

Job Description

JOB TITLE: Advanced Practitioner - Physiotherapy

DIVISION: Clinical Support

GRADE: Band 7

REPORTS TO: Therapy Services Manager

ACCOUNTABLE TO: Therapy Services Manager

About NUH



1. **Patients** - We will ensure our patients receive consistently high quality, safe care with outstanding outcomes and experience
2. **People** - We will build on our position as an employer of choice; with an engaged, developed and empowered team that puts patient care at the heart of everything it does
3. **Places** - We will invest in our estate, equipment and digital infrastructure to support the delivery of high quality patient care
4. **Performance** - We will consistently achieve our performance standards and make the best use of resources to contribute to an affordable healthcare system
5. **Partners** - We will support the improvement of the health of the communities we serve through strong system leadership and innovative partnerships to deliver integrated models of care
6. **Potential** - We will deliver world-class research and education and transform health through innovation

Our values are: Caring and helpful; Safe and Vigilant for our patients and colleagues; Being Clinically Excellent and driving innovation to meet the needs of our patients; Using our Resources wisely whilst; Providing Quality products, services and experiences for staff and patients



JOB SUMMARY

- Provides an effective highly specialist service in given clinical area including assessment and advice/treatment
- You will be an expert clinical advisor and leader within the specialist identified area within therapy services at NUH. This will include providing education and training, liaising across the specialty teams, with Therapy colleagues and with the wider multi-disciplinary team.

KEY JOB RESPONSIBILITIES

Clinical

1. Be professional and legally accountable for all aspects of own work as an autonomous practitioner.
2. Undertake evidence based highly comprehensive assessment and treatment of patients including those with complex presentation, including conflicting social and psychological information, using investigative and analytical skills having a flexible approach to the delivery of care.
3. Develop evidenced based holistic treatment plans for individuals with complex needs in given clinical area enabling individuals, carers and families to contribute to the plan.
4. Establish effective working relationships with patients, families and carers providing information and advice at appropriate stages of the patient pathway. Communicating complex condition related information to patients / carers and relatives within scope of professional practice accounting for potential barriers to communication.
5. Communicate effectively with the multidisciplinary team to ensure delivery of a coordinated multidisciplinary service exploring complex and sensitive issues related to treatment options and decisions.
6. Proactively advocate for patients with complex needs.
7. Proactively work with patients promoting self-management enabling them to recognise and maximise their potential outcomes. Empowering them to make choices about their future management.
8. Have overall responsibility for the management of a clinical caseload involving complex patients providing planned and urgent assessments and treatments.
9. Be proficient in the use of negotiating skills to influence and support problem

solving and behaviour change.

10. Liaise with clinical colleagues from all specialties regarding assessment of patient needs prior to transfer of care.
11. Maintain accurate and comprehensive patient treatment records in line with trust policies, departmental standards and relevant professional bodies standards.
12. Ensure effective systems are followed, integrating risk management and clinical governance to reduce clinical risk and promote patient safety.
13. Provide leadership to develop joint working agreements, practices and integrated patient pathways in relation to clinical speciality.
14. Ensure own actions support equality, diversity and rights by compliance with Trust and PCT policies and ensuring that the clinical service is sensitive to individual needs, cultures, beliefs and values.

Professional

1. Adhere to appropriate professional bodies Code of Professional Conduct and Practice at all times
2. Work with educational organisations to deliver teaching and supervision to multi-professional undergraduate and post graduate students. This will range from QCF to degree level.
3. Provide clinical education, training and evaluation of clinical competence of team and multidisciplinary team staff, providing support and guidance. This includes leading on the medical devices for clinical speciality area.
4. To work in conjunction with the Team Leader in the daily line management and coordination of clinical staff delegating tasks appropriately e.g. rotational staff of all disciplines, support workers.
5. Maintain, develop and implement specialist knowledge, evidence based practice and national guidance. To critically evaluate own work and that of the team through the use of evidence based projects, audits and outcome measures.
6. To ensure that the professional development of the team meets national standards and that the team have the appropriate skills to meet the needs of patients in the specialist clinical area.
7. Lead on the promotion and development of best therapy practice, recommending and implementing changes to improve service delivery in

response to the Trust's objectives and those of the wider health community.

8. Be actively involved in professional clinical groups such as Special Interest Groups and other professional development activities

Organisational

1. Work within Trust policies and professional body guidelines and to have a working knowledge of national and local standards monitoring own and others quality of practice as appropriate.
2. Participate in the Trust's staff appraisal scheme as an appraisee and appraiser and be responsible for setting and complying with agreed personal development programmes to meet set knowledge standards and competencies.
3. Participate in the induction and training programmes for new staff, undergraduate therapy students, locum staff and work experience students.
4. Responsible for the accurate inputting and analysis of activity and qualitative data relevant to the provision of service delivery and use this to inform future service developments.
5. To take responsibility for developing the service to improve clinical outcomes, the patient experience and make best use of resources.
6. Actively participate in service redesign and promote changes in the provision of services through innovative practice in response to the changing health needs of the local health community.
7. Represent Therapy Services at relevant meetings both within the Trust and externally.

Educational

1. Maintain competency by participating in identifying own training needs, engaging in continuous learning and development and maintaining a portfolio which reflects personal development and provides evidence of application of learning to practice.
2. To develop training programmes for therapy staff and multi-disciplinary team colleagues to promote the role of Therapy Services within the acute trust and its wider community health partners.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the

general duties detailed below:

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

For senior/clinical managers the following statement must also be included

The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

WORKING CONDITIONS

Describe the post holder's normal working conditions (*such as exposures to hazards, requirement for physical effort etc*).

1. Occasional/frequent exposure to unpleasant conditions e.g. heat (hydrotherapy), management of expectoration of sputum, incontinence and other bodily fluids, infection, unpleasant odours and aggressive behaviour of patients, relatives and carers.

Physical Effort

1. Daily workload may include moderate to heavy effort, which can be of short duration or sustained.
2. To facilitate maximum rehabilitation treatment handling of patients may sometimes involve awkward positions.
3. Daily movement of equipment and loads.

Mental Effort

1. Daily multi-tasking in order to meet deadlines and deal with unpredictable work patterns.

Emotional Effort

1. Occasional/frequent exposure to patients with emotional and psychological problems, providing support and evaluating where referral on to another professional is required.

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed by: Katharine Bartholomew

Date: May 18