

Advanced Physiotherapist, Cardio-respiratory Services

Department: Physiotherapy

Division: Clinical Support Services

Reports to: Principal Physiotherapist for Cardio-Respiratory Services

JE Reference: HCS1064

Grade: CS11

JE Date: 22/11/2021

Job Purpose

To work as an advanced AHP assessing, formulating, diagnosing and treating a highly complex clinical caseload as an autonomous physiotherapy practitioner.

To provide highly specialist knowledge, information, training and advice to clients, their families and other Healthcare Professionals in relation to cardio-respiratory conditions and its' up to date and evidenced based management, supporting integration of specialist physiotherapy across care pathways.

To facilitate delivery of specialist physiotherapy provision for cardio-respiratory conditions within a ward environment, undertaking audit activity and service evaluation within own area. To support the Principal Physiotherapist for Cardio-Respiratory Services with strategy and policy development work regarding cardio-respiratory physiotherapy and rehabilitation; supporting the integration of research evidence into clinical practice.

To supervise the work of other physiotherapists and assistants within the team in order to deliver a high quality physiotherapy service.

Job specific outcomes

- Professionally responsible and accountable for the physiotherapy triage, assessment, treatment and management of a caseload of highly complex (co-morbid; diagnostically challenging, complex psychosocial issues; requiring enhanced diagnostic workup; complex physical, cognitive and psychosocial impairments; associated mental health challenges; life-limiting prognoses and end-of-life care) patients moving through in-patient cardio-respiratory services. Responsible for the decision making of when patients are ready for safe discharge, regarding physical capabilities. Participation in On-Call by local agreement.
- Professionally responsible and accountable for planning, implementing and evaluating patient-centred, goal-orientated treatment and management programmes for a caseload of highly complex (as above) patients moving through in-patient cardio-respiratory services, utilising advanced specialist clinical reasoning skills and knowledge of relevant outcome measures. Undertakes duties of key-worker within multidisciplinary team, co-ordinates provision of holistic, seamless rehabilitation and care.
- To develop and implement specialist cardio-respiratory education and rehabilitation materials & programmes; integrating with the wider multidisciplinary team, as a resource for service users, carers & H&CS colleagues.
- To maintain and oversee maintenance of accurate clinical records and statistical data in accordance with professional standards, providing written clinical reports to external agencies to optimise multi-disciplinary, multi-agency working and holistic patient care.

- As part of the primary remit of the in-patient cardio-respiratory services, to provide specialist physiotherapy and rehabilitation advice, consultation and training to H&CS colleagues & community professionals, including those within the third sector.
- Responsible for developing and implementing clinical audits within own specialist service area, critically appraising service quality, safety, efficiency and effectiveness. Uses relevant outcome measures and associated evidence base. Contributes to the physiotherapy department and wider organisation governance and quality improvement agenda. Proposes changes and where appropriate supports implementation by the wider team, taking into consideration the impact on other professions and departments.
- Contributes to and challenges best practice for physiotherapy management of cardio-respiratory conditions, in line with discipline specific guidelines, clinical standards, & relevant evidence base. Represents the profession and the service in national and international forums.
- Responsible for the supervision, professional development and appraisal of team members and physiotherapy students, in accordance with organisational policies and professional standards to ensure that all are motivated, focussed and able to deliver their individual responsibilities to the best of their abilities.
- Supports business planning for physiotherapy within the of cardio-respiratory service; ensuring this aligns with the wider Therapy strategy, H&CS' objectives and Gov.je strategy where appropriate.
- Responsible for daily running of their specific clinical team, within the of cardio-respiratory physiotherapy services, including organisation and planning of work patterns and patient allocation to reflect service demands and priorities, including readjusting plans as necessary to support other teams as necessary.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

The post holder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice

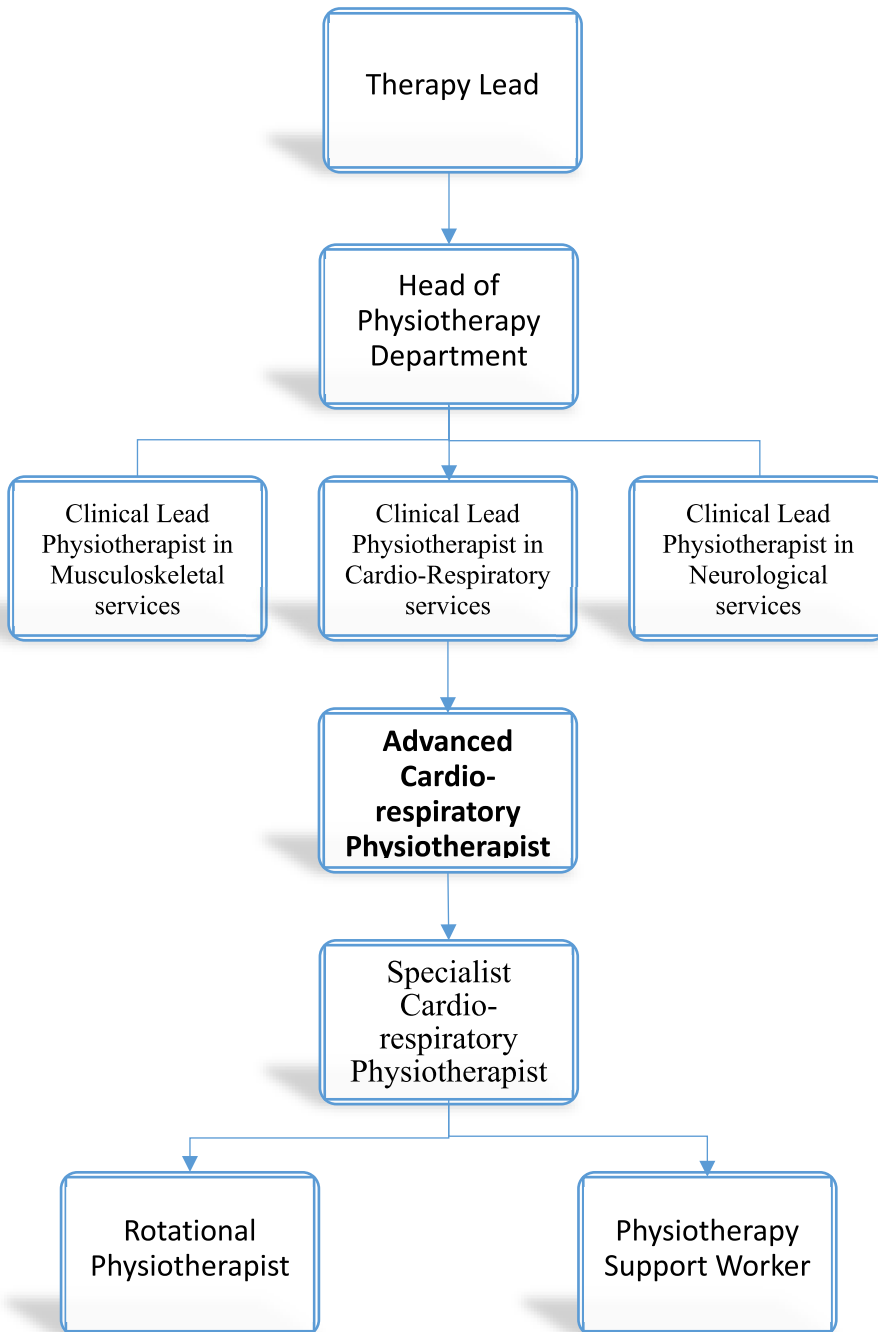
Ensure appropriate communication of relevant patient information through the maintenance and updating of patient/client records in line with the requirements of Clinical Governance and Quality as set out in the Standards of Practice from the CSP; HCPC and H&CS.

To be responsible for your own health and safety and that of your colleagues, in accordance with the Health and Safety at Work (Jersey) Law, 1989. To work in accordance with the Data Protection (Jersey) Law

To meet all requirements of Clinical Governance (e.g. statutory & mandatory training; CPD; reflective practice etc.) and propose any necessary changes to physiotherapy service delivery, which this may give rise to.

To interpret and inform the Orthopaedic Consultant, Nursing and Principal Physiotherapist in Musculoskeletal Services of specific national and professional evidence and policies which affect the specialist area.

Department Organisational Chart



Person Specification

Specific to the role		
ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<ul style="list-style-type: none"> • Degree and/or diploma of Physiotherapy or Chartered Society of Physiotherapy accredited Masters. • Qualified member of the Chartered Society of Physiotherapy. • Be registered as a Physiotherapist with the Health Professions Council and the Jersey Care Commission. • 5 Years qualified, with 3 years' experience working in specialist area. • Additional specialist post-graduate knowledge and skills training through recognised, accredited courses. 	<ul style="list-style-type: none"> • Specialist Interest Group (SIG) Membership
<p>Knowledge <i>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<ul style="list-style-type: none"> • Advanced theoretical and practical knowledge of cardio-respiratory physiotherapy and associated conditions, with the ability to apply this to inpatient, outpatient and community settings across the entire clinical pathway. • Broad professional knowledge & experience in the rehabilitation of a wide range of cardio-respiratory health conditions, pathology, disease and impairments in order to assess and treat patients safely and effectively. • Understanding of the role of other health professionals in the service (Clinical Psychologists, SALT and Occupational Therapists, Specialist Nurses) and in services external to cardiorespiratory medicine (including, but not limited to pain management; anaesthetics; respiratory medicine, rheumatology; orthopaedics and general surgery). • Understanding of clinical governance, its' systematic evaluation and application. • Knowledge and experience of delivering quality improvement within healthcare settings. • Knowledge of Health and Social Care legalisation and current practise. • Knowledge of H&CS development plans and of new and existing services and service innovations. • Knowledge of incident and 'near-miss' reporting. 	
<p>Technical / Work-based Skills <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<ul style="list-style-type: none"> • High level assessment skills to provide a working diagnosis based on the appropriate use, interpretation and assimilation of highly complex strands of data from a variety of sources. These will include diagnostic tests, self-report measures, information gained from family, carers and other healthcare professionals, as 	

	<p>well as objective detailed physical and functional observational measurement and testing, involving highly developed dexterity, co-ordination, movement analytical skills.</p> <ul style="list-style-type: none"> • Advanced specialist experience of physiotherapy treatment in a Cardiorespiratory environment including (but not limited to), cough assist, manual insufflation/exsufflation, endotracheal suction, non-invasive and invasive ventilation and spirometry). • The post holder is expected to have acquired and maintained specialist expertise for the delivery of physiotherapy input into cardio-respiratory treatment programmes. • Computer skills that enable use of word processing, data collection and analysis, literature searching and presentation production. • Leadership and motivational skills to optimise participation in multidisciplinary treatment and training programmes. • Committed to continuous service evaluation and improvement. Supports critical appraisal, adaptation and implementation of relevant national and international guidelines for specialist area to support delivery of evidence based practice. 	
<p>General Skills/Attributes <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<ul style="list-style-type: none"> • Effective negotiating and interpersonal skills. • Strong relationship building with both internal and external stakeholders including those in more senior positions, to develop effective working relationships. • The post requires the holder to be able to efficiently and effectively communicate complex clinical information in spoken and written form for patients, carers, including through interpreters, and fellow professionals and outside agencies. • To be able to engage patients in rehabilitation and active self-management of their cardio-respiratory condition where they are often emotionally distressed, ambivalent or resistant to this. Barriers to overcome may include fear or misunderstandings about their condition, previous negative experiences of healthcare, or previous negative life experiences. • Excellent problem solving and analytical skills, undertaking ongoing risk assessment and clinical reasoning for highly complex patients with multiple co-morbidities. 	

	<ul style="list-style-type: none"> • Able to remain professional and work effectively under pressure. 	
<p>Experience <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<ul style="list-style-type: none"> • Five years, (full time equivalent), relevant post qualification experience, with a minimum of three years' experience in cardio-respiratory physiotherapy • Knowledge of project-based service delivery, incorporating planning, evaluation, reporting methods and appropriate user involvement processes (e.g. co-design). • Experience in supporting healthcare quality improvement initiatives. • Experience in teaching and training other professions. • Experience of supervising, managing, developing junior/assistants/students through PRA and teaching. • Experience of working effectively with a multi-disciplinary and multi-agency team. • Experience of reviewing, reflecting and critically appraising own practice and performance through CPD and professional supervision and appraisal that is in line with national and local guidelines. • Experience in analysing and providing comment on professional and ethical issues. 	
<p>Criteria relating to Safeguarding <i>Other requirements needed to confirm suitability to work with vulnerable people e.g. attitudes, skills, experience etc.</i></p>	<ul style="list-style-type: none"> • Up to date registration with Jersey Care Commission and with the HCPC. • Up to date DBS enhanced check and up to date adult safeguarding training/child protection training. • Understanding of equality and diversity issues. • Understanding of capacity laws relating to speciality. 	<ul style="list-style-type: none"> • Membership of specialist interest professional bodies including

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 5/6 core accountabilities attributes and behaviour indicators.