

Job Description

Job Title	: Clinical Lead Physiotherapist in Paediatric Complex Asthma
Department	: Physiotherapy
Division	: PRUH
Band / Grade	: 8a
Responsible to	: Head of Physiotherapy
Accountable to	: Deputy Head of Physiotherapy
Number of direct reports	: 0
Budgetary Responsibility	: Efficient budget management
Location	: Denmark Hill

King's College Hospital

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching hospitals with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 11,500 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's College Hospital NHS Foundation NHS Trust is currently delivering an ambitious financial efficiency programme for 2018/19 and beyond with the aim to achieve long-term financial sustainability.

Job Summary

- To be a physiotherapy clinical expert in managing complex asthma and provide expert clinical intervention for patients with complex/severe asthma and breathing pattern disorder.
- To lead, coordinate and run the Paediatric Complex Asthma physiotherapy service alongside the Complex Asthma multidisciplinary team covering both inpatient and outpatient services, exercise testing and virtual services for this cohort. This includes providing follow-up outpatient clinics for patients from the complex asthma clinic.
- To run the Paediatric Breathing pattern service

- To develop skills and use extended scope of practice as appropriate. This may include non-medical prescribing as well as using and interpreting the results of diagnostics test (like spirometry) to progress the management of the child's condition and respiratory status.
- To deliver treatment based on advanced theoretical and practical knowledge including appropriate highly specialist skills e.g. Butyeko techniques, breathing re-training, behaviour change techniques, motivational interviewing and adherence to therapeutic management ie inhalers and physiotherapy regimes.
- To use expert physiotherapy knowledge and advanced clinical reasoning skills to provide highly specialist support and advice to the respiratory physiotherapy paediatric team, respiratory paediatricians, and other medical staff, and to manage own caseload of patients with highly complex conditions as an autonomous practitioner.
- To work with respiratory paediatricians, specialist nurses and other members of the multi-disciplinary team to ensure a high quality, effective and efficient physiotherapy service to paediatric patients presenting with Complex asthma and breathing pattern disorder.
- To provide supervision and clinical support to the inpatient paediatric physiotherapy team working with paediatric patients with complex & severe Asthma and breathing pattern disorder.
- To be responsible for clinical leadership and service development within the respiratory physiotherapy paediatric at Kings College Hospital alongside the other clinical leads.
- To grow and develop the role of the physiotherapist within the Complex Asthma clinic along with the multi-disciplinary team.
- *This post requires a flexible approach to working and may require the post holder to work as part of a rota'd seven day working pattern as necessary.*
- *Staff may be required to work across multiple sites dependent upon the needs of the service. This includes both static and rotational posts.*

Key Working Relationships

Internal include: Respiratory paediatricians, specialist nurses, respiratory physiologists, radiologists, paediatric therapy team, Other therapists within KCH Trust; referring clinicians, other disciplines and services including admin and reception team, and others.

External include: GPs and Primary Care staff, Higher Education Institutes, South-East UK NHS Trust's Paediatric services, and Clinical Specialists in other Trusts, other referring and receiving Trusts, Commissioners, patients, relatives and carers, health visitors, Local Education Authorities and safeguarding teams.

Main Duties and Responsibilities

1.0 CLINICAL AND PROFESSIONAL

Patient Care

- To work autonomously at an advanced level in the field of paediatric respiratory physiotherapy using advanced clinical skills to assess asthma and breathing pattern disorders patients, ensuring evaluation and progression of treatment programmes to a high standard and in line with National and Trust clinical guidelines protocols and pathways where they exist.
- In conjunction with the Senior Physiotherapy leadership team, organise and manage specialist outpatient clinics for patients referred to the paediatric complex & severe asthma
- Assess patients in the complex & severe asthma clinic for dysfunctional breathing, exercise limitations and other co-morbidities such as high BMI and low activity levels. This would include assessing and managing dysfunctional breathing using a variety of approaches in addition to breathing retraining, and optimising breathing control with different inhaler devices, alongside MDT colleagues. Additionally, providing evidence based exercise advice for these patients.
- Develop exercise testing alongside the physiology team for exercise-induced bronchial provocation test to help diagnose exercise limitations and inform management.
- To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. To ensure a high standard of clinical practice for patients under your management and to support more junior staff to do likewise
- To have clinical responsibility for children & young people with complex asthma, including those with highly complex and diverse conditions, and prioritise that work efficiently taking into account clinical and service priorities.
- To use advanced clinical assessment and reasoning skills and evidence based knowledge to assess patients with highly complex conditions, and to formulate plans and interventions for them.
- To formulate and deliver individual physiotherapy treatment programmes based on advanced clinical knowledge of current practice, evidence based practice and treatment options.
- To analyse and interpret clinical and non-clinical facts which may be conflicting, and to provide expert advice and second opinion to the MDT, including peers and Consultants, and external organisations
- With appropriate training, to request and use the results of specialist investigations (e.g. spirometry) to assist with patient assessment and to plan the most appropriate patient management approach.
- To recognise boundaries of own extended practice as it develops and to manage associated clinical risk at all times.
- To make appropriate referrals to other services and clinicians based on assessment and investigation findings, and by having an in-depth understanding of the role of others in the multidisciplinary team.
- To have knowledge of a wide range of advanced treatment techniques such as breathing retraining, airway clearance techniques, motivational interviewing, techniques to address adherence, and provide patient advice and education.
- To ensure effective discharge planning as part of a patient's management, liaising with referrers and other members of the MDT as appropriate, both locally and regionally

- To use advanced theoretical and practical knowledge to advise, guide and teach less experienced physiotherapists, assistants and students in the assessment and management of patients and other aspects of clinical care, including record keeping.
- To liaise with the Respiratory consultants, GPs and specialist nurses (as appropriate) to formulate protocols/care pathways for the assessment and management of patients attending the complex asthma clinics
- To manage clinical risk within own clinical caseload, and provide expert advice to contribute to the effective management of clinical risk within the physiotherapy service
- The post requires a flexible approach to working and a 7-day working pattern may be required in exceptional circumstances, also cover of statutory and public holidays, maintaining the competency required to work as the sole physiotherapy practitioner within this clinical area

Communication

- To demonstrate an expert ability to communicate effectively with others, and to be able to persuade and motivate others, including staff and patients.
- To be highly skilled in communicating with children of all ages and abilities including those with learning difficulties and/or challenging behaviour. Communication skills of persuasion, motivation, explanation and gaining informed consent are used with a variety of patients, parents and carers.
- To respond appropriately to the patient's, and/or parent guardian's level of communication and understanding, facilitating the best possible communication outcomes. For example, patients may be deaf, blind, or unable to communicate in English.
- To provide and receive information from patients, parents/guardians, carers and other professionals regarding a patient's condition and treatment progress. This may include the sharing and receiving of highly complex and sensitive information.
- To communicate highly complex knowledge of anatomy, physiology, biomechanics, pathology and treatment techniques to patients, parents/guardians and staff whilst being sensitive to their prior level of knowledge and understanding.
- To be able to present information to others in an informed, logical and reasoned manner, even where the evidence or opinion may be conflicting.
- To be able to share knowledge with patients, parents/guardians and carers in a way which facilitates understanding of their condition and allows informed participation in planning the management of their condition.
- To develop and maintain close working relationships with physiotherapy colleagues and other members of the MDT. To provide expert advice, teaching and training to other members of the MDT as appropriate, both internal and external to the Trust.
- To ensure that effective communication pathways that enhance patient care are established with referrers from inside and outside the Trust, including GPs and staff working in regional Trusts, and that discharge information is communicated to referrers in a timely and appropriate manner at all times.
- To communicate service related information to managers and staff using clear articulation and negotiation recognising the role being both of patient and staff advocacy.
- To be responsible for local management of informal conflicts, disagreements and complaints using highly developed interpersonal and negotiation skills.
- To attend groups such as working parties, meetings and events to represent the department, Trust and the profession, both internally and externally to the organisation.

- To represent the Trust at local, national and international events or meetings e.g. ACPRC and APCP.
- To deal appropriately with verbal complaints, in keeping with the trust formal complaints procedure.

2.0 MANAGEMENT AND ADMINISTRATION

Information Management

- To maintain comprehensive, accurate and timely patient notes and records in accordance with department policy, and to ensure safekeeping and confidentiality of those records and records in current use by the outpatient team.
- To keep comprehensive records of activity in accordance with local and national requirements, using departmental IT software systems as required.
- To maintain, review and interpret activity records in order to evaluate the physiotherapy service to the paediatric Asthma clinic, and to inform planning and service delivery.
- To prioritise and appropriately allocate referrals received within the paediatric Asthma physiotherapy service, using advanced level of knowledge to underpin decisions, and to ensure that any future physiotherapy staff are trained to prioritise appropriately.
- To book appointments for patients in the absence of reception or admin support, and to act as a contact for patient queries.
- To write physiotherapy reports in line with local, trust and national guidelines e.g. legal reports.
- To use computer skills to support role, including EPR, EPIC, Word, Excel, Powerpoint, e-mail.

Human Resource Management

- To have a key role in teaching and developing staff in the management of paediatric Asthma. This will include staff working internally to the Trust, such as peers, medical staff and other healthcare colleagues, or external to the Trust such as training physiotherapists from other Trusts.
- To be responsible for the daily management, supervision and co-ordination of the physiotherapy paediatric service in conjunction with the other Clinical Lead Physiotherapists, including involvement in performance management and staff appraisal.
- To be responsible for the standard of physiotherapy carried out by other paediatric physiotherapists, including, future expansion of the team, students and assistants.
- To facilitate effective team working in the physiotherapy department by leading, assisting and supporting other team members.
- To use advanced time management and prioritisation skills and to assist less experienced staff to do the same.
- To provide emotional support for team members in potentially stressful work situations, such as verbal or physical aggression, or managing adverse incidents.
- To participate in the Kings College Hospital Employee Performance Assessment Programme (LEAP) as an appraiser and appraisee, and fulfil its requirements.
- To contribute to the recruitment process within paediatric physiotherapy services, particularly shortlisting, interviewing and induction.

Physical Resources

- To be responsible for Health and Safety requirements within own clinical area.
- To ensure the risk assessment, competent use, maintenance and repair of all equipment in the area, and ensure that treatment and working areas are kept safe and tidy, liaising with other department as appropriate.
- To advise the Physiotherapy Manager regarding recommendations for the purchase and use of new equipment, based on evaluation of need, evidence for use and cost/benefit analysis.
- To develop competency frameworks for the use of existing and new equipment within the clinical area, and provide expert advice and teaching on equipment use, including knowledge of indications and contraindications.
- To be aware of the cost/benefit implications in the selection of appropriate equipment to be provided to the patient for long term use, both individually and within the team.
- To maintain an equipment inventory for own area of service.

Service Development

- To interpret evidence to inform and develop clinical guidelines for the service both within the Trust and nationally.
- To initiate, influence and review changes in protocol and policy concerning the physiotherapy management of children with asthma and assist the asthma team to provide an efficient and effective service.
- To participate at a regional & national level in the development of clinical standards within the field of complex asthma and dysfunctional breathing.
- To improve the delivery of the asthma service by contributing to clinical and technical developments, through participating in and leading the regular in-service sessions within the unit.
- To take part in the Trust, Division and Physiotherapy Department's clinical governance, risk management and quality programmes as required.
- To take a lead role in Clinical Governance for physiotherapy paediatric team and ensure robust and effective systems of clinical effectiveness and audit programmes are in place.
- To work with other Clinical Leads and the Physiotherapy Manager to ensure that the service responds to local and national initiatives and policy such as NICE guidelines and other appropriate service standards.
- To evaluate current practices in own work and that of the team, based on research findings, evidence based projects, audits and the use of recognised outcome measures, to ensure that quality standards and effectiveness of patient care are continually monitored and improved.
- To advise Physiotherapy Managers and paediatric respiratory consultants and Child Health Care Group managers regarding recommendations for service developments.
- To work with other Physiotherapy Clinical Leads and Managers to formulate department policies and procedures, and participate in agreed developments and projects related to the physiotherapy service, networking externally to the Trust as required.
- To ensure that the capacity in physiotherapy paediatric physiotherapy clinics are used to its best effect in line with best practice.

3.0 TRAINING, EDUCATION AND RESEARCH

- To keep abreast of new developments generally within physiotherapy, and within the area of Complex paediatric Asthma. To incorporate into current practice and that of the team as necessary.
- To work alongside respiratory consultants and specialist nurses to assist in research and audit projects in the field of complex asthma and dysfunctional breathing, working at a local, regional and national level participating in multi-centre trials.
- To collect and analyse data from asthma patients for research, audit and interpretation, enabling the formulation of advice and individualized management plans.
- To initiate and carry out research and development studies relevant to complex asthma, and respiratory management and disseminate findings accordingly.
- To identify and undertake audits of the asthma
- Implementation of appropriate outcome measures which accurately evaluate treatment techniques, patient responses and service development needs.
- To contribute to the development of an asthma database incorporating clinical and research information.
- To provide an appropriate and relevant in service training programme for the team, and support staff to develop their knowledge and skills within their role.
- To use expert knowledge to provide specialist teaching on a wide range of topics to the paediatric physiotherapy team, other physiotherapy staff and students, and other professionals
- To provide clinical placements for under-graduate, post-graduate and adaptation students within the paediatric physiotherapy team, supervising, training and developing students as required.
- To be responsible for maintaining own competency to practice through a variety of CPD activities, and maintain a portfolio that reflects personal development.
- To monitor and assess competency of team members in clinical techniques related to paediatric complex Asthma physiotherapy including e.g breathing techniques, assessment of exercise and provision of home programmes. To incorporate into team training programmes as required.
- To ensure that physiotherapy paediatric team has a comprehensive audit programme, based on local and corporate objectives, and to report on all audit activity to the physiotherapy Clinical Governance Steering Group.
- To take a lead role in the physiotherapy paediatric team in developing local standards and guidelines for the management of paediatric patients with Asthma and breathing pattern disorders based on evidence of best practice, and ensure that these standards and guidelines are monitored and acted upon within the team.
- To support and facilitate evidence based projects carried out by more junior staff.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Trust together with all relevant statutory and professional obligations.
- To live and role model the King's Values of:

- Understanding you
 - Inspiring confidence in our care
 - Working together
 - Always aiming higher
 - Making a difference in our community
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
 - To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
 - To attend physiotherapy meetings and other meetings as required, taking on responsibility to support the functioning of the department.
 - To take an active part in departmental meetings e.g. contribute to discussion, take on the role of Chair, contribute to the development of departmental policies and procedures.
 - To be aware of own Health and Safety responsibilities including contributing to the infection control and cleanliness of the hospital by ensuring cleanliness of own equipment, undertaking mandatory training, abiding by the hand washing policy and other policies related to Barrier nursing.
 - Evening and weekend working may be required.
 - Kings staff may be requested to work at any Kings site, if necessary.
 - The job holder has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
 - To attend mandatory annual training (Fire, Basic Life Support, Manual Handling, Health and Safety).
 - To undertake Therapy Handling training and comply with the guidelines.
 - To undertake any other duties commensurate with grade as requested by the Physiotherapy Manager or Clinical Lead Physiotherapist.
 - To carry out the above duties with due regard to the King's Equal Opportunities Policy, Health and Safety at Work Act, and other relevant policies and procedures.
 - This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change

over time and this description will be subject to review in consultation with the post holder.

- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Insert Job Title – Band 8a

	Essential	Desirable
Education and Qualifications		
To have a degree or other recognised qualification in physiotherapy	X	
Working at a Masters level, as demonstrated by ongoing CPD (including M level), evidence-based project work, external post graduate lecturing	X	
MCSP		X
MSc in related area		X
HCPC Registered	X	
Post-graduate training/qualification in the management of paediatric respiratory conditions	X	
Management / Leadership training		X
Highly skilled with Previous experience in Buteyko method		X
Medical prescriber course		X
Bradcliff Breathing method training		X
Knowledge and Experience		
Understanding of current NHS issues	X	
Able to give clear, concise written and verbal reports in English	X	
Significant post graduate experience	X	
Awareness of breathing pattern disorders and how they can present and be treated	X	
Ability to assess and teach a range of airway clearance techniques	X	
In-patient respiratory experience	X	
In-depth understanding of a broad range of paediatric respiratory conditions	X	
Highly specialist knowledge and experience of a wide range of approaches to the management of complex acute and chronic paediatric respiratory conditions and treatment skills	X	
Understanding of cardiorespiratory physiology	X	
Post-graduate training/qualification in the management of paediatric	X	
Experience of teaching and presenting to other staff	X	
Experience of supervising and developing other staff and students	X	
Research experience		X
Audit experience		X
Specialist experience in the management of complex / Severe Asthma and paediatric breathing pattern disorders at a senior level		X
Presentation at conferences and publication in journals		X
Skills and Competencies		
Awareness of confidentiality	X	

Excellent communication skills, including the ability to process and share highly complex information	X	
Able to deal with people who have difficulty communicating	X	
Able to manage own stress	X	
Commitment to departmental and professional issues and activities	X	
Demonstrates professional independence	X	
Demonstrates leadership attributes and motivational skills	X	
Able to demonstrate continuing professional development at a post graduate level e.g. up to date CPD portfolio	X	
IT skills, including word processing and e-mail	X	
Knowledge and experience of Clinical Governance and its implications for the physiotherapy service	X	
Able to pass on highly specialist skills/knowledge to others within formal and informal settings, including large multidisciplinary groups	X	
Good team working skills	X	
Analytical skills to include - able to analyse and interpret a range of complex facts Able to think logically, Able to assess, plan and progress treatments appropriately Able to critique research papers	X	
Organisational skills to include: <ul style="list-style-type: none"> • Excellent time management and organisational skills • Able to prioritise workload • Able to work flexibly and independently • Able to organise training days and courses locally and nationally 	X	
Physical/ personal skills to include: <ul style="list-style-type: none"> • Able to undertake manual handling tasks in line with Trust policies • Able to sustain moderate to high level physical effort throughout the working day • Able to cope with a busy working environment , with periods of interruption throughout the working day • Have a flexible approach to working and able to undertake evening, weekend and public holiday duty commitments as required 	X	

Proposed job plan:

Mon	Tues	Wed	Thus	Fri
Admin Complex asthma Face to face clinic	Supervision monthly Admin / Audit Complex Asthma MDT	Exercise testing eg formal exercise induced bronchial provocation test or informal exercise testing / inpatient reviews /	Admin / Service development / Audit	off
LUNCH	LUNCH	LUNCH	LUNCH	LUNCH
Complex asthma face to face Clinic	virtual clinic	virtual clinic	face to face clinic	Off