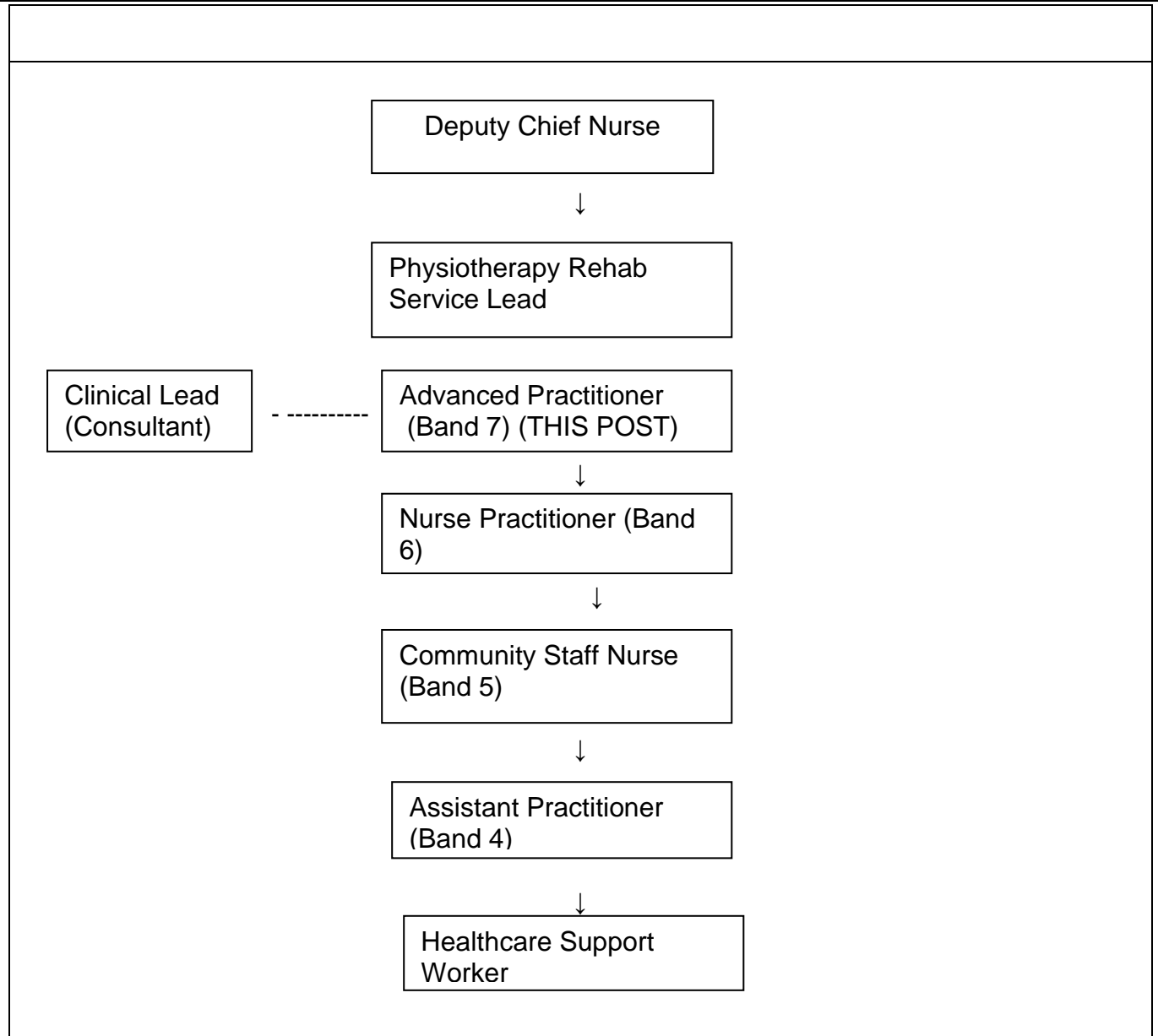
Financial Responsibilities:

The post holder will not manage a budget, but will be required to monitor the use of available resources and work within the financial envelope.

The postholder is employed within NHS Lothian and there may be a requirement to work flexibly across Lothian to meet service demands.

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4. ORGANISATIONAL POSITION



5. ROLE OF DEPARTMENT

The Hospital at Home team aims to:

- Provide alternatives to admission for frail older people within the City of Edinburgh catchment.

- Support early discharge from hospital for frail elderly patients where medical/nursing interventions are still required.
- Provide multidisciplinary holistic care to support the needs of older patients with co-morbidities and frailty.
- Deliver safe and high quality care to all patients.
- Support a professional working environment where multidisciplinary team working is at the centre of our practice and where the contributions of all team members are respected and valued.
- Create an environment where the personal and professional development of all team members is encouraged and supported.
- Participate in the Public Health agenda by identifying and promoting the health and social care needs of the local population in partnership with colleagues, patients, carers and the local community.

6. KEY RESULT AREAS

Clinical

1. Independently triage, assess, evaluate, and diagnose patients with highly complex disorders and possible multiple pathologies using advanced critical thinking, expert clinical and diagnostic reasoning skills including instigating appropriate clinical investigations and interpreting results to enable the development of immediate management plan which will meet the physical and psychological needs of the patient.
2. To undertake expert and advanced clinical interventions, e.g. manipulation.
3. Participate in strategy development at National (UK Wide) specialist groups, which facilitate networking and sharing best practice through the provision of specialist professional advice.
4. Provide highly specialised clinical advice to patients and their families, the multidisciplinary team and other physiotherapists. Participate in strategy development at National (UK Wide) specialist groups, which facilitate net-working and sharing best practice through the provision of specialist professional advice.
5. May initiate medication prescribing, administration and management in line with Patient Group Directive's or prescribing as required for specialist role and in line with prescribing competence.
6. Work collaboratively with medical consultants and multidisciplinary team to maintain and develop scope of practice/ knowledge and develop pathways within specialist field to ensure delivery of a co-ordinated multidisciplinary service for individual patients and the service as a whole.
7. Maintain timely and accurate patient document records to reflect care provided and to be professionally and legally accountable.

8. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.

Service Development

9. To plan and lead specific areas of departmental developments and redesign work within specialist area including influencing clinical change and management in order to enhance the patient journey.

10. Responsible for the development of local procedures and protocols ensuring compliance with national legislation and NHS Lothian policies.

11. To promote a culture of continuous improvement within the service, identifying opportunities for service development

Practice Development and Facilitated Learning

12. In an advisory and teaching capacity demonstrate advanced clinical knowledge and skills in relation to conditions in their specialist field to the multidisciplinary team including other physiotherapists, GPs and nurses and working in collaboration with education providers and other key stakeholders contribute to development of training and education.

Research and Development

13. To initiate and contribute to research in specialist field which will directly contribute to patient management and also the improvement and development of the service.

14. Interpret newly generated research findings in specialist field determining how to implement through application of advanced knowledge and skills, disseminating findings internally to influence best practice.

15. Develop and undertake regular audits which promote and facilitate service improvement.

7a. EQUIPMENT AND MACHINERY

Be competent in the use of a wide range of equipment. Ensure that equipment in use is clean and safe, and regularly monitored for safety as per professional and organisational standards of practice. Must ensure that all equipment issued by them is safe to use and be responsible for the safe and competent use of equipment they issue to patients.

The following are examples of equipment which may be used when undertaking the role:

IT equipment: Personal Computer, phones, mobile phone, telehealth units, teleconference, videoconference.

Manual handling equipment: Mechanical Hoists, Samhall turner, Sliding boards, Rope Ladders – to facilitate patient transfers.

Walking aids.

Detail of equipment will be held locally and will depend on the work area.

Note: New equipment may be introduced as the organisation and technology develops, however training will be provided.

7b. SYSTEMS

The following are examples of systems which may be used when undertaking the role:

Maintaining patient records– documenting all patient interventions and non-direct contacts e.g. TRAK, Picture Archiving Communication Systems (PACS).

- Internet based clinical information sources e.g. E-Library
- Update department shared drive/intranet site
- Use of intranet to access information within NHS Lothian
- Daily use of e-mail for communication
- Microsoft Office: Formatting and populating spreadsheets and databases to produce statistics and reports as required.

Note: New systems may be introduced as the organisation and technology develops, however training will be provided

8. ASSIGNMENT AND REVIEW OF WORK

Work independently on a day-to-day basis, accountable for own professional actions and working within codes of practices and professional guidelines.

Assessment and review of work will take place on a regular basis and the post holder will take part in the NHSL annual Performance Management process.

Caseload is generated from referral sources including complex cases referred by specialist physiotherapists.

Will have a Professional Personal Development Plan, which will be reviewed annually by the responsible line manager.

Governance of Clinical competence is undertaken by The Professional Physiotherapy Lead.

9. DECISIONS AND JUDGEMENTS

Decisions and judgements relating to highly specialised and complex clinical diagnoses within specialist field, including application of advanced clinical reasoning skills.

Guided by broad occupational and departmental guidelines has a wide scope of practice and demonstrates significant independent decision making, which will guide future management of the patient and could impact directly on associated services.

Troubleshooting and problem solving in the clinical area including patient related problems or more sensitive and complex situations e.g. conflicting professional opinions.

Contribute to wider service decision making processes e.g. developments.

Determining how to effectively integrate best available evidence into clinical decision making to ensure effective clinical practice.

10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Continue to maintain, develop and promote the Advanced physiotherapy role through challenging the boundaries of the current parameters of practice.

Dealing with clinical problems that patients may find difficult to discuss

Participating in MDT situations, ensuring a professional opinion is expressed, which other experienced members of the team may not agree with.

11. COMMUNICATIONS AND RELATIONSHIPS

Patients

- Provide and receive information regarding assessment, diagnosis, prognosis and treatment to encourage acceptance and compliance.
- Patients will have a range of medical and psychosocial problems that require the physiotherapist to utilise motivational and persuasive skills to facilitate rehabilitation both in an individual and group setting.
- Deal with complaints in a timely manner .escalate and seek support from senior staff as required.

Relatives / Carers

- Provide and receive information.
- Teach a range of patient management strategies.

Physiotherapy Staff (internal/external)

- Delegate tasks to physiotherapists, assistant practitioners and clinical support workers and administration staff as required.
- Impart information relating to patient transfer to both internal and external colleagues.

Multidisciplinary team within the speciality

- Relay on patient assessment findings, patient progress with treatment and suggest other professional input requirements.
- Teach physiotherapy strategies to optimise patient care.

Other Agencies (Local Authority, voluntary sector, etc)

- Make referrals.
- Identify and establish contact with appropriate agencies for future patient support e.g. leisure centre, ethnic minority groups, physical abuse groups.
- Negotiate and liase with all appropriate agencies to optimise patient care and ensure efficient service delivery e.g. social work, insurance companies, housing services, employers etc.

12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB

Physical

- Skills to perform a wide range of physiotherapeutic manual techniques.
- Use of specialist equipment – required for day to day use with specific patient's e.g. special seating, standing frames etc.
- Standard keyboard skills – required for daily use of IT equipment.
- Regular requirement for direct manual handling of patients, with due regard for own safety, including maneuvering patients, carrying equipment, pushing wheelchairs and arranging seating.

Mental

- High level of concentration required in order to make specialist clinical decisions during all aspects of assessment and treatment taking into account any cultural/ linguistic differences.
- Constant need to be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions.
- Meeting the needs of training and delegating work to junior physiotherapists, assistant practitioners, clinical support workers and students while maintaining the highest standards of clinical care to patients and their families.

Emotional

- Communicating frequently with distressed/anxious/worried and emotionally demanding patients/relatives.
- Frequent need to impart potentially distressing information regarding the nature of the difficulties and the implications of these.
- Managing patients with challenging behaviours and a range of complex difficulties including the application of appropriate management strategies. Patients may include vulnerable adults and young people under the age of 18 therefore need a working knowledge of relevant procedures including Child Protection, Protection of Vulnerable Adults and other legal frameworks. This can include receiving and acting upon confidential information relating to issues including physical/emotional/sexual abuse and neglect.
- Providing emotional support to junior colleagues and peers.
- Dealing with staff competency or performance issues.

Environmental

- Exposure to highly unpleasant conditions related to client contact as they arise; including frequent exposure to saliva, body fluids, odours and head lice.
- Exposure to unsuitable and/or unpleasant working conditions including cramped areas not designed for clinical use, unclean homes etc.
- Requirement to travel e.g. to health centres, domiciliary visits and meetings throughout the day.

Potential exposure to unsafe situations e.g. aggressive behaviour and verbal abuse from patients and relatives, lone working etc

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

Degree in Physiotherapy or equivalent qualification recognised by the Chartered Society of Physiotherapy.

HCPC registered.

MSc relevant to specialist field e.g. MACP or completion of post graduate courses at SCQF level 11 plus significant experience in managing a highly complex caseload within the specialty.

Advanced clinical practice and examination skills obtained through relevant courses and clinical experience.

Prescribing experience relevant to the role.

Excellent team-working and communication skills.

Previous research and audit experience.

Previous experience of delivery of teaching/education.

14. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Date:

Head of Department Signature:

Date: