

## JOB DESCRIPTION

### GENERAL INFORMATION

**Title:** Clinical Specialist Physiotherapist – Private Physiotherapy Outpatients

**Grade:** 8a

**Job base:** Royal Brompton hospital, Harefield hospital and Wimpole Street

**Accountable to:** Associate Director Rehab and Therapies

**Professionally  
accountable to**

**(if applicable):** Lung Therapy Lead/Associate Director/ Chief AHP

**Disclosure & Barring Service (DBS) checks (please delete as appropriate):**

not required	<input type="checkbox"/>
basic	<input type="checkbox"/>
standard	<input type="checkbox"/>
enhanced	<input checked="" type="checkbox"/>
enhanced with adult/child barred list	<input type="checkbox"/>

Guy's and St Thomas' NHS Foundation Trust comprises five of the UK's best known hospitals – Guy's, St Thomas', Evelina London Children's Hospital, Royal Brompton and Harefield – as well as community services in Lambeth and Southwark, all with a long history of high quality care, clinical excellence, research and innovation.

We are among the UK's busiest, most successful foundation trusts. We provide specialist care for patients including heart and lung, cancer and renal services as well as a full range of local hospital and community services for people in Lambeth and Southwark.

We have a long tradition of clinical and scientific achievement and – as part of King's Health Partners – we are one of England's eight academic health sciences centres, bringing together world-class clinical services, teaching and research. We have one of the National Institute for Health Research's biomedical research centres, established with King's College London in 2007, as well as dedicated clinical research facilities.

Royal Brompton and Harefield hospitals joined Guy's and St Thomas' in February 2021 and is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex conditions, offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from before birth, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained Royal Brompton and Harefield an international reputation as a leader in heart and lung diagnosis, treatment and research.

We are working in partnership with King's Health Partners, to deliver our vision of creating a new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

We have around 22,700 staff, making us one of the largest NHS Trusts in the country and one of the biggest employers locally. We aim to reflect the diversity of the communities we serve and continue to develop new and existing partnerships with local people, patients, neighbouring NHS organisations, local authorities and charitable bodies and GPs.

We strive to recruit and retain the best staff as the dedication and skills of our employees lie at the heart of our organisation and ensure that our services are of the highest quality, safe and focused on our patients.

## **Job summary**

- Responsible for the operational management of a specialist private physiotherapy service in their specialist area and contributes to/leads departmental management and Trust initiatives in strategic planning and development of a specialist Physiotherapy service across the whole organisation.
- Uses expert clinical reasoning skills to provide highly specialist support and advice to the physiotherapy team and other medical staff, whilst maintaining a clinical caseload of highly complex patients
- Professional and clinical Leadership in the development and implementation of a comprehensive training and personal development plan for all designated physiotherapy staff working in private patients, in conjunction with the management team, strives to ensure excellence of training across the whole organisation.
- Supports the Lung Therapy Lead in a specialist area to identify and implement clinical research, audit and data collection priorities within the area of own expertise to inform departmental clinical development strategy
- Responsible for maintaining and improving all aspects of clinical governance, evidence based practice and quality assurance in designated area.

## **Main tasks and responsibilities**

### **Professional / Clinical responsibilities**

- To be professionally and legally responsible and accountable for all aspects of the practitioner's professional activities.
- To carry out assessment, analysis and formulation of best care programmes for a wide range of patients as an expert autonomous practitioner, including those with highly complex presentations and to use clinical reasoning skills, knowledge of evidence based practice and advanced rehabilitation expertise to determine appropriate care plan utilising highly specialist treatment skills and options.
- To be responsible and accountable for own and department patient care plans and to provide consultation as an expert on physiotherapy within the specialist

area with advice and guidance for junior and senior team members and other health care professionals both within and outside the Trust.

- To co-ordinate intervention which may include other disciplines; advise and educate patient/carers/relatives/other health professionals
- To manage clinical risk within own caseload at all times and ensure clinical risk is effectively managed across the specialist Physiotherapy service
- To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling.
- To demonstrate highly developed dexterity, co-ordination and palpatory sensory skills for assessment and manual treatment of patients.
- To be highly competent in assessing and managing a wide range of conditions within their own specialist area based on advanced theoretical knowledge of anatomy, physiology and pathology, often in situations where conflicting evidence is present
- Able to interpret and analyse clinical and non-clinical facts, which may be conflicting, to form accurate diagnoses in the most highly complex types of conditions for patients in the designated area.
- To use advanced theoretical and practical knowledge to refer to other health disciplines as appropriate and to ensure appropriate referral systems are used by departmental and other health professional staff.
- To provide expert Physiotherapy input to the development of both Trust and National level initiatives within own specialist area.

### **Management and Leadership**

- To lead, in liaison with Therapy Lead in own specialist area and Associate Director, in policy and service development and implementation within their specialist Physiotherapy service and to ensure that quality standards and effectiveness of patient care are continually monitored and improved.
- To manage, in liaison with the Therapy Lead for the speciality, the area's team and workload
- To ensure that the service responds to Trust, KHP and national initiatives and policy within the framework of clinical governance including clinical effectiveness, evidence-based healthcare, managing clinical risk and, research and development issues.
- To develop the role of the Clinical Specialist Physiotherapist, proposing extension of practice beyond traditional scope of practice
- To be the Physiotherapy Lead [if appropriate] in liaison with the Therapy Lead in own area and Associate Director, ensuring Physiotherapy is integrated within the Trust and KHP initiatives and implementing, in liaison with the management team, appropriate developments.
- To liaise and work with other Therapy Leads and Clinical Specialists to effectively support the specialist Physiotherapy services across trust sites.
- To be responsible for protection, maintenance and repair of all equipment within the specialist Physiotherapy service and to ensure that designated staff attain competency prior to use
- To provide clinical teaching and staff development of peers, medical colleagues and other health professionals within this clinical area, across the trust and outside the organisation. This may be to large groups and may include Consultants, GP's and nurses
- To assist the management team in the recruitment of staff as a clinical specialist panel member

- To provide highly specialist clinical opinion, as required, in the development of clinical policy and service development within the physiotherapy department and related health specialities
- To maintain service links with KHP, external NHS, voluntary and speciality related organisations to ensure seamless inpatient, outpatient and community based care
- To ensure teams are user focused and patient views are incorporated into service planning.
- To take a leadership role in the development of R&T private patient services, support the operational team and other clinicians/professions.

### **Planning and organisation**

- To flexibly manage responsibility for the clinical caseload for own specialist Physiotherapy Team including own complex caseload, clinical education, departmental and external teaching, service development, and quality assurance, including research and audit.
- To use excellent prioritising and time management skills to meet the unpredictable and conflicting needs of the service
- To lead the private patient service organisation, development, advertisement, engagement with key stakeholders and day to day running across multiple sites.
- To lead on monitoring and managing income through the private patient service, completing regular service reports to the associate directorate.
- To take a leadership role in the development of R&T private patient services, support the operational team and other clinicians/professions.

### **Communication**

- To demonstrate an ability to communicate complex, emotive and sensitive information to patients, carers and other staff, where there may be barriers to communication or may include information about long-term / permanent disabilities ensuring confidentiality at all times
- To clearly convey complex knowledge of techniques, biomechanics, anatomy and physiology to patients and staff, where evidence underpinning practice may be conflicting and ensuring sensitivity to the audience's level of understanding and prior knowledge
- To be able to motivate and persuade others (including staff and patients) through advanced communication skills, with the benefit of verbal, non-verbal skills, using written and electronic information
- To facilitate patients' attitudinal change towards their condition thus encouraging health/function promoting behaviour
- To articulate effectively the specialist physiotherapeutic perspective on a patient's condition with medical colleagues and members of the multidisciplinary team, negotiating when various patient management options are available.
- To diffuse potentially hostile and antagonistic situations with staff, patients and relatives, using highly developed negotiation and interpersonal skills
- To use a wide variety of adult learning techniques to optimise clinical development
- To represent the Rehab and Therapies Directorate within the Trust and to external agencies regularly, and on a district and national level occasionally
- To resolve written and verbal complaints and to be well versed with the Trusts' formal complaints procedure within specialist area, in conjunction with the Rehabilitation and Therapies Leadership Team
- To promote the role of Physiotherapy in own specialty within the Trust, local communities and nationally.

- To cascade corporate strategic ideas and information to all staff within designated area, whilst being sensitive to their levels of understanding and prior knowledge

### **Information Management**

- To be responsible for maintenance of accurate records including appropriate electronic systems and supervision of departmental record keeping; to include comprehensive progress and discharge reports to medical referrers and legal and disability reports
- To identify appropriate outcome measures and service impact measures which accurately evaluate patient response and service development needs
- To maintain accurate statistical information on specialist area using databases as necessary to inform management team and drive audit agenda

### **Education and Professional Development.**

- To present service development/research regularly at local and occasionally national level.
- To maintain a CPD portfolio reflecting personal professional development and ensure members within the specialty Physiotherapy team have a comprehensive performance plan
- To ensure the Physiotherapy special service has a comprehensive annual audit programme based on the Trust's corporate objectives and to report all research and audit activities to senior management within Trust guidelines.
- To keep abreast of physiotherapy evidenced based practice by use of relevant reading, attendance at in-service training, external courses and database searches.
- To develop local departmental standards based on a good working knowledge of National standards where they exist and on best evidence and to ensure these standards are monitored and adhered to by all members of own Physiotherapy specialty team and other Physiotherapy staff as appropriate.
- To influence the National agenda in the development of standards and guidance in own specialist Physiotherapy service.
- To promote a research environment within the specialist Physiotherapy team and offer support and guidance to research teams, MSc projects and external agencies using Trust property and patients and to identify sources of research funding where appropriate

As part of the Rehab and Therapies Directorates commitment to meeting patient needs and delivering excellence physiotherapy services are provided 7 days a week. It is therefore essential the post holder be able to work their hours flexibly and contribute fully to both existing and new rota's.

### **Further sections**

- To ensure all team members have a real voice in the development of the Physiotherapy service to patients/customers
- To maximise the potential of all team members and to ensure that all team members have a meaningful appraisal/personal development plan that includes feedback to the individual from a selection of internal customers and team members
- To provide a safe and attractive working environment for team members within available resources

- To attend and play a part in corporate groups as a representative of the directorate and team to represent the Trust at regional and national conferences and on working groups as appropriate
- To attend mandatory training, manual handling, health and safety, basic life support, infection control as specified in Trust and departmental policies
- To abide by the NHS Code of conduct for managers, the Trust's Core behaviours for staff and managers and all other Trust policies, codes and practices, including standing financial instructions, research governance, clinical governance, patient and public involvement and health and safety.

### **Other duties**

To undertake any other duties commensurate with the grade as requested.

**This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.**

## **ADDITIONAL INFORMATION**

### **Trust mission**

To be the leading national and international centre for the diagnosis, treatment and care of patients with heart and lung disease, creating and disseminating knowledge through research and education

### **Confidentiality**

During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

### **Health & Safety**

#### **Smoking**

It is the policy of Royal Brompton & Harefield Hospitals Group that all people who work for the Trust or, while on its premises, obtain treatment or visit the Trust in any capacity, do so without exposure to tobacco smoke, and so smoking of cigarettes and E-cigarettes is not allowed anywhere on any Trust premises.

The Trust aims to provide appropriate support, in partnership with local Occupational Health and Community Services, to ensure that Trust staff and patients can access practical help and support in their attempts to stop smoking.

This policy is based on clear evidence that, in addition to the health risks taken by smokers themselves, others who breathe in exhaled tobacco smoke (passive smokers) have increased risk of disease.

NHS Estates have notified all NHS agencies that E-Cigarettes and the charging there of are not permitted within any Trust property (including accommodation).

### **Diversity**

You are at all times required to carry out your responsibilities with due regard to the Trust's Diversity policy and to ensure that colleagues or staff that you manage receive equal treatment throughout their employment with the Trust.

### **Risk management**

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

### **Conflict of interests**

You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust's Conflict of Interest policy, you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

### **CODE OF CONDUCT FOR PROFESSIONALLY QUALIFIED STAFF GROUPS**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

### **Disclosure & Barring Service checks (where relevant)**

If the post has been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* or, in some cases, the *Police Act 1997*, it meets the eligibility criteria for a disclosure to be requested through the Disclosure and Barring Service (DBS). Where a DBS check is indicated above applicants who receive a conditional offer of employment will need to complete a satisfactory DBS check prior to the appointment being confirmed.

With the exception of Basic disclosure certificates which only contain information about unspent convictions, all other DBS level checks will disclose both spent and

unspent convictions, cautions (including reprimands and final warnings) which are not 'protected' as defined by the *Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975 (as amended)*. Enhanced disclosures may also include other relevant police information where this is deemed relevant to the position you are applying for.

A criminal record will not necessarily bar you from appointment - that will depend on the nature of the position for which you are applying and the particular circumstances of the incident(s).

You are obliged to inform the Trust if at any time in the course of your employment you are the subject of a police investigation, or are convicted of a criminal offence.

You must also inform the Trust immediately if at any time during your employment you are the subject of an investigation by the Independent Safeguarding Authority or are Barred from either its Children's Barred List or Adults' Barred List. Failure to comply with these requirements may result in disciplinary action. You will be committing a criminal offence if you seek to undertake or undertake any Regulated activity while Barred by the Independent Safeguarding Authority from either its Children's Barred List or Adults' Barred List.

### **Core behaviours for all Trust staff**

All staff will:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment

## **Infection and Prevention Control**

All Trust staff will:

- Act as a role model and champion for the highest standards of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
- Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

**Confirmed as accurate by post holder:.....**

**Date:.....**

**Confirmed as accurate by manager:.....**

**Date:.....**

## PERSON SPECIFICATION

### GENERAL INFORMATION

**Post:**

**Grade:**

**Directorate/Department:**

	ESSENTIAL	A/I/T*	DESIRABLE	A/I/T*
<b>Qualifications/ Education</b>	<p>Degree in Physiotherapy</p> <p>Post graduate Physiotherapy qualification in appropriate area of specialty</p> <p>Evidence of Continued Professional Development at 'M' level including attendance at recent post graduate courses relevant to own specialty</p> <p><i>Full membership of a relevant Chartered Society of Physiotherapy SIG</i></p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>	<p>Membership of other relevant Special Interest Groups</p> <p>MSc</p>	<p>A</p> <p>A</p>
<b>Professional/ Statutory Registration</b>	HPC Registration	A		
<b>Previous experience</b>	<p>Significant Band 7 level experience of working within the specialty in both inpatient and outpatient environments, including management of highly complex patients with complex cases relevant to own specialty</p> <p>Experience in physiotherapy team management</p> <p>Experience of leading clinical Governance in clinical area, including risk management, patient experience and audit.</p> <p>Experience in leading service development</p> <p>Previous experience of staff and student supervision and clinical education</p> <p>Previous experience of formal</p>	<p>A/I</p> <p>A</p> <p>A</p> <p>A/I</p> <p>A/I</p> <p>A</p>	<p>Previous experience working in a Clinical Specialist role</p> <p>Evidence of published data in recognised journals</p>	<p>A/I</p> <p>A/I</p>

	presentations to multi professional groups			
	Experience of research methodology	A/I		
<b>Skills/Knowledge/Ability</b>	Expert physiotherapy skills in specialty including advanced specialist care	A/I	Advanced specialist Physiotherapy skills that may constitute extended scope	A
	In depth knowledge of the speciality	I		
	Exceptional team building and team working skills	A/I	Competent IT skills: ability to create and/or format databases and/or spreadsheets using computerized systems	A/I
	Excellent time management and organisational skills	A/I		
	Able to work independently	A/I		
	Proven Therapy Leadership ability	A/I		
	Highly developed communication skills with ability to deal with highly sensitive, emotional, conflicting and contentious matters.	A/I	Strong Presentation skills	A/I
<b>Physical Requirements</b>	Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities including therapeutic handling and manual techniques	A		
	Ability to cope with working in a stressful environment including frequent interruptions when holding a bleep	A		

**Date: May 2022**