

Job Description

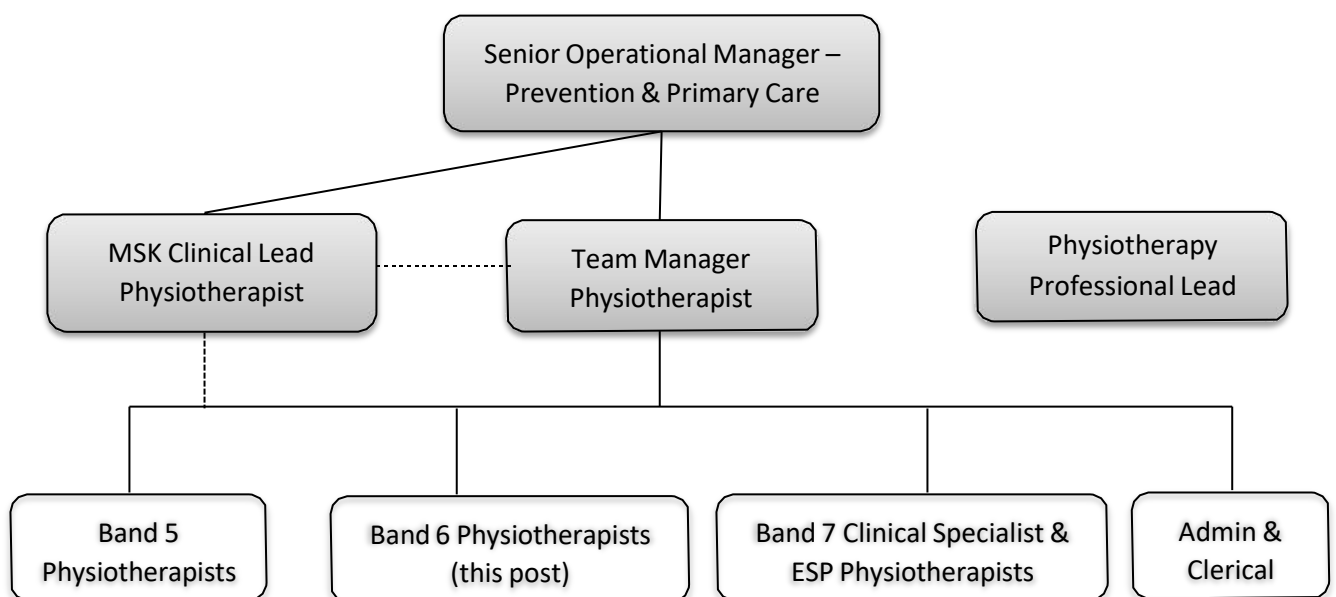
Job Title	MSK Specialist Physiotherapist
Salary Band	Band 6
Division/Service Line	Integrated Therapies
Department	Musculoskeletal Physiotherapy

Job Overview

To provide a high standard physiotherapy service to the Musculoskeletal Physiotherapy service.

1. Performs an advanced musculoskeletal assessment of patients including those with highly complex presentations and from this formulates a diagnosis and treatment plan and carries out this plan as an autonomous practitioner.
2. Supervises, teaches and appraises recently qualified physiotherapists, physiotherapy students, support workers and other members of the multi-disciplinary team.
3. Undertakes evidence based projects including recommendations for change in practice and may participate in departmental audit.
4. Deputises for the physiotherapy team leaders in operational management.
5. Will have acquired specialist knowledge in specific area i.e. musculoskeletal outpatients.

Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- Operational Managers in Hospital and Community
- Therapy Team Colleagues
- Community Nursing Staff
- GPs and Consultants
- Affiliated Agencies and Services
- Finance, Human Resources and Estates Departments
- Directors and Non-Executive Directors
- Service Users and Carer Groups

Management and Personal Development

- Manage own caseload
- Provide teaching, supervision, training etc. to junior staff
- Organise and actively participate in CPD
- Deputise for Team Lead Physiotherapist in their absence
- Participate in staff appraisal scheme as appraiser and appraisee
- Attend mandatory training according to Trust's requirements

Clinical Activities

- Specialist assessment and treatment of patients with highly complex presentations
- Use advanced clinical reasoning skills, knowledge of evidence based practice
- Formulate diagnosis and care plan using a wide range of treatment skills
- Demonstrate highly developed skills for assessment and manual therapy of patients
- Continually reassess patients to progress and alter treatments effectively
- Co-ordinate intervention e.g. MDT, patient, carers, other healthcare professionals
- To assess and triage patients who self-refer
- Assess for specialist equipment and recommend its purchase
- To motivate and encourage patients with complex conditions to achieve treatment goals
- Use a range of verbal and non-verbal communication tools to progress rehabilitation and treatment. Patients may be dysphasic, depressed, deaf, blind or unable to accept diagnosis
- Ensure effective and safe operation of patient group work

Strategic Development, Planning and Organising

- Assist in planning workload of juniors, students and support workers
- Keep abreast of current organisational and clinical priorities
- Plan, organise and prioritise own time, patient caseload, meetings, training and adjust plans as required
- Organise and actively participate in post registration education within specialist area

Administrative

- Manage clinical risk within own caseload
- Record incidents and Safeguarding concerns appropriately
- Responsible for maintaining accurate and comprehensive treatment records in line with Trust and

- CSP standards
- Ensure valid informed consent is gained from patients

IT Systems and Processes

- Use of keyboard and personal computer
- Use of PAS and other electronic booking systems
- Able to record outcomes as required for contract delivery
- Able to access systems appropriate for role e.g. x-ray reports, Maxims, Webpack

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety At Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This is a generic job description and is intended as an outline of the general area of activities. It may be amended in light of the changing needs of the organisation, in which case it will be reviewed.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	MSK Specialist Physiotherapist
Salary Band	Band 6
Division/Service Line	Integrated Therapies
Department	Musculoskeletal Physiotherapy

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Current professional registration – HCPC	✓	
Professional qualification – Physiotherapy	✓	
Degree or Diploma in Physiotherapy	✓	
IELTS unless qualification taken in English	✓	
Evidence of further training relevant to MSK specialty e.g. Post Graduate Courses	✓	
Significant post qualification experience	✓	
Significant experience in MSK Outpatients	✓	
Broad range of post graduate experience of medical, surgical, orthopaedic and rehabilitation work	✓	
Extensive experience of working within a multidisciplinary team, an in-depth understanding of their roles and respect for the other professionals within the team	✓	
Experience of managing a team of people, including qualified and unqualified, in clinical care	✓	
Experience of managing the risks associated with unsupervised / loan working with patients	✓	
Willingness to undertake clinical education of Physiotherapy students	✓	
Previous experience in supervision of Physiotherapy students and Band 5 staff		✓
<i>Skills and Aptitude</i>		
Up-to-date and specialist clinical skills	✓	
High level of assessment skills	✓	
Excellent communication skills-empathy, negotiation, and motivation, presenting of complex facts in an understandable way, re-assurance and support particularly to anxious people	✓	

Analytical thinker	✓	
Ability to organise, prioritise and delegate	✓	
Reflective practitioner with portfolio evidence to support this	✓	
Evidence of participation in audit and research	✓	
Good teaching ability/education experience	✓	
Competent IT skills	✓	
Presentation skills	✓	
Time management skills	✓	
Commitment to and understanding of teams and team working	✓	
<i>Knowledge and abilities</i>		
Ability to manage own caseload	✓	
Able to perform required physical duties	✓	
Ability to use most effective communication style for each context and culture.	✓	
Ability to take action when equality and diversity is being compromised.	✓	
<i>Personal Qualities</i>		
Reliable	✓	
Ability to cope with change	✓	
Self-motivated	✓	
Calm under pressure	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Ability to travel independently where required	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
This role may be deemed as an Information Asset Owner in line with the Trust Information Risk Policy		