

Job Description

Job Title:	Musculoskeletal physiotherapist
Job Band:	Band 6
Department:	CMAPS
Responsible to:	Therapy Lead – Community MSK Clinical Lead

Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high-quality patient experience in a caring and supportive environment that aligns with our vision of excellent health care, improved health for all.

Shaping #OurFuture
NHS
 The Dudley Group
 NHS Foundation Trust

Vision
 Excellent health care, improved health for all

Values
 CARE, RESPECT, RESPONSIBILITY

Goals

- Deliver right care every time
- To be a brilliant place to work and thrive
- Drive sustainability financial and environment
- Build innovative partnerships in Dudley & beyond
- Improve health and wellbeing

Measures of success

- Care Quality Commission rating good or outstanding
Improve the patient experience survey results
- Reduce the vacancy rate
Improve the staff survey results
- Reduce cost per weighted activity
Reduce carbon emissions
- Increase the proportion of local people employed
Increase the number of services jointly delivered across the Black Country
- Improve rate of early detection of cancers
Increase planned care and screening for the most disadvantaged groups

Programmes

- Black Country system service transformation
- Local leadership to address health inequalities
- Research and development, education and innovation

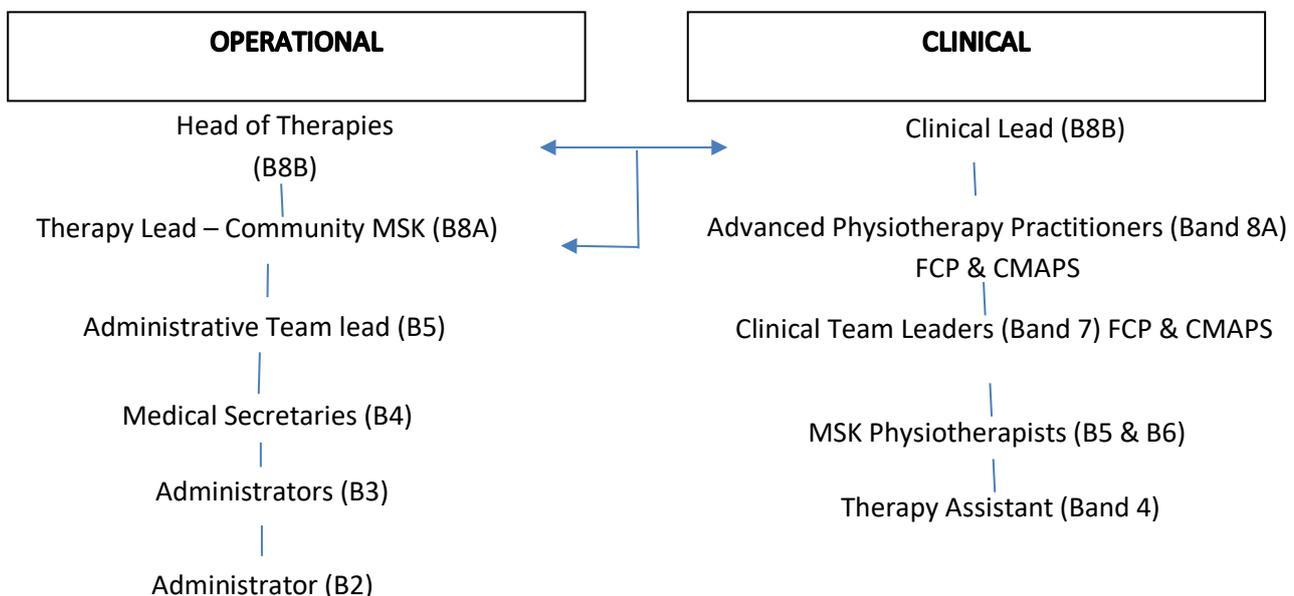
Dudley Improvement Practice

 CARE A CARING, KIND AND COMPASSIONATE PLACE: We will support people to have joy in work and to treat each other with compassion and kindness.	 RESPECT A PLACE WHERE COLLEAGUES RESPECT ONE ANOTHER: We will behave with respect towards everyone we meet to encourage an inclusive culture where we all believe in and live by our Trust values.	 RESPONSIBILITY A WORKFORCE FOR NOW AND THE FUTURE: Making Dudley the place people want to be and stay because everyone has a role to play and takes responsibility for themselves and their teams.
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Job Summary

- To perform comprehensive assessment of Musculoskeletal (MSK) patients to identify treatment targets based on sound clinical reasoning skills
- To be confident in the use of a wide range of evidence based treatment techniques for multiple MSK pathologies
- To be competent in assisting patients with pain management with a variety of approaches and skilled communication techniques
- To be involved in teaching and audit in order to evaluate and improve service delivery
- To assist senior colleagues in the development of the MSK service

Structure Chart



Principal Duties & Responsibilities

Clinical

- To work autonomously within scope of practice at a specialised level in the physiotherapy management of people with MSK conditions, seeking advice when necessary from peers and colleagues within the multi-disciplinary team (MDT)
- To undertake a specialised physiotherapy assessment of patients referred to the musculoskeletal service
- To demonstrate sound clinical reasoning processes to develop a plan for patient management involving the patient through shared decision making
- To have sound knowledge and experience of the physiotherapy management of musculoskeletal patients, demonstrating a variety of evidence based treatment techniques and approaches.



- To be able to identify effectively & in timely manner when patients need to be referred to specialist services or escalated to senior colleagues
- To have a sound understanding of the signs and symptoms of sinister pathology and the effective and safe management of suspected serious pathology
- To be professionally and legally accountable for all aspects of own work. To treat patients within general professional standards and guidelines as determined by the Chartered Society of Physiotherapy (CSP) and Health Care Professions Council, and adhere to national and Trust guidelines
- Ability to adapt own practice to reflect newly released guidance/research and feedback from colleagues ensuring that patient safety is at forefront of care
- Deliver programmes of supported patient self-management, in ways that facilitate behavioural change, optimise physical activity, fulfilment of personal goals and independence, and that minimise need for pharmacological interventions.
- Supports patients to set their own goals and be confident in their approach to self-management
- Manage interactions in difficult situations, including with individuals with particular psychological and mental health needs with the support of senior team members and colleagues across the primary care team
- To support colleagues with clinical cases where appropriate especially less experienced staff members through mentoring, clinical case studies and peer reviews when appropriate
- To use additional treatment adjuncts such as injection therapy following an injection PGD and acupuncture when appropriately trained and competent.
- To participate in the development and running of exercise and education groups within the service based on local and national guidance and research
- To manage clinical caseload and diaries to avoid delaying patients by prioritising clinical need and utilising appointments effectively
- Be responsible for maintaining own competency through CPD activities, and identify objectives for own professional development needs which reflect local and national service needs

Communication

- Be responsible for maintaining accurate and comprehensive patient treatment records in line with Trust policy, CSP standards of practice, and departmental guidelines
- Write sufficiently detailed discharge letters and transfer summaries to be informative to all relevant parties
- Communicate effectively with patients, using a range of verbal and non-verbal communication tools to convey clinical information, to ensure their understanding taking in to account cultural requirements.
- To assess patient capacity, gain valid consent, and have the ability to work within a legal framework with patients who lack capacity to consent to treatment
- To communicate effectively with, involve, and motivate patients' families and/or carers to maximise rehabilitation potential and to ensure understanding of condition
- Communicate effectively with other members of the team and facilitate open discussions to facilitate positive team dynamics and sharing of ideas.
- To be able to successfully manage conflict with patients with the ability to diffuse situations



- To support less experienced members of staff with difficult conversations and conflict where appropriate
- To communicate professionally and efficiently with administrative team to support patient pathway

Leadership

- To demonstrate inclusive and compassionate leadership
- To develop and implement new services/ways of working in line with evidence base and relevant guidelines with appropriate resources, clinical pathways and evaluation methods with the support of senior colleagues
- To undertake leadership role including clinic diary management, delegating duties, appraising & clinical supervision of physiotherapists and physiotherapy assistants
- To regularly undertake measurement and evaluation of work and current practice through the use of clinical research, audit, outcome measures and evidence based practice. From this be able to make recommendations for and implement changes to practice, to improve and develop the management of musculoskeletal patients in this Trust, regionally, and nationally
- Demonstrate a sound understanding of clinical governance with the ability to apply it to role including; risk management, audit, research, outcome measures, recruitment processes, patient engagement and development of policies and procedures.
- To be an active member of therapy services in-service training program by attendance at and participation in in-service training sessions, tutorials, clinical audit sessions, and reflective practice
- To support the band 5 physiotherapists with supervision, education and the assessment of physiotherapy students to a graduate standard, working with the universities to ensure the standard of practice and teaching meets those set by the degree level qualification.

Behaviours

- All members of CMAPS are expected to adhere to the trust behavioural framework, demonstrating positive behaviours and a zero tolerance to bullying, harassment and discrimination
- To ensure that the service is accessible to all by identifying barriers to care for marginalised groups and formulating action plans, ensuring that the service meets the local health population needs.
- All members are encouraged to actively contribute and engage with the wider organisations development ensuring that equality, diversity and inclusion is at the heart of decision making for employees and patients.

CMAPS Behaviours

- We will be empathetic and non-judgemental to someone who discloses a weakness or learning need, without sharing that information unnecessarily.
- We will take personal and collective responsibility to avoid negative gossip. Incidents of negative gossip will be discussed constructively with the colleague with the colleague involved, and we will address it by encouraging and assisting them to resolve any personal conflicts that caused it. We will always aim to assume good intent.



Organisational Values

The post holder will:

Care: You will listen, be respectful and treat others with compassion and kindness.

Respect: You will behave with respect to everyone you meet and encourage an inclusive culture where we respect the contribution everyone makes.

Responsibility: You will take responsibility for yourself and your team.

There may also be a requirement to undertake other similar duties as part of this post to provide a quality service. These will be consistent with the level of responsibilities outlined above.

This job description may be reviewed from time to time considering developments and may be amended in consultation with the post holder.

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community-based sites across the borough.

Code of Conduct

It is expected that all staff would be able to show that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Equality, Diversity, and Inclusion

All Trust staff have a responsibility to embrace the diverse cultures of both our staff and the communities that we serve, and as such, all staff should ensure that equality, diversity, and inclusion are embedded in their work philosophy and reflected in their behaviour. Equality, Diversity, and inclusion are pivotal to the values and vision of the Dudley Group so that they shape everything that you do every single day.

Safeguarding Children and Adults

All Trust staff have a responsibility to ensure the safeguarding of children, young people, and vulnerable adults. This includes attending statutory and mandatory training, adhering to local Safeguarding Children and Adults policies and procedures and inter-agency guidance as showed in the Trust's Safeguarding policies and procedures.



Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; “Dudley Improvement Practice.” As part of your role, you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises will be considered No Smoking Zones.

Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is practical, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee’s responsibility, however, to manage their own health and wellbeing.

All Trust employees must follow relevant Health and Safety legislation and the Trust’s policies relating to Health & Safety and Risk Management.

Prepared by:	Emma Cooper
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