

#### **JOB DESCRIPTION**

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| JOB IDENTIFICATION |
|  Job Title: Clinical Specialist Orthopaedic Physiotherapist Responsible to: Physiotherapy ManagerDepartment: PhysiotherapyDirectorate: Women’s & Children’s and Clinical Support Services Operating Division: Acute ServicesJob Reference:No of Job Holders: 1Last Update : March 2025 |

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| 2. JOB PURPOSE |
| * Work closely with Band 7 Team Lead to ensure high standard of service provision, including the delivery of safe and effective clinical practice, and to adapt service in relation to changes required to support service need and adhere to local and national standards and guidelines.
* To act independently to provide a full comprehensive specialist service of assessment, diagnosis, treatment/appropriate management, onward referral and discharge to a complex range of patients being referred to the service.
* To act as point of contact for complex orthopaedic clinical questions/queries from other staff within and outwith NHS Fife.
* Responsible for the development, implementation and updating of local procedures, protocols and standards within designated area, ensuring adherence of staff at all times.
* Engagement in local/national projects, research, audits or clinical trials and dissemination of findings to the multidisciplinary team, adopting and implementing best practice.
* Involvement in local and national groups, committees and short life working groups to engage in networking locally and across NHS Scotland.
* Actively encourage staff to continuously update their knowledge of clinical, technological and digital developments within the specialist area.
* Assume responsibility for personal development and ensure other team members are supported for development and supervision by continuing professional development, linked with appraisal
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| 3. DIMENSIONS |
| 1. Post holder will have designated base within Acute Physiotherapy Department at Victoria Hospital, Kirkcaldy.
2. Post holder will work across both elective and trauma orthopaedic wards, depending on needs of service.
3. Post holder will be required to work flexibly, contributing to both the weekend working service (based at Victoria Hospital, Kirkcaldy) and the evening working service (based at either Victoria Hospital, Kirkcaldy or Queen Margaret Hospital, Dunfermline).
4. Identify, maintain appropriate stock and non-stock equipment within specialist area.
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| 4. ORGANISATIONAL POSITION |
| Team leadBand 7Band 6 x3Band 5 x3Band 3 & 4**Clinical Specialist****Band 7**Therapy & Rehab Services ManagerPhysiotherapy Manager |

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| 5. ROLE OF DEPARTMENT |
| The Fife Acute Physiotherapy Service sits with other Allied Health Professional Services within Therapies and Rehabilitation Services in the Women & Children and Support Services Directorate of Fife Acute Hospitals Division and operates across two hospital sites: Victoria Hospital Kirkcaldy and Queen Margaret Hospital, Dunfermline. It supports activity on various Primary Care sites.Key Responsibilities of the service are:1. Provision of physiotherapy care to a diverse range of clinical conditions and patient types in a variety of environments across acute and primary care settings.
2. Service management, planning and development within a defined budget and a multidisciplinary framework.
3. Continuous implementation, management and review of a Clinical Governance/Quality Improvement Strategy.
4. The Acute Orthopaedic Physiotherapy Team covers both trauma orthopaedics within Victoria Hospital, Kirkcaldy and elective orthopaedics within the National Treatment Centre, Kirkcaldy and Queen Margaret Hospital, Dunfermline.
5. The National Treatment Centre (NTC) in NHS Fife, is one of 4 Scottish Government funded NTCs within Scotland tasked with addressing significant rises in orthopaedic waiting lists caused by COVID-19 Pandemic; therefore NHS Fife NTC offers treatment to both patients locally and from NHS Lothian.
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| 6. KEY RESULT AREAS |
| **6.1 Clinical*** Act as an autonomous practitioner to assess, analyse and provide an accurate clinical diagnosis using advanced clinical reasoning skills and highly specialist knowledge for individual patients with complex problems to determine their need for physiotherapy intervention.
* Undertake more complex cases by providing highly specialist assessment and advanced treatment planning in order for patients to achieve effective outcome. Such cases may include multi pathologies or have a high level of psycho-social problems.
* Act independently to develop, implement, and review specialised treatment programmes to maximise rehabilitation potential.
* Act independently to select appropriate physiotherapy techniques from a broad range of advanced clinical skills.
* Assess capacity, gain valid informed consent and have the ability to work within a legal framework
* Prioritise and monitor own clinical activity and effectiveness, in order that patients receive the appropriate levels of care.
* Provide highly specialist physiotherapy input to multidisciplinary team discussion and decision making involved with a patient, at relevant clinics, meetings and ward rounds or ad hoc to ensure effective treatment, patient care and discharge planning and to contribute to the delivery of a co-ordinated multidisciplinary service.
* Maintain patient documentation records and statistical information to reflect the care provided and meet professional, departmental and legal standards.
* Will work independently on the emergency respiratory on-call rota to contribute towards 24 hour physiotherapy service to acutely ill patients.
	1. **Professional**
* Maintain legally required registration under Health and Care Professions Council.
* Maintain Chartered Society of Physiotherapy Quality Assurance Standards
* Adhere to Chartered Society of Physiotherapy Code of Members’ Professional Values and Behaviours
* Independently provide evidence of Continuous Professional Development.
* Support the Physiotherapy Service Strategy and governance by active participation in the evaluation of practice through different routes e.g research, studies and audit*.*
	1. **Managerial**
* Active participant on interview panel for physiotherapy posts and may be asked to support other clinical area recruitment e.g. occupational therapy.
* Identify and evaluate opportunities to improve the service in order to supply the best patient care within the resources available.
* Manage an individual caseload.
* Undertake the evaluation and audit of clinical practice within specialist area to ensure effective service delivery and support the Division’s clinical governance strategy.
* Assist Service leads in reviewing, updating and implementing physiotherapy service policy by proposing changes.
* Lead and participate in both departmental and peer group meetings.
* Investigate complaints/significant events to assist formal responses and ensure that lessons learnt are communicated widely.
* Deputise for physiotherapy line manager in their absence.
	1. **Educational**
* Provide teaching, specialist training and clinical supervision of physiotherapy staff and students within team, to facilitate and create environment that supports assessment and continuous learning.
* Enable and facilitate physiotherapy staff and students within team to continuously update, develop and implement current knowledge and skills to meet changing demands of the service.
* Responsible for development and implementation of induction material for static and rotational staff and students within specialist area.
* Lead and present at departmental and team in-service training to update and inform colleagues of own skills and alter practice in order to provide the most effective treatment possible.
* Provide teaching for nursing, medical, other multidisciplinary team members and others to promote knowledge of physiotherapy management to enhance patient care.
* Provide both spontaneous and planned highly specialist advice, teaching and training to other members of the multi-professional team, educational staff and others.
* Promote and encourage an environment of QI activity and research within the specialist area and encourage/support staff with engagement in QI or research project within area.
* Presentation of audit, project or research at local and/or national level (e.g. orthopaedic or AHP conferences)
* Continue to build and maintain highly specialist knowledge within the clinical speciality area to ensure up to date effective and efficient patient care.
* Appraise staff as required.
	1. **Health & Safety**
* Ensure that practices and procedures are carried out within the regulations of the Health & Safety at Work Act and contribute towards the formulation of safe working practices.
* Take reasonable care of own safety and that of other staff, patients and carers.
* Assess capacity, gain valid informed consent and have the ability to work within a legal framework
* Independently complete the reporting of accidents, incidents or near misses.
* Ensure that all acute physiotherapy equipment is safe to use and be responsible for the education of safe and competent use of all acute physiotherapy equipment by team, patients and their carers.
* Undertake Risk assessment of own practice and workplace activities.
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| 7a. EQUIPMENT AND MACHINERY |
|  Respiratory Nebulisers, IPPB, BIPAP,ECG’s,ventilators.Aids Walking aids – gait education. Appliances Knee braces, spinal braces, collars, moonboots.Gym Apparatus Multigym, bicycle, stepper, parallel bars, treadmill, weights pulleys, – muscle strengthening, endurance training, joint stabilisation, improving range of movement, gait re-education.Electrical Apparatus Ultrasound, interferential, TENS, trophic stimulators, biofeedback, Biodex, Isokinetics -strengthen muscle, reduce pain, promote healing, assess bladder functionHot/Cold Therapy Ice, heat packs - Reduce swelling and inflammation, pain relief.Manual Handling Eqpt Hoists, sliding sheets, transfer boards, handling belts, and other manual handling equipment – to promote Minimal Manual Handling Policy of Trust.  |
| 7b. SYSTEMS |
| IT systems/ Computers/laptops/ipads/smart screens Patient database/records/Trak, Morse. Audit purpose. Powerpoint presentations.  Intranet access for organisational communication, eg MS Teams,EESS and  patient communication eg. Near Me.  Internet access for evidence based practice.  Use of software packages for audit and report writing e.g. access database, excel, Hand Written Patient Notes; Physiotherapy record, integrated care pathway, multidisciplinary notes. Dictation Specialist clinic reports  |

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| 8. ASSIGNMENT AND REVIEW OF WORK |
| * 1. **Referral**
* A blanket referral system exists on all wards. Out patients are referred by consultants, GPs and other healthcare practitioners.
	1. **Allocation of Work**
* Clinical speciality area is allocated to the post holder by the team lead physiotherapist / specialty Consultant but thereafter the post holder manages his/her own caseload.
* The Team Lead will delegate non-clinical tasks to the post holder, for example staff appraisal
	1. **Instructions**
* Patients are referred on an “assess and treat” basis.
* Patients are assessed holistically taking into account their physical and psycho-social problems.
* The post holder will formulate appropriate treatment plans from these assessments and then implement these.
* The post holder will be aware that specific instructions from consultants may determine certain treatments.
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| **9. DECISIONS AND JUDGEMENTS** |
| **9.1 Advice, Guidance, Supervision*** The post holder is an autonomous practitioner within specialist field.
* Physiotherapy Managers will be available to consult as required.
* Senior staff non-clinical development is met with an annual training programme
* Physiotherapy Managers are available for additional guidance; personal and/or professional support either face to face or by telephone as required.

**9.2 Decision Making – post holder*** Make decisions and judgements on complex clinical diagnoses and treatments within speciality.
* Provide specialist advice to other physiotherapist and professions
* Recognises peoples’ rights and acts in accordance with legislation, policies and procedures.
* Clinical advice and guidance to rotational and junior physiotherapists, and HCSWs as required.

**9.3 Decision Making – refer to Physiotherapy Manager*** Changes to department practice/procedures
* Formal complaints
* Formalising staff performance issues e.g. conduct & capability.
* Recommendations on equipment purchase and replacement
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| 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB |
| * Adapt to the variable and unpredictable demands of the clinical and non-clinical workload on a daily basis.
* Act as point of contact for complex orthopaedic clinical questions/queries from other staff within and out with NHS Fife.
* Support the clinical education of students and staff members within the MDT.
* Manage, and support other staff members to manage, a very specialist group of patients with complex conditions.
* Managing own caseload and time in accordance with patients’ needs.
* Maintaining and proposing clinical policy amendments which may impact on other areas
* Deputising for the line manager/team lead in their absence through additional responsibility.
* Support Band 6 staff members when deputising for team lead during absence.
* Provide constructive feedback to staff members within and outwith orthopaedic physiotherapy team.
* Communicating with consultants, GPs, relatives and other members of the multidisciplinary team.
* Actively participating and presenting clinical findings in ward rounds and clinical letters.
* Undertaking a mentally and physically demanding job whilst taking care to safeguard their own health and safety and that of their patients and colleagues.
* Responding to constantly changing situations and service demands including prioritisation of workload.
* Frequent (several times /day) exposure to body fluids; urine, faeces.
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| **11. COMMUNICATIONS AND RELATIONSHIPS** |
| PatientsProvide and receive information regarding assessment, diagnosis, prognosis and treatment to encourage compliance.Patients will have a range of medical problems and require the physiotherapist to utilise developed motivation and persuasion skills to facilitate rehabilitation both in an individual and group setting. Patients will predominantly have complex medical problems and require highly developed interpersonal skills.Verbal complaints**Relatives / Carers** Provide and receive information regarding complex and sensitive issues.Teach a range of patient management strategies.Verbal complaints. **Physiotherapy Staff (internal)**Consult Physiotherapy Manager for advice. Liaise with peer group to ensure service equity is maintained and resources optimised.**Physiotherapy Staff (external)**Network with appropriate physiotherapy colleagues and othersVerbal and written patient transfer report**Multidisciplinary team within the speciality** Negotiate with multidisciplinary team regarding patient needs.Teach patient physiotherapy management strategies to optimise patient care.Report patient assessment findings, patient progress with treatment and suggest other professional input requirements.**Medical Staff** Liase with and advise medical staff to increase knowledge relating to individual patients and specialist area; ensuring patient management is maximised **Other Agencies** (Local Authority, voluntary sector, etc)Negotiate and liase with other agencies to optimise patient care and ensure efficient service delivery.Written reports for medico-legal and/or disability claim |

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| **12. PHYSICAL, MENTAL, EMOTIONAL AND ENVIRONMENTAL DEMANDS OF THE JOB** |
| Physical* Manually handling patients on a daily basis for the purposes of treatment, for periods of up to 20 minutes or more per treatment session. Activities may include bending, crouching, kneeling and repetitive movements often in confined spaces.
* Utilising manual physiotherapy techniques on a daily basis including facilitation of movement requiring specialised levels of dexterity, sensory awareness and co-ordination.
* Handling and using equipment on a daily basis – hoists, appliances, walking aids, wheelchairs, specialist beds and tilt tables all of which require manipulation and dexterity and frequently manoeuvring in confined spaces.
* Working in an environment which involves daily exposure to body fluids e.g urine, faeces and occasional exposure to fleas and lice and to verbal and physical aggression eg swearing, punching, biting and scratching.

Mental* Maintaining high levels of concentration when assessing and treating patients, attending meetings, analysing documentation and presenting reports and training sessions.
* Dealing with unpredictable events and interruptions which may include patient illness, assisting colleagues and urgent requests for clinical and/or non-clinical information. These interruptions may often require the post holder to alter their work plan.

Emotional* Managing patients who may be terminally ill or have long term degenerative conditions, deteriorating prognosis and/or difficult social, emotional, behavioural, and communication or metal health status- weekly.
* Dealing with carers and/or family who may be distressed, angry or confused frequently.
* Imparting unwelcome information to patients, carers and family regarding rehabilitation prospects – frequently.
* Dealing with challenges and at times complex feedback when undertaking appraisal
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| 13. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB |
| Qualification* Professional qualification Degree or equivalent.
* Minimum of 5 years postgraduate clinical experience, including 2 years within clinical speciality.
* Registration with Health Professions Council (HCPC)
* Evidence of post graduate training relevant to clinical speciality.

Skills* High level of communication
* Experience of clinical supervision / appraisal
* Team Worker
* Presentation
* Teaching
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| **14. JOB DESCRIPTION AGREEMENT** |
|  Job Holder’s Signature: Head of Department Signature: | Date:Date: |