

Specialist Physiotherapist

Department: Physiotherapy

Division: Clinical Support Services

Reports to: Advanced Physiotherapist

JE Ref: HCS1245

Grade: CS10

JE Date: 23/08/2023

Job purpose

- To work as a specialist AHP assessing, formulating, diagnosing and treating a mixed complexity (including high complexity) clinical caseload of adult patients as an autonomous physiotherapy practitioner. This can include more widely those with Orthopaedic, Musculoskeletal, Neurology, Rheumatology, Respiratory and Cardiology conditions as well as those with complex/life limiting and Palliative care needs.
- To provide specialist information and advice to clients, their families and Healthcare Professionals in relation to rehabilitation and it's up to date and evidence based management, supporting integration of specialist physiotherapy across care pathways. To work across a variety of settings including acute, rehabilitation and community settings.
- To support senior staff with the daily running of the physiotherapy service, including the overall management of the daily caseload and the supervision of junior staff. Required to manage the service in senior's absence.
- To support senior staff with facilitation and provision of learning opportunities and education to HCS professionals and the wider community on rehabilitation in order to improve knowledge & understanding about the scope of conditions, which may benefit, as well as reduce the burden of functional disability on our community.
- To contribute to audit activity and service evaluation within own area to support senior staff and the Physiotherapy Department and Senior Management Team with strategy and policy development work within physiotherapy supporting the integration of research evidence into clinical practice.
- To act as line manager/supervisor for and support the development of lower grade Physiotherapists and Rehabilitation Assistants within the team in order to deliver a high quality physiotherapy service.
- To work closely with other members of the multi-disciplinary team to ensure effective treatment planning and patient management.

Job specific outcomes

- Professionally responsible and accountable for planning, implementing and evaluating patient-centred, goal-orientated treatment and management. This includes creating Physiotherapy & Rehabilitation programmes for a mixed caseload of complex and noncomplex patients moving through the pathway, utilising specialist clinical reasoning skills and knowledge of relevant outcome measures. Co-ordinates provision of holistic, seamless rehabilitation and care. Participate in on call by local agreement.
- 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, and holistic patient care. Responsible for following the HCS safeguarding policy to ensure that all vulnerable adults are protected.
- To have delegated responsibility for the physiotherapy triage, assessment, formulation, treatment and management of a mixed caseload of complex and non-complex patients (including those who are diagnostically challenging with co-morbidities, complex psychosocial, cognitive and physical issues, associated mental health challenges and lifelimiting prognoses) moving through the correct pathway.
- Supports the wider team with the daily running of the service, including organisation and patient allocation to reflect service demands and priorities, readjusting plans as necessary to support other teams. Capable of leading the team in the senior's absence on a regular basis.
- To work closely and communicate clearly with other varied members of the multidisciplinary team to ensure effective treatment planning and patient management.
- To support senior staff with supervision and development of junior staff including other Rotational Physiotherapists, Therapy Assistants and Physiotherapy Students, in accordance with organisational policies and professional standards to ensure that all are motivated, focused and able to deliver their individual responsibilities to the best of their abilities.
- Supports Senior Staff by actively contributing to business planning for the neuroscience service; ensuring this aligns with the Physiotherapy Business Plan, Therapies Strategy, HCS objectives and Gov.je strategy where appropriate.
- To support senior staff by contributing to clinical audits within own specialist service area, critically appraising quality, safety, efficiency and evidence base. Uses relevant outcome measures and associated evidence base. Contributes to the Physiotherapy department governance and quality improvement agenda. Supports changes and where appropriate supports implementation by the wider team, taking into consideration the impact on other professions and departments.
- As part of the remit of the Physiotherapy service, to support senior staff with related advice, consultation and training to HCS & community professionals including the third sector. Actively participating in and regularly leading Inservice training sessions with the physiotherapy team.

- Contributes to and challenges best practice for physiotherapy management of adults with various conditions, in line with discipline specific guidelines, clinical standards & relevant evidence base.

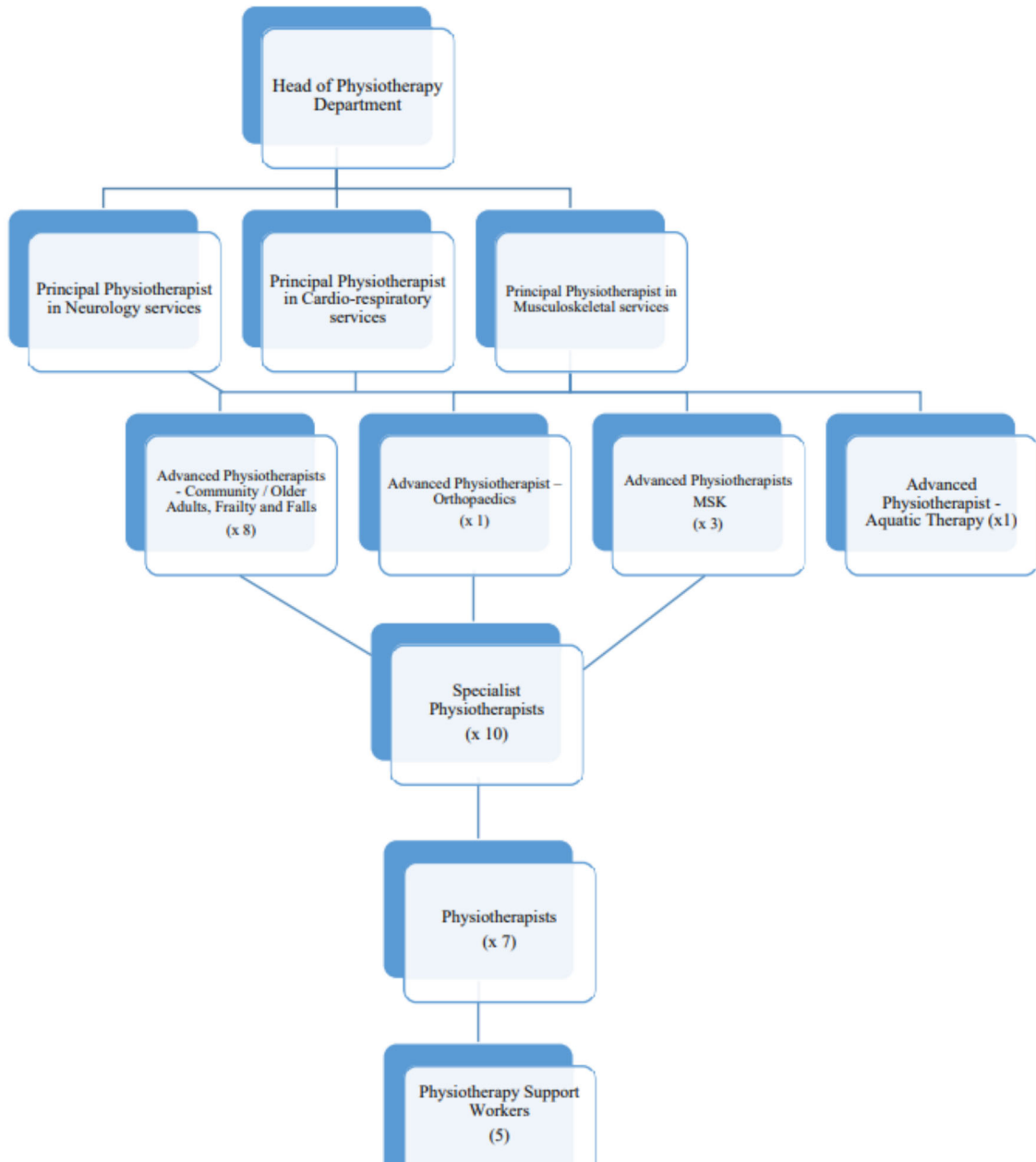
Statutory responsibilities

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 postholder 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 HCS.
- 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 Advanced Physiotherapists and other senior staff, as appropriate, of specific national and professional evidence and policies which affect the specialist area.

Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p> <p><i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Degree of Physiotherapy or Chartered Society of Physiotherapy accredited Masters.</p> <p>Qualified member of the Chartered Society of Physiotherapy.</p> <p>Be registered as a Physiotherapist with the Health Professions Council and the Jersey Care Commission.</p> <p>Minimum of 2 years clinical experience, within the specialist area.</p>	<p>Membership of specialist interest group (ACPIN or equivalent)</p> <p>Additional specialist post-graduate knowledge and skills training related to clinical area.</p>
<p>Knowledge</p> <p><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>	<p>Specialist theoretical and practical knowledge of physiotherapy specialisms and associated conditions, with the ability to apply this to inpatient, outpatient and community settings across the entire clinical pathway.</p> <p>Understanding of H&CS development plans, new and existing services and service innovations.</p> <p>Broad professional knowledge & experience in the rehabilitation of a wide range of conditions, pathology, disease and impairment in order to assess and treat patients</p>	<p>Knowledge and experience of delivering quality improvement within healthcare settings.</p>

	<p>safely and effectively. To advise patients and other professionals in the team about how their symptoms relate to their presentation and management.</p> <p>Understanding of the role of other health professionals in the service (such as Clinical Psychologists, SALT, Occupational Therapists, Specialist Nurses, Dieticians) and in services (including, but not limited to pain management; anaesthetics; respiratory medicine, neurosciences. rheumatology; orthopaedics and general surgery) supporting strategic work and the delivery of safe, effective and cohesive clinical care.</p> <p>Knowledge of spasticity management and relevant interventions, including botulinum toxin, to enable appropriate onward referral.</p> <p>Knowledge of Health and Social Care legislation and current practice.</p> <p>Specialist knowledge of equipment and therapeutic interventions (including movement analysis, facilitation of normal movement patterns, motor relearning, 24 hour postural management and positioning systems, orthotics and respiratory interventions).</p>	
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	<p>Awareness and understanding of clinical governance, its' systematic evaluation and application.</p> <p>Knowledge of incident and 'near miss' reporting.</p>	
<p>Technical / Work-based Skills</p> <p><i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Therapy based assessment skills to provide a working diagnosis based on the appropriate use, interpretation and assimilation of complex strands of data from a variety of sources. These will include diagnostic tests, selfreported measures, information gained from family, carers and other healthcare professionals, as well as objective detailed physical and functional observational measurement and testing, involving highly developed dexterity, co-ordination, movement analytical skills.</p> <p>Experience of physiotherapy treatment in a hospital environment including (but not limited to) neuromuscular electrical stimulation, cough assist, biofeedback, manual insufflation/exsufflation, endotracheal suction, non-invasive and invasive ventilation and spirometry).</p> <p>Use of gym equipment such as treadmill, upper and lower limb exercise</p>	

	<p>bikes, Wii Fit, free weights etc.</p> <p>The post holder is expected to have developed specialist knowledge for the delivery of physiotherapy input into neurological, Musculoskeletal and cardio-respiratory treatment programmes.</p> <p>Computer skills that enable use of word processing, data collection and analysis, literature searching and presentation production.</p> <p>Leadership skills to optimise participation in multidisciplinary treatment and training programmes.</p> <p>Clean driving licence.</p>	
<p>General Skills/Attributes</p> <p><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>	<p>Effective negotiating and interpersonal skills.</p> <p>To be able to manage the service in seniors absence, to supervise staff and delegate caseload as appropriate.</p> <p>To be able to effectively communicate clinical information (sometimes complex), in both spoken and written form for patients, their careers, fellow professionals and outside agencies. This can include use of an interpreter where required.</p> <p>To be able to engage patients in rehabilitation and active self management of their condition where they are</p>	

	<p>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.</p> <p>Good problem solving and analytical skills, undertaking ongoing risk assessment of a challenging environment and clinical reasoning for some complex patients with multiple comorbidities.</p> <p>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> <p>Able to remain professional and work effectively under pressure.</p>	
<p>Experience</p> <p><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>	<p>2 years clinical experience with proven clinical experience in physiotherapy.</p> <p>Experience of working effectively with a multidisciplinary and multiagency team.</p> <p>Experience of reviewing, reflecting and critically appraising own practice and performance through CPD and professional</p>	<p>Experience and knowledge of project based service delivery, incorporating planning, evaluation, reporting methods and appropriate user involvement processes (e.g. codesign).</p> <p>Experience in supporting healthcare quality improvement initiatives.</p>

	<p>supervision and appraisal that is in line with national and local guidelines.</p> <p>Experience in teaching and training for other professions.</p> <p>Experience of supervising, managing and developing junior physiotherapists, rehabilitation assistants and students through PRA (where appropriate) and teaching.</p> <p>Experience in analysing and providing comment on professional and ethical issues.</p>	
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<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>	<p>Up to date registration with the Jersey Care Commission and with the HCPC.</p> <p>Up to date DBS enhanced check and up to date adult safeguarding training/child protection training.</p> <p>Awareness of equality and diversity issues.</p> <p>Awareness of capacity laws relating to speciality.</p> <p>Awareness of safeguarding to recognise and escalate risks.</p>	
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Core Accountabilities, Attributes and Behaviour Indicators

Delete as appropriate:

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 core accountabilities attributes and behaviour indicators.