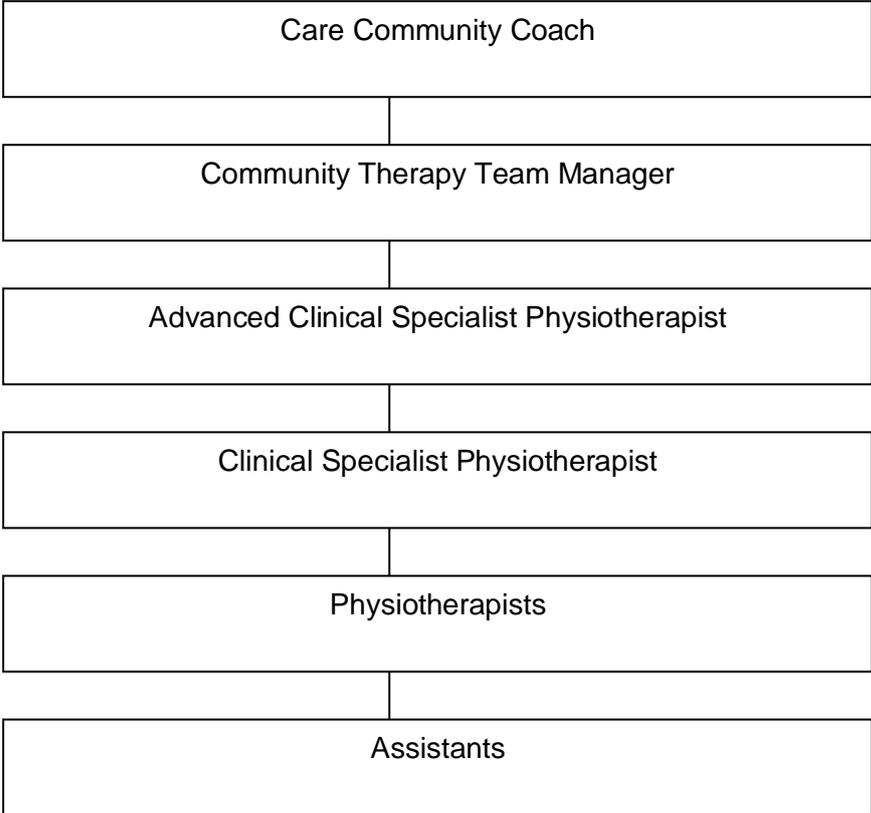


JOB DESCRIPTION

JOB TITLE	Clinical Specialist Physiotherapist – Community Therapies
PAY BAND	<i>Band 6</i>
DIRECTORATE / DIVISION	Acute and Integrated Community Care Directorate
DEPARTMENT	Community Adult therapy services
BASE	Waters Green Medical Centre, Macclesfield.
RESPONSIBLE TO	Community Therapy Team Manager
ACCOUNTABLE TO	Associate Director of Community Services
RESPONSIBLE FOR	Physiotherapists, Associate Practitioners, Therapy Assistants, Students

Organisational Chart -



Job Summary

To act as a clinical specialist providing a high standard of comprehensive Physiotherapy assessment and treatment service to patients with diverse health needs across a defined locality within Eastern Cheshire aligned to care community areas. This care will be delivered in a variety of community settings and could include delivery of Pulmonary Rehabilitation. The role will be working as an autonomous clinician, using accurate analytical skills and clinical reasoning to interpret assessment findings, making diagnoses where appropriate, identifying patient problems, setting goals, and providing an appropriate treatment plan and progression. The role will also involve acting as a rapid responder as part of the crisis response service across the East Cheshire locality. The Crisis response service is currently operational 7 days per week from 8am-8pm.

To utilise sound communication via liaison and referral to other agencies as required embracing care community team philosophies.

Key Duties/Responsibilities –

Clinical

- To work autonomously to manage a defined complex patient caseload whilst working as part of a multidisciplinary team.
- To be an active member of the Crisis Response Team across East Cheshire
- To contribute to the delivery of the service in a variety of defined clinical settings, which may include in-patient wards, bed based intermediate care settings and community clinics and the patient's home.
- To respect the individuality, values, cultural and religious diversity of patients, contributing to the provision of a service sensitive to these needs.
- To utilise advanced communication skills to ensure clinical advice and treatment programmes are delivered sensitively, taking into consideration the needs of carers.
- To gain consent for treatment and motivate patients to comply with treatment programmes, overcoming barriers such as dementia, cognitive impairment, hearing, visual or speech impairment.
- To comply with the Mental Capacity Act to gain valid and informed consent to specific treatment and intervention for patients who lack capacity to consent themselves.
- To undertake specialist clinical assessment, taking into account all relevant information and clinical reasoning to formulate evidence based individualised treatment plans in agreement with the patient.
- To implement specialist individual and/or group interventions for patients with diverse presentations and complex needs.
- To monitor progress and review treatment plans and interventions to facilitate the achievement of goals.
- To provide appropriate oral and written information for patients and carers where relevant.
- To develop and maintain good working relationships with other healthcare professions, social care and other appropriate agencies, to ensure integrated and high quality patient outcomes.

- To work as a member of the multidisciplinary team, contributing to decisions with regard to patient care programmes through attendance at board meetings, case conferences and other multidisciplinary meetings.
- To maintain accurate documentation in line with professional standards, and local policies and procedures.
- To provide accurate and timely written information and reports to referring agents and other agencies where appropriate.
- To record and submit clinical activity data as required by the Trust in an accurate and timely manner.
- To ensure the safe and timely discharge of patients from the caseload, liaising with other agencies as required.
- To be responsible for safe and competent use of equipment including the provision of support, education and training to other staff, patients and carers as required.
- To identify appropriate equipment and adaptation needs, liaising with equipment providers, completing paperwork and complying with any tracking, stock control and maintenance systems as required.
- To be an active member of an evening and weekend on-call rota or rostered service, dependant on service need.
- To prescribe borderline substances as agreed with the medicines management committee, dependant on service need.

Education and training

- To plan, deliver and evaluate formal and informal training to other health care professional staff groups, patients and carers, across a range of settings.
- To supervise junior staff and assistants, including the implementation of induction and competency training programmes to develop clinical skills.
- To plan and deliver designated induction and training programmes to meet the requirements of the Trust and student placements.
- To supervise, educate and assess the performance of the students, providing timely verbal and written feedback.
- To undertake health promotion activities across organisational boundaries.
- To contribute to in-service training and peer review meetings as required.

Leadership

- To manage a specialist case load, demonstrating appropriate time management and organisation skills.
- To contribute to effective day to day organisation and provision of service, including the coordination of junior staff and assistants to meet service priorities.

- To provide clinical leadership and support to junior staff and assistants, through case supervision, and the development and monitoring of competencies.
- To undertake the appraisal of junior staff and assistants as appropriate.
- To contribute to the recruitment of new junior and assistant staff including the planning and delivery of the induction programme.
- To actively contribute innovative ideas to enable the development and implementation of service improvements.
- To contribute to the development and delivery of service objectives and designated projects.
- To represent the department and contribute to relevant working parties and meetings.

Audit and Research

- To initiate and implement departmental clinical audit and contribute to the development of clinical practice and treatment outcomes within a specialist area.
- To demonstrate the ability to identify appropriate sources of current research, participating in service-led activities to evaluate and implement relevant findings.
- To support and advise junior staff and students who are involved in audit and research within the service.

Professional

- To maintain professional practice within the context of the Health & Care Professions Council. This includes standards of proficiency, conduct and performance, ethics and continuing professional development.
- To comply with all relevant professional, Trust and departmental standards, policies, procedures and guidelines.
- To maintain competency to practice through CPD activities, producing a personal portfolio which reflects professional development.
- To evaluate and reflect on professional performance, identifying implications for practice.
- To participate in the Trust's appraisal system, undertaking any identified training and development relating to the post.
- To gain appropriate support from senior colleagues and participate in supervision/peer review to enhance clinical practice.
- To fulfil all mandatory training requirements of the Trust, assisting others within the department to fulfil theirs.
- To develop expert knowledge in a relevant clinical speciality, utilising up to date research and evidence based practice.
- To act as a professional source of knowledge, offering specialist clinical advice and support to other healthcare professionals and agencies across organisational boundaries.

- To develop and implement clinical pathways, guidelines and patient resources within the area of clinical speciality.
- To be a member of a relevant professional association, attending regional and national meetings/conferences as required.
- To promote the safety, wellbeing and interests of patients, staff and visitors to the department.

This list of duties is not intended to be exhaustive, but indicates the main areas of work and may be subject to change after consultation with the post-holder to meet the changing needs of the service

GENERIC CLAUSES FOR ALL JOB DESCRIPTIONS

To maintain a broad understanding of the work of the Directorate and Department, and of Trust as a whole, and actively contribute your ideas for the improvement of service provision.

To ensure own actions contribute to the maintenance of a quality service provision.

To be responsible for the self-development of skills and competencies through participation in training and development activities and to maintain up to date technical and professional knowledge relevant to the post.

To participate in Trust's Performance and Development Review and to undertake any identified training and development related to the post.

To undertake statutory and mandatory training as deemed appropriate by the Trust.

To develop and maintain effective working relationships with colleagues.

To adhere to all Trust policies and procedures.

Health & Safety:

All staff have a duty to ensure the health and safety of themselves and others whilst at work. Safe working practices and health and safety precautions are a legal requirement. ALL accidents must be reported to your manager and in line with the general philosophy of the Trust; you must participate in accident prevention by reporting hazards and following relevant policies and procedures including Moving and Handling guidelines.

Infection Control:

All staff have a duty to comply with all relevant ECNHST guidelines and policies in relation to Infection, Prevention and Control. You have a duty to ensure that you minimise the risk of infection, infectious diseases and particularly Hospital Acquired Infection. This responsibility includes minimising the risk by highlighting any concerns you may have to the appropriate person as identified in the policies and guidelines.

Risk Management:

You are required to contribute to the control of risk and use the incident reporting system to alert the Trust of incidents or near misses that may compromise the quality of services.

Data Security:

To ensure that the Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies.

Confidentiality:

Working within the trust you may gain knowledge of confidential matters which may include manual / electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Equality & Human Rights:

The Trust will ensure that job applicants and prospective and current employees are treated solely on the basis of their merits, abilities and potential without any unjustified discrimination on grounds of age, gender, gender reassignment, sexual orientation, disability, marital or civil

partnership status or family circumstances, race, colour, nationality, ethnic origin, religion or belief, trade union activity & social and economic status.

Values based Recruitment

The post-holder has a responsibility to ensure that their own actions and behaviours fully support the Trust's core values.

Codes of Conduct and Accountability:

You are required to comply with Trust codes of conduct and accountability and codes of conduct which are relevant to this post.

SAFEGUARDING Adults and Children

East Cheshire NHS Trust has a responsibility and is committed to, safeguarding and promoting the welfare of children, young adults and adults at risk with care or support needs and expects all staff and volunteers to honor this commitment to minimise risk of harm in accordance with current legislation, statutory guidance and Trust policies and procedures. This means that staff must understand their own responsibility and recognise the requirement to engage with staff training and supervision, as well as promoting multi-agency working to safeguard our patients.

Disclosure and Barring Service (DBS)

“REHABILITATION OF OFFENDERS ACT: This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a disclosure and barring check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions”.

The Trust requires an Enhanced Disclosure through the Disclosure and Barring Service for this post to ensure suitability for employment.

THE TRUST OPERATES A NO SMOKING POLICY

PERSON SPECIFICATION

JOB TITLE	Clinical Specialist Physiotherapist – Community Therapies		
PAY BAND	Band 6		
	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT (Application / Interview/ Assessment)
QUALIFICATIONS	<ul style="list-style-type: none"> • HCPC (Health and Care Professional Council) registration • Relevant professional degree / diploma • Clinical educators training • Attendance at degree level post graduate courses relevant to the specialist area or working towards this or be prepared to study at this level 	<ul style="list-style-type: none"> • Communication skills training • Membership of a relevant professional body 	
KNOWLEDGE	<ul style="list-style-type: none"> • Post registration knowledge which is relevant to the specialist area and evidenced by CPD (Continuing Professional Development) • Knowledge of recent NHS legislation, recommendations. • Awareness of the national and local priorities and changing trends in specialist area. 	<ul style="list-style-type: none"> • Knowledge of the service / trust values & objectives • Crisis Response experience 	
SKILLS	<ul style="list-style-type: none"> • Ability to lead junior colleagues • Advanced communication and listening skills • Ability to make appropriate decisions at all levels • Audit skills • Ability to prioritise workload, achieving a balance between clinical and other aspects of role 		

	<ul style="list-style-type: none"> • Ability to work autonomously and as part of team • Ability to work under pressure • Proactive, takes own initiative • Supportive team member • IT skills 		
EXPERIENCE	<ul style="list-style-type: none"> • Proven post registration experience, some of which is in a relevant setting / associated area. • Experience of completing and contributing to audit / research. • Experience of contributing to the teaching and mentoring of staff & members of the MDT. 		
SPECIFIC JOB REQUIREMENT	<ul style="list-style-type: none"> • Prior experience working in the NHS – with a broad range of NHS rotations as a Physiotherapist to include, Respiratory, Orthopaedics, Neurology • Proven ability to manage complex rehabilitation issues including dementia and ensure safe and timely discharge of patients 	Prior experience of working in a community setting	
OTHER	<ul style="list-style-type: none"> • Car driver/ability to demonstrate travel between sites/community settings. 		

Signature of Postholder: **Date:**

Print Name:

Signature of Manager: **Date:**

Print Name: