

JOB DESCRIPTION

JOB TITLE:	Highly Specialist Musculoskeletal Hand Physiotherapist
GRADE:	Band 7
BASE:	Locomotor Services, Homerton Healthcare
MANAGED BY:	Head of Locomotor Services

JOB SUMMARY:

The post holder will act as highly specialist practitioner in field of musculoskeletal dysfunction and pain across various health care sites in line with service requirements, as well as assist service managers in day-to-day clinical management of Physiotherapy for outpatients in Locomotor service sites and GP practices.

You will participate and carry out audit / quality improvement projects within Locomotor service and members of the primary and secondary care MDT and provide highly specialist training, advice and education to physiotherapists in Locomotor service.. The post holder will appropriately screen referrals to Locomotor service and deliver programmes of supported patient self-management, in ways that facilitate behavioural change, optimise individuals' physical activity, mobility, fulfilment of personal goals and independence, and that minimise the need to refer on for pharmacological interventions.

The post holder will collaborate and assist service managers to develop the physiotherapy service in primary care in line with user involvement and relevant NHS directives. Including the provision of first contact practioners in City and Hackney GP practices, providing cover with support of advanced practice Physiotherapists if required by service need. If required by service need, you will provide clinical expertise, acting as a First-Contact Physiotherapist and making decisions about the best course of action for patients' care (including in relation to undifferentiated conditions). This will involve seeing patients, without prior contact with their GP, in order to establish a rapid and accurate diagnosis and management plan.

Following completion of relevant training, progress and request investigations to facilitate diagnosis and choice of treatment regime, understanding the information limitations derived from these and the relative sensitivity and specificity of particular imaging services. Interpret and act on results to aid diagnosis and develop the management plans of patients, seeking advice from Advanced Practice Physiotherapists or GPs as required.



MAIN RESPONSIBILITIES:

To liaise specifically with GPs and practice managers to ensure a smooth running of this service, in conjunction with GP practice lead as well as with members of the multidisciplinary team in the Locomotor service including: Consultants, GPs, Occupational Therapists, Psychologists and members of the Physiotherapy team from both within and without the Trust.

SERVICE DELIVERY:

- Be responsible for and highly skilled in the management and provision of Physiotherapy within the team. Developing evidence based effective and efficient initiatives for service delivery and waiting list management.
- Be responsible for allocating workload appropriately and managing priorities for Physiotherapy in line with demands of the service, in consultation with service manager.
- To assist service managers in the daily management, supervision and coordination of the physiotherapy outpatient team.
- Act as a team lead within Locomotor statelite clinic MSK therapy team. Be responsible for the clinical supervision and appraisal of band 6 Physiotherapy staff in line with departmental and trust policies.
- Contribute to policy service development relating to outpatient physiotherapy department.
 - To be responsible for ensuring that quality standards and effectiveness of client care are continually reviewed and improved.
- In liaison with service managers, actively participate and represent the service in joint working initiative across Homerton NHS Trust and the voluntary sector, which have been delegated to the post holder.
- Liaise with members of the multidisciplinary team in the Locomotor service including; Consultants, GPs, Occupational Therapists, Psychologists and members of the Physiotherapy team from both within and without the Trust.

CLINICAL DUTIES:

- Undertake highly specialist Physiotherapy assessment and treatment as an autonomous practitioner, utilising regular supervision by clinical supervisor as appropriate.
- Provide expert physiotherapy services in GP practices and health centres, running and maintaining own clinical list efficiently and effectively.
- To provide clinical advice and be consulted frequently for specialist advice and guidance by physiotherapists junior to the post holder.

STAFF MANAGEMENT:

- Facilitate the personal and professional development of staff. This involves identifying training and development needs, providing suitable development opportunities and evaluating development actions in accordance with the Trust's appraisal and training procedures.



- Effectively induct new staff into the Trust/department in accordance with the Trust's induction programme
- Monitor the level and standard of work undertaken by your staff and to guide, coach and advise them as appropriate.
- To contribute to professional development of staff within Homerton.
- To liaise on performance management issues with service managers.
- To have an active role in recruitment process including short listing and interviewing in liaison with team leader.
- To manage conflict within the team in liaison with service manager.
- To participate in the trust appraisal scheme both as appraise and appraiser.
- To advise the service lead of any changes to the service to ensure quality and effectiveness of care.
- To deputise for service managers in departmental matters as required.
- Support of student supervision work undertaken by band 6 staff, taking role of clinical educator of students where necessary.

PROFESSIONAL DUTIES:

- Represent the Homerton at a trust or GP practice level in liaison with Locomotor Service leads
- To be responsible for own personal and professional development and to maintain an up to date knowledge of current developments within Physiotherapy and the NHS.
- To abide by Chartered Society Physiotherapists rules of professional conduct and local professional and quality standards. Work towards and maintain the level 7 competencies identified for FCP roles in City & Hackney.
- Set a high personal standard of practice and maintain up to date knowledge of clinical professional development in the field of musculoskeletal pain and dysfunction and incorporate appropriately into clinical practice.
- To abide by Chartered Society Physiotherapists rules of professional conduct and local professional and quality standards.
- In liaison with service managers to initiate and maintain contacts with local, the CSP and national clinical interest groups appropriate to the clinical field (e.g. PPA, MACP) and to disseminate and share information as appropriate.

ADMINISTRATIVE DUTIES:

- Be able to independently use computer systems to facilitate client care.
- To be responsible for timely maintenance of accurate clinical records using problem orientated medical record system and the use of computerised client data system, and the supervision of team record keeping.

AUDIT, RESEARCH AND DEVELOPMENT:

- Assist service managers in responding to changing demands from referring and commissioning bodies by actively initiating new audit enquiries to further service development
- Participate and carry out audit within Locomotor service



PLANNING AND ORGANISATION:

- Provide leadership and day to day management of satellite clinics and GP practice clinics
- Liaise effectively with senior colleagues and administrators to ensure smooth running of these services
- Be responsible for efficient running of clinics, considering capacity, monitoring waiting times and ensuring adequate resources are available.

POLICY AND SERVICE DEVELOPMENT:

Assist service managers with the design and implementation of clinical governance projects including user involvement, clinical audit, risk assessment and research and development in order to evaluate effectiveness and identify areas for service improvements.

FLEXIBILITY:

The Locomotor Service is continuing to expand, and in continuing to continue to meet the demand, it will be necessary to work on different sites during the course of the week. Changes in role depending on service requirements may occur, with changes to specialisation within musculoskeletal physiotherapy or leadership and management roles within main department or satellite clinics.



FURTHER INFORMATION

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#) and we respect and value the diversity and differences of our patients and our people, ensuring everyone is enabled to thrive, feels a sense of belonging, and is able to be their authentic self.

We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

We offer a range of flexible working options that enable you to balance your work and personal life, including part-time, compressed hours, remote working and job-shares.

If you are interested in joining our team, please let us know your preferred working pattern in your application, and we will consider all requests for flexible working and try to accommodate them wherever possible

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Healthcare. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.



Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton Healthcare NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.



Living Our Values – How We Work at Homerton Healthcare

At Homerton Healthcare we consider all our people as leaders and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture

Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice

Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

We will:

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

We will:

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

We will:

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff



Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult



PERSON SPECIFICATION

**POST
DEPT/UNIT**

**BAND
DATE**

	ESSENTIAL	DESIRABLE	ASSESSMENT
Education / Qualifications	<ul style="list-style-type: none"> • HCPC registered Physiotherapist • Degree/diploma in Physiotherapy • Post-graduate level 7/ MSc level courses in MSK • Level 7 Physiotherapy competencies completed or working towards. 	<ul style="list-style-type: none"> • Member of the Chartered society of Physiotherapy. • Member of relevant clinical special interest groups e.g. Musculoskeletal Association of Chartered Physiotherapists • Working towards Post graduate M level certification or equivalent 	AF / I
Skills / Abilities	<ul style="list-style-type: none"> • Advanced clinical reasoning skills which meets band 7 MSK Competency Framework • Specialist clinical skills e.g. manual & manipulative therapy, pain management, exercise therapy, soft tissue treatment • Ability to manage a case load of patients independently with complex musculoskeletal dysfunction, acute and chronic pain • Ability to communicate effectively with patients, referrers and colleagues • Ability to demonstrate team leadership skills, being able to lead, motivate and manage staff • staff. • Ability to work autonomously and provide specialist leadership to more junior staff • Ability to structure and deliver training and education programmes • Report writing skills • Problem solving skills • Planning and organisation skills • Ability to manage small projects • Ability to respond to pressure appropriately • Ability to work in a team and maintain good working relationships and networks across the MDT • Recruitment and selection skills • Risk management / clinical governance principles • The ability to work with a multicultural community • Familiar with windows based packages • Presentation skills 	<ul style="list-style-type: none"> • Persistent pain skills • Awareness and understanding of the MSK Competency Framework for FCPs 	AF / I
Experience	<ul style="list-style-type: none"> • Substantive experience at a senior level in musculoskeletal care setting. • Substantive post qualification experience. • Audit/ research experience • Involvement in service improvements • Management of post-operative, sports and trauma rehabilitation 	<ul style="list-style-type: none"> • Student supervision & appraisal experience • Experience of working in an NHS team • Experience of working within NHS Musculoskeletal pathways 	AF / I
Knowledge	<ul style="list-style-type: none"> • Knowledge/understanding of confidentiality issues • Current in depth knowledge of musculoskeletal dysfunction and pain concepts • Knowledge of treatment approaches / philosophies • Awareness of current professional and health service issues. • Knowledge and understanding of NHS systems and pathways in relation to both primary care and secondary care management of musculoskeletal 	<ul style="list-style-type: none"> • Knowledge meets level 7 MSK Competency Framework for band 7 FCPs 	AF / I
Other Requirements	<ul style="list-style-type: none"> • Understanding and demonstration of the Trust Values • Commitment and adherence to equality, diversity and inclusion • Principles of use of evidence based practice • CPD principles Strategic vision for Musculoskeletal Physiotherapy 		AF / I

Signed: **Position:**

Mandatory components in all job descriptions are shown in *italics*

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)

