

Job Title: Specialist Neuro-Musculoskeletal Physiotherapist

Department: Physiotherapy

Division: Clinical Support Services & Cancer Care Group

Reports to: Advanced NMSK Physiotherapist

JE Ref: HCS687

Grade: CS10

JE Date: 11/06/2020

Job purpose

Give a brief overview of the aim of the job, its level of authority / autonomy, its context in the department and wider organisation and the contribution it makes to the States' strategic goals. It is helpful to construct the sentences/paragraph in terms of what is done, for what purpose and outcome, and to what audience.

It may be helpful to write this last.

If this becomes a list of accountabilities or tasks, move them to Job specific outcomes, below.

- To work as a specialist AHP assessing, formulating, diagnosing and treating a mixed complexity (including high complexity) clinical caseload of Neuro-Musculoskeletal patients as an autonomous physiotherapy practitioner. This can include more widely those with Orthopaedic, Musculoskeletal, Rheumatology conditions,
- To provide specialist information and advice to clients, their families and their Healthcare Professionals in relation to NMSK rehabilitation and its up to date and evidenced based management.
- To support senior staff with the daily running of the NMSK physiotherapy service, including the overall management of the daily caseload and the supervision of junior staff. May need 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 NMSK physiotherapy in order to improve knowledge & understanding of NMSK conditions, promote knowledge of physiotherapy management 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 Senior Management Team with strategy and policy development work regarding NMSK physiotherapy, supporting the integration of research evidence into NMSK clinical practice.
- To have delegated responsibility for the management, development and supervision of junior physiotherapists, therapy assistants and students 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

List the most significant responsibilities / outcomes of the job. Focus on the principal areas of work, what they are required to do and how this requirement contributes towards achieving the job's purpose.

List 10 specific outcomes, ensuring they cover the main and most important parts of the role.

As with the job purpose, the main responsibilities should be concise, clear statements, which show what is done, who it impacts, how and why.

Remember to use active and direct language. Talk about the work that the job does, not what the whole team or a manager might do.

Clearly state all or any responsibility for contact with vulnerable people in this section.

- Professionally responsible and accountable for planning, implementing and evaluating patient-centred, goal-orientated treatment and management, Physiotherapy & Rehabilitation programmes for a mixed caseload of complex and non-complex patients moving through the NMSK service, 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 patients are protected.
- To have delegated professional responsibility and accountability for the physiotherapy triage, assessment, formulation, treatment and management of a mixed caseload of complex and non-complex (co-morbid; diagnostically challenging, complex psychosocial issues; complex physical, cognitive and psychosocial impairments; associated mental health challenges; life-limiting prognoses) patients often at the start of their rehabilitation journey, and their pathway through the NMSK service.
- Supports the wider team with the daily running of the NMSK service including organisation and patient allocation to reflect service demands and priorities. Capable of leading the team in the seniors' absence.
- To work closely and communicate clearly with other varied members of the multi-disciplinary team to ensure effective treatment planning and patient management.
- To support senior staff with supervision and development of junior staff including Rotational Physiotherapists, Therapy Assistants 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 senior staff by actively contributing to business planning for the NMSK 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 the provision of specialist NMSK related advice, consultation and training to HCS & community

- professionals including the third sector. Actively participating in and leading in-service training sessions with the NMSK physiotherapy team
- To contribute and support best practice for health conditions, in line with discipline guidelines & evidence base for NMSK physiotherapy.

Statutory responsibilities

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

<Delete the following statement if not applicable>

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.

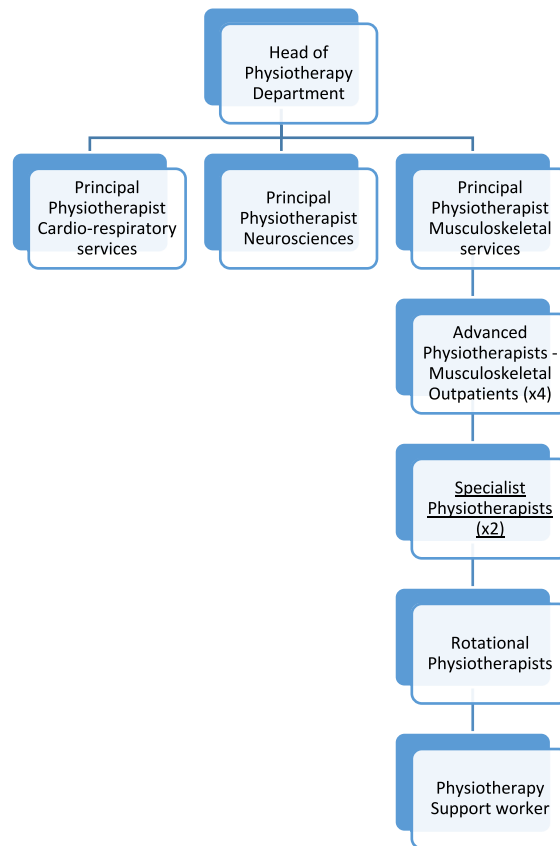
- The postholder will have to comply with all relevant States Laws, such as the Health and Safety at Work (Jersey) Law 1989 and any other associated legislation, Standing Orders, Financial Directions, and other relevant Codes of Practice
- Ensure appropriate communication of relevant patient information 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.

Services (TIER 1,2 and 3 jobs only – DELETE if not applicable)

- *List the primary service areas that are accountable to the role*
- XX
- XX

Organisation chart

Insert an organisation chart showing this role and its line managers and reports (individual names must not be included only post titles)



Person Specification

Specific to the role

Describe the knowledge, skills, experience, and qualifications required to perform the job to a satisfactory standard.

It is important to convey what the job requires, rather than what an individual might have, as these may be different. For example, you may have a postgraduate level qualification, however, an A' Level standard qualification is the requirement for the job.

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 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 • Minimum of 2 years clinical experience with proven clinical experience in this area 	<ul style="list-style-type: none"> • Membership of specialist interest group MACP, (Musculoskeletal Association of Chartered Physiotherapists). • Additional specialist post-graduate knowledge and skills training related to clinical area.
<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"> • Theoretical and practical knowledge of NMSK Physiotherapy and 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 neuro-musculoskeletal health conditions, pathology, disease and impairment in order to assess and treat patients safely and effectively. To advise patients and other professionals in the team about how their symptoms relate to their presentation and management. • Understanding of the role of other health professionals across specialist rehabilitation services and in services 	<ul style="list-style-type: none"> • Knowledge and experience of delivering quality improvement within healthcare settings • Experience in referral for Injection therapy for peripheral joints and soft tissues (diagnostic and treatment). • Understanding of H&CS development plans and of new and existing services and service innovations.

	<p>external to physiotherapy (Specialist Orthopaedic Consultants, Emergency Department staff, Rheumatology Consultants, Clinical Psychology, Occupational Therapy, Orthopaedic Specialist nurses, GPs and UK specialist centres) supporting strategic work and the delivery of safe, effective and cohesive clinical care.</p> <ul style="list-style-type: none"> • Knowledge of Health and Social Care legislation and current practice. • Treatment options including explanation of potential outcomes and treatment risks, timescales, movement correction and retraining, proprioceptive training, stretching techniques, manual therapy, strength and conditioning therapy, scar management techniques, use and application of splints and tape, acupuncture, aquatic therapy, electrotherapy and explanation of pain mechanisms • Basic wound assessment and management. • Awareness and understanding of clinical governance, its' systematic evaluation and application. • 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"> • Specialist 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, self-report 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. • The post holder is expected to have acquired and to maintain specialist 	<ul style="list-style-type: none"> • Clean driving licence.

	<p>expertise for the delivery of physiotherapy input into specific NMSK programmes.</p> <ul style="list-style-type: none"> • Computer skills that enable use of word processing, data collection and analysis, literature searching and presentation production. • Leadership skills to optimise participation in multidisciplinary treatment and training programmes. • 	
<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. • The post requires the holder to be able to effectively communicate clinical information, sometimes complex 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 condition where they are often emotionally distressed, ambivalent or resistant to this. Barriers to overcome may include time and financial pressures, poor self-ownership of their health, fear or misunderstandings about their condition, previous conflicting information and advice, negative experiences of healthcare, or previous negative life experiences such as physical, emotional, or sexual abuse. • Good problem solving and analytical skills, undertaking ongoing risk assessment of a challenging environment and clinical reasoning for some complex patients with multiple co-morbidities. • 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. 	<ul style="list-style-type: none"> • To be able to manage the service in seniors absence to supervise staff and delegate caseload as appropriate.

	<ul style="list-style-type: none"> • Able to remain professional and work effectively under pressure. Time management skills to organise caseload and other duties 	
<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"> • 2 years full-time clinical experience with proven clinical experience in given speciality. • Experience of working effectively with a multi-disciplinary and multi-agency team. • Experience of treatment modalities including detailed explanation of complex anatomy and dysfunction, using an up to date evidence base of rehabilitation strategies. • 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 leading teaching and training for other professions • Experience of supervising/ managing/ developing/ teaching junior/assistants/students • Experience in analysing and providing comment on professional and ethical issues 	<ul style="list-style-type: none"> • Experience and 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
<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 the Jersey Care Commission and with the HCPC. • Up to date DBS enhanced check and up to date adult safeguarding training/child protection training. • Awareness of equality and diversity issues. • Awareness of capacity laws relating to speciality. • Awareness of safeguarding to recognise and escalate risks. 	

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.

The standards relevant to this tier, identified in the States of Jersey core accountabilities attributes and behaviour indicators, are to be attached in a separate document.