

JOB DESCRIPTION

JOB DETAILS:

Job Title:	Enhanced Clinical Practitioner (ECP) Occupational Therapist/Physiotherapist Joint Emergency Therapy Team
Band:	7
Directorate:	Clinical Support & Cancer Services
Department:	Therapy
Base:	Yeovil District Hospital
Responsible for:	JETT Service Lead
Responsible to:	Therapy Lead
JD updated:	April 2024

Job Purpose:

Enhanced Clinical Practitioners work as part of a multi-disciplinary clinical team across a wide range of settings, including hospitals, community clinics, individual's homes, care homes and general practices.

ECPs work at an enhanced level of practice with specific knowledge and skills in a field of expertise which for this post is the Acute assessment of Falls, Frailty and Cognition in multi pathology complex patients to implement discharge planning and admission avoidance in the front door setting. They manage a discrete aspect of a patient's care within their current level of practice, which will be particular to a specific context.

The broad purpose of the role is to provide a high standard of complex, enhanced care for patients, using enhanced levels of clinical judgement, skills, and knowledge.

Enhanced Clinical Practitioners will consult with patients, their family, carers, and the multi-professional team to undertake assessments of patient need and devise and evaluate complex care plans related to their field of expertise, such as therapy intervention and Goal setting. They critically evaluate and analyse clinical problems using their expertise and clinical knowledge, seeking out and applying relevant evidence, enhanced clinical assessments, diagnostics, interventions, and equipment to make clinical decisions.

Enhanced Clinical Practitioners deliver complex clinical care in the context of continual change, challenging environments, different models of care delivery, innovation and rapidly evolving technologies using critical analysis and their underpinning knowledge to manage complex interventions. They teach and advise patients and their families/carers on how to manage their condition or support the multi-disciplinary team to do so.

They participate in clinical audits and research projects and implement changes as required, including the development, and updating of practice protocols/guidelines and procedures. They will work within national and local protocols where these exist. They continuously update their knowledge and enhance their clinical practice and provide support, mentoring and supervision of others. They recognise and work within the boundaries of their practice, knowing when and who to refer patients to. They may delegate work to other members of the multidisciplinary team and take accountability for the delegated activity.

The post holder will be a skilled, autonomous practitioner working as a core member of the Joint Emergency Therapy Team (JETT) and MDT providing an admission avoidance service, specialist Frailty and Falls assessment and patient triage in the Emergency Department spaces. They will also be required to provide clinical leadership in these areas for the JETT service. They will possess the skills, competence, expertise, and clinical decision-making abilities required to plan, co-ordinate and carry out rapid assessment and treatment of patients presenting with complex multifactorial issues often prior to Consultant medical review/diagnosis in often a challenging environment/situation. They will also be expected to supervise and monitor the case load of Junior staff within these areas ensuring the delivery of high-quality care to patients.

The post holder will also be expected to outreach into the community setting as required to facilitate discharge and prevent ED attendance, working in collaboration with intermediate care and SWAST.

The post holder will work under the supervision of the Advance Clinical Practitioner (ACP)/JETT Service Lead and provide clinical support to the development of integrated patient pathways between the Acute front door and Intermediate Care services which are in line with recognised best practice and evidence base, working closely with stakeholders and care providers.

Post holder will also be expected to collaborate with other therapy teams within the Trust and health and social care system providing support and aiding patient transition between these services.



Duties and Responsibilities

Communication and Key Working Relationships

- Build relationship and trust between Acute and Community Therapist teams working together within the patient journey for patients with long term condition.
- Communicate complex clinical information both written and verbal, in an easily understood form, to patients, carers, and all members of the multi-disciplinary team.
- Impart / explain the prognosis / outcome of the patient's condition to them and, at times, their carer in a sensitive and supportive manner.
- Develop a close professional working relationship with all members of the multidisciplinary team, through respect for, and understanding of, their different roles and training. Working closely with stakeholders and clinicians to continue to improve care and service, in line with the NHS Plan.
- Working with GPs, Neighbourhood services Acute therapy teams and community stakeholders to ensure the needs of the patient and family are placed at the centre of care delivery.
- Work collaboratively to support county wide therapy service principles and constant approach in its delivery.
- Acting as a role model and highly competent practitioner whilst facilitating development of all staff within the team
- Promoting an innovative and progressive attitude to the continual improvement of patient care through research, evidence-based practice, and support the ACP in research/teaching etc.
- Facilitating and delivering education, training, and clinical support for the enhancement of clinical practice and support the ACP in research/teaching etc.
- Support the ACPs to provide high quality evidenced based practice within caseload and the achievement of development, research, and audit goals throughout the Somerset Foundation Trust.
- Establish links and networks with other therapy professionals in similar roles locally and nationally.

Planning and Organisation

- Plan and prioritise their own clinical workload, ensuring a prompt and efficient service using clinical judgement and departmental guidelines.
- Support teams/ specific member of teams to manage caseloads and help with prioritisation of caseload based on information given at point of entry to service.
- Delegating work to other members of the multidisciplinary team and taking accountability for that delegated activity

Responsibility for Patient / Client Care, Treatment & Therapy

- Practice in compliance with your code of professional conduct and within your agreed scope of practice, being responsible and accountable for your decisions, actions and omissions at this level of practice.
- Practice at a high level of clinical expertise in assessing and treatment of patients who present with Frailty/long term Conditions.
- Demonstrate a critical understanding of your broadened level of responsibility and autonomy and the limits of your own competence and professional scope of practice including working with complexity, risk, and incomplete information.
- Act on professional judgement about when to seek help, demonstrating critical reflection on your own practice, self-awareness, emotional intelligence, and openness to change.
- Work in partnership with individuals, families, and carers, using a range of assessment methods as appropriate, identifying risk factors in assessment.



- Demonstrate effective communication skills, supporting people in making decisions, planning care, or seeking to make positive changes, using frameworks to promote person centred approaches in health and care.
- Use expertise and decision-making skills to inform clinical reasoning approaches when dealing with differentiated and undifferentiated individual presentations and complex situations, synthesising information from multiple sources to make appropriate evidence-based judgements and diagnoses supported by the ACP.
- Initiate, evaluate and modify a range of interventions including therapy interventions, lifestyle advice and care.
- Exercise professional judgement to manage risk appropriately, especially where there may be complex and unpredictable events and supporting teams to do likewise to ensure safety of individuals, families and carers.
- Work collaboratively with an appropriate range of MDT and interprofessional resources, developing, maintaining, and evaluating links to manage risk and issues across organisations and settings.
- Act as a clinical role model for developing and delivering care that is responsive to changing requirements, informed by an understanding of local population health needs, agencies, and networks.
- Evidence the underpinning core trust wide ECP in line with national guidance as well as speciality specific competencies, knowledge, skills, and behaviours relevant to the role and demonstrate application of the capabilities to these in an approach that is appropriate to the individual role, setting and scope.
- Act as a competent practitioner demonstrating enhanced clinical skills, including history taking, physical examination and setting patient centred goals and treatment plans.
- Demonstrate effective clinical skills and expertise in assessing people with long term conditions in the ED setting working in collaboration with the ACP.
- Regularly provide expert advice and second opinions to peers, medical colleagues and other health professions
- Through clinical reasoning formulate appropriate patient centred goals, following a complete and thorough analysis and interpretation, of the clinical examination.
- Select appropriate and individual treatment pathways, where conflicting needs may be identified (conflicting needs would typically occur where treatments can have both adverse as well as beneficial effects at the same time in a patient).

Policy, Service, Research & Development Responsibility

- You should assess and address your own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of enhanced clinical practice
- Act as a resource in educating the wider multidisciplinary team in the safe and appropriate management of patients who present to the service.
- Engage in self-directed learning, critically reflecting to maximise clinical skills and knowledge, as well as your own potential to lead and develop both care and services.
- Engage with, appraise and respond to individuals' motivation, development stage and capacity, working collaboratively to support and empower patients to participate in decisions about their care and to maximise their health and well-being.
- Advocate for and contribute to a culture of organisational learning to teach and inspire future and existing staff.
- Support the ACP to facilitate collaboration of the wider team and support peer review processes to identify individual and team learning.
- Identify further developmental needs for the individual and the wider team and supporting them to address these.



- Support the ACP and wider team to build capacity and capability through work-based and interprofessional learning, and the application of learning to practice.
- Act as a role model, educator, supervisor, coach, and mentor
- Support the ACP and engage in research activity in collaboration with trials leads, adhering to good research practice guidance, so that evidenced based strategies are developed and applied to enhance quality, safety, productivity, and value for money.
- Evaluate and audit own and others clinical practice, selecting and applying valid, reliable methods, then acting on the findings.
- Support the ACP to take a critical approach to identify gaps in the evidence base and its application to practice, alerting appropriate individuals and organisations to these and how they might be addressed in a safe and pragmatic way.
- Actively identify potential need for further research to strengthen evidence for best practice. This may involve acting as an educator, leader, innovator, and contributor to research activity and/or seeking out and applying research funding.
- Support the ACP to disseminate best practice findings and quality improvement projects through appropriate media and forums.
- Facilitate collaborative links between clinical practice and research through proactive engagement networking with academic, clinical, and other active researchers

Responsibility for Finance, Equipment & Other Resources

- Educator and support teams regarding spend of resources such as Community equipment service and support trust value regarding spending money as if it were your own.

Responsibility for Supervision, Leadership & Management

- Pro-actively initiate and develop effective relationships in and between multidisciplinary teams; fostering clarity of roles within teams to encourage productive working
- Role model the values of the organisation, demonstrating a person-centred approach to service delivery and development.
- Evaluate your own practice and participate in MDT service and team evaluation, demonstrating the impact of enhanced clinical practice on service function and effectiveness, and quality (outcomes of care, experience, and safety)
- Actively engage in peer review to transform your own and others practice, formulating and implementing strategies to act on learning and make improvements.
- Support the ACP to lead new practice and service redesign solutions in response to feedback, evaluation and need, working across boundaries and broadening your sphere of influence, such as ambulatory care.
- Actively seek feedback and involvement from individuals, families, carers, communities, and colleagues in the co-production of service improvements
- Critically apply enhanced clinical expertise in appropriate ways to provide consultancy across professional and service boundaries, influencing clinical practice to enhance quality, reduce unwanted variation and promote the sharing and adoption of best practice.
- Demonstrate team leadership, resilience, and determination, managing situations that are unfamiliar, complex or unpredictable and seeking to build confidence in others.
- Continually develop practice in response to changing population health needs, engaging in horizon scanning for future developments, new treatments and changing social challenges
- Demonstrate receptiveness to challenge and preparedness to constructively challenge others, escalating concerns that affect individuals, families, carers, communities and colleagues' safety and wellbeing when necessary.
- Negotiate an individual scope of practice within legal, ethical, professional and organisational policies, governance and procedures, with a focus on managing risk and upholding safety.



Any Other Specific Tasks Required
<ul style="list-style-type: none">• Support the development of Enhanced practice and the development of career structures supporting enhanced practice throughout the trust.



Review of this Job Description

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of changing service needs. This job description is to be reviewed in conjunction with the post holder on an annual basis.

General Information

At all times promote and maintain the safety of children by working according to the Trust's Child Protection Policy and supporting guidance. Being pro-active and responsive to child protection concerns by early reporting, recording and referral of issues according to Trust arrangements. Attending child protection training that is appropriate to your role.

Confidentiality

The post holder will maintain appropriate confidentiality of information relating to commercially sensitive matters in regard to Trust business, and also to personal information relating to members of staff and patients. The post holder will be expected to comply with all aspects of the Data Protection Act (1998), the Staff Code of Confidentiality and the IT Security and Acceptable Use Policy.

Equality & Diversity

Somerset NHS Foundation Trust is committed to achieving equality of opportunity for all staff and for those who access services. You must work in accordance with equal opportunity policies/procedures and promote the equality and diversity agenda of the Trust.

Safeguarding

All employees have a duty for safeguarding and promoting the welfare of children and vulnerable adults. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Risk Management / Health and Safety

Employees must be aware of the responsibilities placed on them for ensuring the safety of our patients, service users, visitors and colleagues under the Trust's Risk Management Strategy and policy and under the Health & Safety at Work Act 1974. All employees are expected to be familiar with and comply with the Trust's risk and health and safety policies and procedures and all other policies and procedures relevant to their role

Records Management

The post holder has responsibility for the timely and accurate creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and any other relevant statutory requirements.

Clinical Governance

The post holder will be expected to participate in clinical governance activities to assist the Trust to provide high quality services.



Prevention and Control of Healthcare Associated Infection

The post holder is expected to comply with Trust Infection Control Policies and conduct themselves at all times in such a manner as to minimise the risk of healthcare associated infection.

Policies & Procedures

Trust employees are expected to follow Trust policies, procedures and guidance as well as professional standards and guidelines. Copies of Trust policies can be accessed via the staff intranet or external website or via your manager.

Sustainability Clause

Somerset NHS Foundation Trust is committed to creating a sustainable business. Staff employed by the Trust, are required to think about their actions in the course of their work and make positive steps to reducing, reusing and recycling wherever and whenever possible.

Review of Job Description

This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken within this new role. Work will vary in detail in the light of changing demands and priorities, and therefore the duties identified will be subject to periodic change/review, in consultation with the post holder. All employees have a responsibility to abide by all Trust Policies.



Person Specification

Requirement	Essential / Desirable	How Assessed
<u>QUALIFICATIONS & TRAINING</u> <ul style="list-style-type: none"> BCS Hons or equivalent in OT or physiotherapy degree Registered with HCPC either Physiotherapist or Occupational Therapist Relevant Post graduate study at master's level or willing to work towards, e.g. (Independent Prescribing, Physical Assessment course, ECP Apprenticeship), as appropriate for profession. Teaching qualification or equivalent experience 	E E E D	Interview & Application form
<u>KNOWLEDGE</u> <ul style="list-style-type: none"> Proven leadership and management experience with community therapy patients Proven evidence of educational support to others Experience in leadership role Evidence of research and audit participation and an understanding of the process involved. Undertaken or participated research. Experience of developing guidelines, protocols, and pathways of care Good understanding of the NHS framework and government policy Familiar with current local and national issues 	D D D D D D D D	Interview & Application form
<u>EXPERIENCE</u> <ul style="list-style-type: none"> Post graduate Experience of Rehabilitation within a community and acute setting. Understanding of working as part of a MDT Enhanced understanding of admission avoidance service Extensive experience of working in ED, AMU and Acute setting to facilitate admission avoidance 	E E E E	Interview & Application form
<u>SKILLS & ABILITIES</u> <ul style="list-style-type: none"> Able to demonstrate enhanced decision making /clinical reasoning skill through analysis and interpretation. Ability to take overall responsibility and accountability. Self-motivated and able to work under their own initiative. Problem solving approach. Innovative and creative, able to think laterally. Able to influence and motivate other staff. Team player with a 'can do' attitude. Personal resilience Drive, energy, and enthusiasm Always act in a professional manner demonstrating honesty and integrity 	E E E E E E E E E E	Interview & Application form



<ul style="list-style-type: none"> • Able to deal with people with challenging behaviour. • Adaptable and flexible to needs of others and organisation. • Demonstrates punctuality and good time keeping. • Develop and maintain good working relationships within the Acute setting, Intermediate Care and with Stakeholders 	E E E E	
COMMUNICATION SKILLS <ul style="list-style-type: none"> • Able to demonstrate a good standard of English language • Willingness to use technology to improve standards of care and support to our patients. • Ability to cope with potentially distressing situations such as imparting unwelcome news. • Range of communication skills including documentation, email and reports 	E E E E	Interview & Application form
PLANNING & ORGANISING SKILLS <ul style="list-style-type: none"> • Strong prioritisation skills with the ability to manage competing demands. 	E	Interview & Application form
PHYSICAL SKILLS <ul style="list-style-type: none"> • Keyboard skills • Physically able to do work described. • Concentrate for long periods on a daily basis. • Complete work whilst being subjected to frequent unpredictable interruptions in high pressure environment. 	E E E E E	Interview & Application form
OTHER <ul style="list-style-type: none"> • Willingness to use technology to improve standards of care and support to our patients • Access to a vehicle for travelling within and outside the trust boundaries. • Work under pressure, dealing with a complex range of competing priorities and agendas. 	E E E	Interview & Application form
SUPPORTING BEHAVIOURS To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values. <ul style="list-style-type: none"> • Kindness • Respect • Teamwork 		



SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions	X		Some patients home setting may have local risk assessments
Working in physically cramped conditions	X		Some patients home setting may have local risk assessments
Lifting weights, equipment or patients with mechanical aids	X		Equipment for supporting patient and manual handling of patient during rehabilitation
Lifting or weights / equipment without mechanical aids	X		
Moving patients without mechanical aids	X		Urgent situation may involve moving patient without correct aids
Making repetitive movements	X		
Climbing or crawling		X	
Manipulating objects		X	
Manual digging		X	
Running		X	
Standing / sitting with limited scope for movements for long periods of time		X	
Kneeling, crouching, twisting, bending or stretching	X		Rehabilitation of patients may involve this movements
Standing / walking for substantial periods of time	X		Rehabilitation of patients may involve this movements
Heavy duty cleaning		X	
Pushing / pulling trolleys or similar	X		Rehabilitation of patients may involve this movements
Working at heights		X	
Restraint ie: jobs requiring training / certification in physical interventions		X	
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency
Interruptions and the requirement to change from one task to another (give examples)	X		Interruptions may be frequent and also the need to re-prioritise workload
Carry out formal student / trainee assessments	X		As a registered practitioner you will be expected to support students
Carry out clinical / social care interventions	X		Daily
Analyse statistics	X		Part of audit
Operate equipment / machinery	X		Rehabilitation of patients may involve this task



Give evidence in a court / tribunal / formal hearings	X		Rarely
Attend meetings (describe role)	X		As required as part of the role
Carry out screening tests / microscope work		X	
Prepare detailed reports	X		As required as part of the role
Check documents	X		As required as part of the role
Drive a vehicle	X		As required as part of the role
Carry out calculations		X	
Carry out clinical diagnosis		X	
Carry out non-clinical fault finding		X	
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events	X		Infrequently as part of investigations/complaints
Giving unwelcome news to patients / clients / carers / staff	X		Weekly – particularly around lack of progress of rehab goals or medical condition such as end of life
Caring for the terminally ill	X		Weekly or more frequently dependent on caseload
Dealing with difficult situations / circumstances	X		Weekly or more frequently dependent on caseload
Designated to provide emotional support to front line staff	X		Daily as part of role and leadership
Communicating life changing events	X		Weekly – particularly around lack of progress of rehab goals or medical condition such as end of life
Dealing with people with challenging behaviour	X		Weekly – particularly around lack of progress of rehab goals or medical condition such as end of life
Arriving at the scene of a serious incident	X		Can occur as a practitioner working in the community
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather	X		Supported by policy
Excessive temperatures	X		Supported by policy
Unpleasant smells or odours	X		Within patients' homes could occur daily
Noxious fumes	X		Within patients' homes could occur daily
Excessive noise &/or vibration		X	
Use of VDU more or less continuously		X	
Unpleasant substances / non household waste	X		Within patients' homes could occur daily



Infectious Material / Foul linen	X		Within patients' homes could occur daily
Body fluids, faeces, vomit	X		Within patients' homes could occur daily
Dust / Dirt	X		Within patients' homes could occur daily
Humidity		X	
Contaminated equipment or work areas	X		Within patients' homes could occur daily
Driving / being driven in Normal situations	X		Daily as visiting patient at own homes
Driving / being driven in Emergency situations		X	
Fleas or Lice	X		Within patients' homes could occur daily
Exposure to dangerous chemicals / substances in / not in containers	X		Within patients' homes could occur rarely
Exposure to Aggressive Verbal behaviour	X		Within patients' homes could occur daily
Exposure to Aggressive Physical behaviour	X		Within patients' homes could occur daily

The Knowledge and Skills Framework (KSF) outline for this post which demonstrates the skills and competencies required once in post should be considered in conjunction with this document.

Job Profile Agreement

Agreed and Signed:	(Manager)	Date:	
Agreed and Signed:	(Post Holder)	Date:	
Date Role Description is Effective From:			

