

# Job Description

|                                       |   |                                     |                                 |
|---------------------------------------|---|-------------------------------------|---------------------------------|
| <b>Job Title:</b>                     | Physiotherapist Clinical Lead   |                                     |                                 |
| <b>Band:</b>                          | Band 7  |                                     |                                 |
| <b>Department:</b>                    | Physiotherapy   |                                     |                                 |
| <b>Care Group:</b>                    | Surgery   |                                     |                                 |
| <b>Reports To:</b>                    | Operational Manager AHP surgery   |                                     |                                 |
| <b>Accountable To:</b>                | Relevant Care Group AHP Operational Manager   |                                     |                                 |
| <b>Professionally Accountable To:</b> | Physiotherapy Professional Lead   |                                     |                                 |
| <b>Responsible For:</b>               | To take the role of Lead Specialist Clinician general surgery with responsibility for advancing clinical practice and embedding best practice for physiotherapy in this area of care. |                                     |                                 |
| <b>Main Base/ Site:</b>               | York  |                                     |                                 |
| <b>Contract Status:</b>               | <input checked="" type="checkbox"/> Permanent   | <input type="checkbox"/> Fixed Term | <input type="checkbox"/> Other: |
| <b>AfC Ref Number:</b>                | 13/2023   |                                     |                                 |



## JOB SUMMARY/PURPOSE

The Clinical lead will provide a visible day to day presence and leadership providing assurance in evidence based and effective physiotherapy clinical practice. Taking responsibility for supporting the development of appropriate knowledge and skills of the staff working in this area. The role will include clinical practice training, supervision and evaluation along with delivery and audit of appropriate service standards. The postholder will oversee the evaluation of service experience and effective physiotherapy delivery. Standardised assessment and outcome measures will be utilised and updated as appropriate. The clinical lead will ensure that within this area staff have the right skills, knowledge and training to deliver the treatment that our patients need. Dependant on area may include right to rehab, prevention of deconditioning etc..

To assess, treat and provide highly specialist Physiotherapy advice for a range of patients with highly complex conditions in general surgery. To take the role of Lead Specialist Clinician in the area of general surgery, with responsibility for advancing clinical practice and embedding best practice for physiotherapy in this area of care.

To work as an autonomous specialist practitioner; holding responsibility for your own caseload of patients and having oversight of those patients within your area of expertise with complex physical, psychological & cognitive problems.

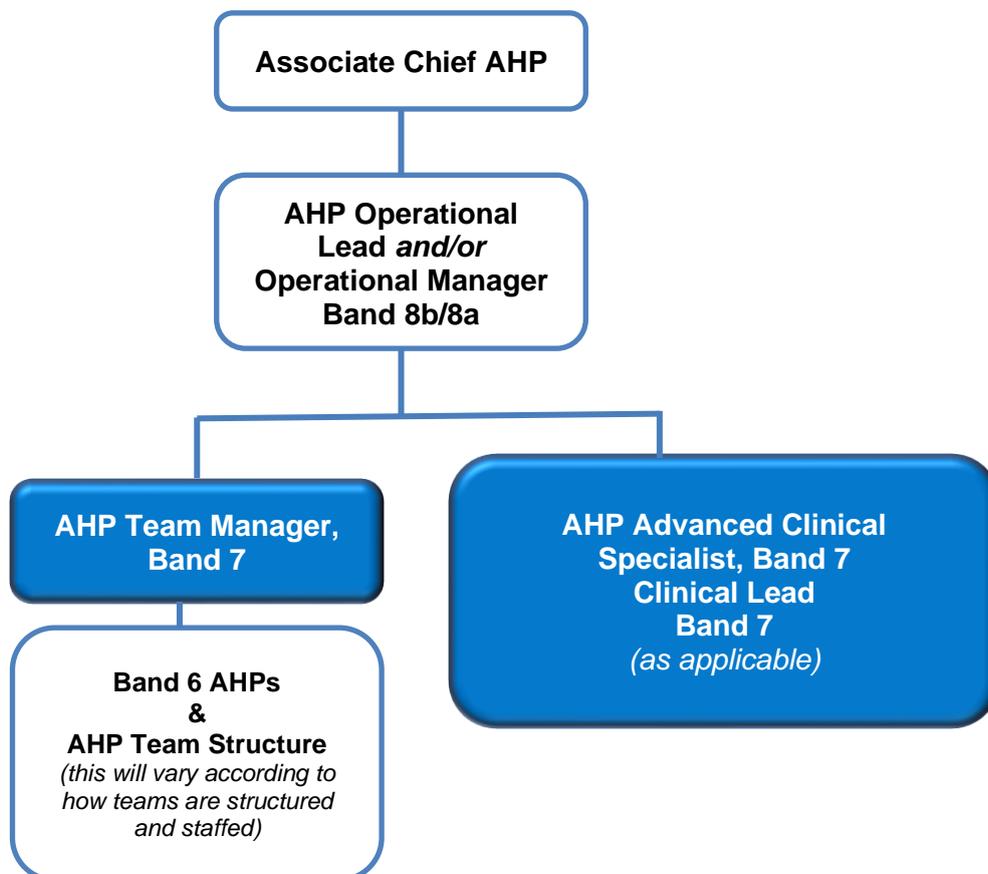
To provide Specialist Clinical Leadership within Physiotherapy in general surgery ensuring the delivery of high quality effective and efficient physiotherapy services.

To lead in creating a culture of learning and development within the specialism of and the wider service provision.

To take responsibility for service evaluation and monitoring of good practice leading on service improvement and clinical practice development.

To act as a resource within the department and Trust providing highly specialist information and advice in those conditions indicated.

#### ORGANISATIONAL CHART:



## **KEY RELATIONSHIPS:**

Multidisciplinary Team  
Patient, family members, carers  
Community services and providers  
Specialist clinical networks

## **KEY DUTIES/RESPONSIBILITIES**

### **KEY PILLARS OF PRACTICE**

#### **1. Clinical Pillar**

Has specialist knowledge and well developed experience and clinical skills within the relevant area of practice .Actively seeks opportunities to advance their practice for the benefit of service users, colleagues and the wider organisation.

Able to deliver safe and effective physiotherapy services both within their scope of practice and, more broadly considering their professions' legal and ethical boundaries.

Actively seeks to reflect on, and review own practice against professional standards, NICE Guidelines, professional recommendations and expected good practice. Required to maintain fitness to practice.

Embraces innovation in clinical practice keeping informed of technological advances in care and solutions to patient related problems.

Able to work closely with colleagues and modify plans; in highly complex situations to provide holistic, efficient, and evidence-based care. Appropriately plans and manages a highly complex clinical caseload maintaining accurate records.

Able to identify and proactively manage risks associated with their clinical practice and wider service provision; actively leads and seeks solutions to mitigate any such risk escalating where necessary.

Confidently communicates highly complex and sometimes distressing information to a varied audience and creates a climate of trust and openness with others.

Uses well-developed communication skills including active listening, non-verbal communication, empathy and respect in order to ensure optimal patient care, advance best practice and influence individual/local/national/international policy decisions.

#### **2. Leadership Pillar**

Able to work as an effective autonomous practitioner in a rapidly changing environment and actively seeks out new opportunities for physiotherapy contribution taking a lead on embedding developmental work relating to their practice area. Leads on the evaluation of good practice within designated area and takes timely action to improve standards of physiotherapy.

Demonstrates an awareness and understanding of guidelines and national frameworks in order to lead on their implementation within the trust.

Actively seeks leadership opportunities and participates in organisational, regional, and national committees that seek to improve the quality of services.

Acts as an advocate, role model and lead for the physiotherapy service and profession and can clearly articulate the impact of their practice to relevant stakeholders and decision makers within local and regional spheres of influence.

Able to lead and manage change taking into consideration; culture, political landscape, safety, equality and diversity, and practices in a non-discriminatory manner.

Understands the importance of and can maintain confidentiality. Promotes good practice in relation to data protection and information management. Will lead on the review and development of clinical documentation processes within identified area.

Works well with others and engages their team and other stakeholders effectively, addressing areas of concern and involving them in the change process.

Actively leads on the integration of a variety of communication methods including social media, supporting others to do the same to disseminate evidence-based information to stakeholders.

Actively contributes to relevant organisational, national and regional strategies, and leads local strategy/policy planning and development. Encourages others to understand and commit to being involved in the development of local strategies.

### **3. Education/Training Pillar**

Able to design and deliver a range of education and training programmes to individuals and multi-professional teams to support the delivery of evidence-based practice in-line with the strategic aims of the Trust.

To provide support, highly specialist advice and training to less experienced members of staff, the non-registered workforce and students.

Able to evaluate and improve education and training programmes to ensure that the information delivered serves to improve knowledge.

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Actively seeks to develop and embed a culture of learning and education across teams and the organisation.

Takes a lead identifying/developing relevant resources and ensures these resources are quality assured, clearly communicated, evidence-based, impactful and accessible.

Understands how to produce 'good' information and can identify reliable resources relating to physiotherapy rehabilitation and exercise provision that can be utilised in order to meet the needs of service users and staff.

Regularly accesses and provides supervision including opportunities for reflection. Seeks to participate in activities to address the developmental needs of self and others, aligning personal objectives to organisational strategy. Empowers others to improve processes and/or practice encouraging a solution-orientated approach.

Takes responsibility for their own practice continually seeking opportunities for personal development and participates in peer review activities.

Takes responsibility for pre-registrant student training and engages in supervision and/or mentoring of both registered and non-registered staff.

#### **4. Research & Audit Pillar**

Has an in-depth understanding of the evidence base in their area of practice and other relevant fields and is actively involved in quality assurance activities and the embedment of evidence into practice.

Actively promotes a culture of evidence-based practice, clinical effectiveness and evaluation; anticipating and providing support to others as required. Coordinates large scale service evaluation and audit projects.

Provides support to the physiotherapy team and other relevant teams in measuring, collating, analysing and evaluating data in support of clinical effectiveness and research endeavours. Able to identify key aspects of service delivery and determine what changes can be made in order to improve dietetic services.

Actively makes links between local outcomes and quality measures and regional and national priorities. Communicates the ways in which local outcome measures are contributing to regional and national priorities by actively benchmarking progress.

Takes a lead on and contributes to local, regional and national evidence-based guidelines. Seeks to disseminate relevant evidence to multi-professional groups across institutions; other NHS Trusts, local charitable organisations, Higher Education Institutes.

Takes responsibility for the development of service evaluation and audit activity drawing on others' expertise in support of this where appropriate. Can

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articulate how service evaluation and audit activity is integrated into broader aspects of quality improvement.

To identify and initiate evidence based audit and projects to evaluate and improve clinical practice and evaluate user involvement implementing local service changes where appropriate.

Takes ownership and leads on the evaluation and/or design of new developments/innovations utilising appropriate outcome measures and service users as active participants.

### **5 Other Responsibilities:**

To maintain accurate clinical records in accordance with Trust guidelines, Health and Care Professions Council (HCPC) requirements and the Chartered Society of Physiotherapy (CSP) recommendations.

To engage in regular clinical/managerial supervision and undertake education and training, to develop oneself and others. To lead and/or significantly contribute to appropriate clinical networks that may be at a local, regional, or national level.

To lead and contribute to the collection of business-related information in order to inform service development and priorities. May contribute or lead on evaluation and interpretation of such data in order to inform business cases or contractual agreements.

Consistently acts with honesty and integrity in alignment with the Trust values; kindness, openness, excellence and supports others to develop a service user focus. Seeks to challenge ineffective or inappropriate practice escalating concerns and establishing good practice as able.

To work flexibly as a member of the department responding to relevant service needs supporting both inpatient and outpatient services. This may include input outside core hours, and travelling to other hospital sites including Scarborough, Harrogate, Malton, Selby and Easingwold.

### **KEY VALUES**

The Trust would expect all employees to demonstrate our values as part of their day to day working lives:

- We are **kind**
- We are **open**
- We pursue **excellence**

These values are underpinned by behaviours:

We are **kind**, this means we:

- **Respect** and value each other;
- Treat each other **fairly**;
- Are **helpful**, and seek help when we need it.

We are **open**, this means we:

- **Listen**, making sure we truly understand the point of view of others;
- Work **collaboratively**, to deliver the best possible outcomes;
- Are **inclusive**, demonstrating everyone's voice matters.

We pursue **excellence**, this means we:

- Are **professional** and take pride in our work, always seeking to do our best;
- Demonstrate high **integrity**, always seeking to do the right thing;
- Are **ambitious**, we suggest new ideas and find ways to take them forward, and we support others to do the same.

### **STANDARD GENERIC ITEMS:**

The post holder will uphold and support these values in accordance with the Behavioural Framework. To this end, in our goal to promote and embed equality and diversity throughout the organisation, the post holder will ensure that everyone is treated as an individual, with dignity and respect.

In addition to observing the departmental rules and procedures, which all staff are required to observe and follow, the post holder is also required to follow the Trust's general policies and procedures that apply to the employment relationship. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of the post holder to accept personal responsibility for the practical application of these policies, procedure and standards. The post holder should familiarise themselves with these, and ensure they have an understanding of them, and adhere to them.

The Trust has a No Smoking Policy. All its premises are considered as non-smoking zones.

In order to ensure the Trust's ability to respond to changes in the needs of the service, the Trust may make changes on a temporary or permanent basis, that are deemed reasonable in the circumstances, to the duties and responsibilities outlined in the job description. Any changes will be made with reasonable notice, taking into account the circumstances of the Trust and the post-holder.

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*This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the post. It may be subject to change as the organisation and services develop and wherever possible change will follow a consultation with the post holder.*

**JOB AGREEMENT:**

**Job Holder**  
*(PRINT NAME)*

**Job Holder**  
*(SIGNATURE)*

**Date**

**Recruiting Manager**  
*(PRINT NAME)*

**Recruiting Manager**  
*(SIGNATURE)*

**Date**

**Band 7 Physiotherapy Clinical Lead in – General Surgery**

| <b>Criteria</b>                               | <b>Essential</b>  | <b>Desirable</b>   |
|---|---|--|
| <b>Education, Qualifications and Training</b> | <p>HPCP Registered Physiotherapist</p> <p>Evidence of relevant structured CPD activities<br/>Post graduate qualification relevant to role and clinical specialty.<br/>Evidence of significant post graduate training within general surgery</p>   | <p>Practice placement supervisor qualification</p> <p>Masters level study within relevant area of practice or research and evidence-based practice.</p> <p>Evidence of progression through career pathway or framework</p>   |
| <b>Experience &amp; Knowledge Required</b>    | <p>Experience in specialist role, including the management of a range of specialist conditions, with substantial evidence of additional knowledge acquired through formal and informal clinical supervision</p> <p>Evidence of ability to lead and act as an authority on the management of complex clinical presentations in specialist area</p> <p>Substantial experience of assessment and provision of specialist equipment</p> <p>Significant experience of delivering clinical treatment within specialist area</p> <p>In-depth understanding of current issues in health care<br/>Standards of Professional Practice</p> | <p>Highly experienced in the identification and use of outcome measures to evaluate clinical treatment</p> <p>Highly developed specialist clinical skills within relevant area</p> <p>Significant experience of training/supporting others (including students) within specialist clinical area</p> <p>Evidence of having led the delivery of relevant audit/research projects</p> |
| <b>Skills &amp; Attributes</b>                | <p>Highly proficient organisational and prioritisation skills</p> <p>Evidence of ability to lead engagement activities with others and understanding of</p>   | <p>Evidence of enhanced communication skills and the ability to use different communication methods and styles, relevant to specialty</p> <p>Evidence of significant</p>   |

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|--|---|--|
|  | <p>the importance of good communication when implementing change</p> <p>Ability to work within multidisciplinary teams acting as an advocate for the physiotherapy profession and organisation in relevant specialist area</p> <p>Excellent communication skills both written and verbal. Confident in the use of IT and relevant technology associated with service requirements relevant to role.</p> <p>Car driver with valid UK licence</p> | personal development in relevant specialist area |
| <b>Aptitude &amp; Personal Qualities</b> | <p>Flexible &amp; adaptable</p> <p>Ability to lead and work as part of a team</p> <p>Demonstrates professional demeanour at all times and inspires others</p>   |  |
| <b>Values, Drivers &amp; Motivators</b>  | <p>Ability to demonstrate our organisational values and behaviours:</p> <ul style="list-style-type: none"> <li>• We are <b>Kind</b></li> <li>• We are <b>Open</b></li> <li>• We pursue <b>Excellence</b></li> </ul>   |  |