



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Aneurin Bevan
University Health Board

CAJE REF RVF/2024/0101

APPROVED 04/04/2024

JOB TITLE: Clinical Specialist Physiotherapist in Chronic Respiratory Community

BAND: Band 7

Main Duties of the Job

The post will be based in County Hospital, Pontypool. The role will support and deliver services across Aneurin Bevan Health Board. The role is designed to provide highly specialist clinical practice within the community setting which will include:

- Respiratory Outpatients
- Rehabilitation Services (Pulmonary and Chronic long term respiratory conditions)
- Physiotherapy Domiciliary Cough Assist Service

There will be an 80% clinical and 20% non-direct patient facing component of the job role. The clinical duties include the requirement to carry a complex respiratory community clinical caseload, clinically support and mentor band 6 physiotherapists, Physiotherapy HCSW, and students. To manage and support others in the management of patients who require complex discharge planning. To provide training as required for staff groups and wider physiotherapy and multi-disciplinary teams. To provide clinical supervision and monitor performance of the team in conjunction with the Clinical Lead Physiotherapist for Chronic Cardiorespiratory.

The post holder will Lead, monitor and manage in conjunction with the administrative team and Clinical Lead the physiotherapy respiratory outpatient service, which will include triaging referrals, waiting list management and performance.

In addition to this the post holder will have the opportunity to support the physiotherapy emergency on-call rota if they wish. To develop key working relationships with other members of the MDT within the wider respiratory team.

To work with key clinical managers of other professions to develop and promote service change within community respiratory.
 To monitor clinical performance of physiotherapy staff within the community respiratory physiotherapy team.
 To be the clinical representation for the physiotherapy service at national/health board wide service development forums.
 To deputise for the Clinical Lead for Chronic Cardiorespiratory as appropriate.

The key working relationships will be the local physiotherapy teams in County Hospital, the wider physiotherapy respiratory service, other physiotherapy Clinical Leads and Clinical Specialists, Occupational Therapy and other Therapies services as required. The post holder will also link closely with the Respiratory Consultants within the Respiratory Directorate as well as affiliated Directorates.

Responsible to

Reporting: Operational Physiotherapy Manager

Accountable: Physiotherapy Head of Service

Professionally: Physiotherapy Head of Service

Main Responsibilities

Clinical

- To undertake all aspects of clinical duties as an autonomous practitioner
- To be professionally and legally accountable for a highly specialised patient caseload and to decide priorities for own work area, balancing other, patient related and professional demands.
- To manage clinical risk within own patient caseload
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient.
- To undertake the comprehensive assessment and accurate diagnosis of patients, including those with an extremely complex presentation, using investigative, palpatory, analytical and clinical reasoning skills
- As appropriate to the job role, to request diagnostic procedures that will inform clinical decision making.
- To undertake physical treatment techniques utilising highly developed manual skills where appropriate
- To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a highly specialised programme of care.
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers, other disciplines, and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme.
- To participate in and where indicated, initiate multidisciplinary/multi-agency team meetings and case conferences to ensure the co-ordination of patient care. This may include the review of patient progress and discharge planning.
- To ensure accurate, comprehensive, and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria.

- To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcomes
- To undertake an extended scope role as appropriate to the needs of the service (an extended scope practitioner undertakes delegated responsibility on behalf of medical practitioner(s) including the independent management of complete episodes of care of patients from referral to discharge)
- To undertake the measurement and evaluation of own work and identify when it is appropriate for the work of the team to be evaluated through audit, outcome measurement, the application of evidence-based practice and research where appropriate.
- To work to Health Board, professional and national clinical guidelines and have an excellent working knowledge of relevant national standards to which quality of practice should be monitored.
- To identify and initiate audit and where appropriate research projects to review current clinical and organisational practice in line with service wide strategy.
- To act as the local clinical physiotherapy lead responsible for the development of a designated physiotherapy speciality. The post holder will liaise closely with the operational physiotherapy manager with whom all policy decisions rest.
- To monitor the quality of care provided in a designated speciality and promote a culture of evidence-based practice.
- To lead in the interpretation of professional and national standards for the speciality and if indicated recommend and implement changes in clinical practice with relevant clinical groups.
- To lead the evaluation of local physiotherapy clinical outcomes within a designated speciality and monitor adherence with professional and national standards
- To raise physiotherapy staff awareness of current clinical developments and the implications these may have on clinical practice.
- To be accessible and provide specialist clinical advice to colleagues in particular for complex case management.
- Once level of competence obtained, to participate in the on-call, weekend, bank holiday and extended working rotas where appropriate.

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.

Communication

- To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis.
- To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention
- To engage the patient, and relatives/carers where appropriate, in the planning and agreement of a treatment programme to maximise rehabilitation potential.
- To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme.
- To communicate with empathy, patient information which may be of a complex and sensitive nature.

- To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management.
- To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service.
- To advise other professionals on complex patient intervention
- To highlight new and innovative approaches to clinical thinking to inform the service wide strategy.
- To acknowledge and support patients'/clients'/carers' rights by promoting individual choice respecting their beliefs, privacy and dignity at all times.
- To always strive to provide an environment where the diversity of patients/clients/carers and colleagues is respected.
- To provide a high-quality service acting at all times in a professional manner

Managerial

- In conjunction with the operational and senior physiotherapy managers, undertake supervision and performance management of relevant staff.
- To deputise for senior staff and operational manager where appropriate
- To participate in the Health Board review process as outlined in the Knowledge and Skills Framework as both reviewer and reviewee.
- To assist in recruitment and selection procedures for the physiotherapy service
- To lead the clinical induction of new physiotherapy staff in the department
- To participate in and if requested lead departmental meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery.
- To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care.
- To undertake specific tasks as designated by senior clinical leads, operational and senior physiotherapy managers.
- To contribute to developments within the physiotherapy service and the wider multidisciplinary/multi-agency team and if requested lead related project groups.
- To propose service changes for own work area
- If requested to represent Physiotherapy at Health Board service development meetings to ensure specialist physiotherapy advice and guidance is included in new service proposals
- To adhere to the policies and procedures of the Health Board and Physiotherapy Service
- To maintain state registration with the Health Professions Council (HCPC) and to provide evidence of that registration annually upon request.

Education and Training

- The post holder is responsible for maintaining their own competency to practice through continuing professional development activities including reflective practice, review of current research and relevant literature, peer review, maintenance of a personal portfolio and

the attendance of specialist training courses as identified within a personal development plan. Where appropriate these activities will be supported by the Physiotherapy Service

- To lead specialist in-service training programmes
- To initiate implementation of new working practices within the speciality and if requested across the Health Board
- To take responsibility for the tuition of other physiotherapy staff as appropriate.
- To undertake the tuition, supervision and performance assessment of undergraduate physiotherapy students. This will include working with universities to ensure standards set by the degree level qualification are met.
- To provide specialist teaching and instruction to other disciplines to ensure a consistent approach to patient care.
- To be an educational resource and assist/support colleagues undertaking higher education and audit projects
- To participate in mandatory and statutory training as required

Flexibility Statement

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It will be periodically reviewed in the light of developing work requirements and, in consultation with the post holder may well be changed from time to time to meet changes in the Health Board's requirements.

The post holder may be required to provide cover for other clinical areas during periods of staff shortages, leave or sickness.

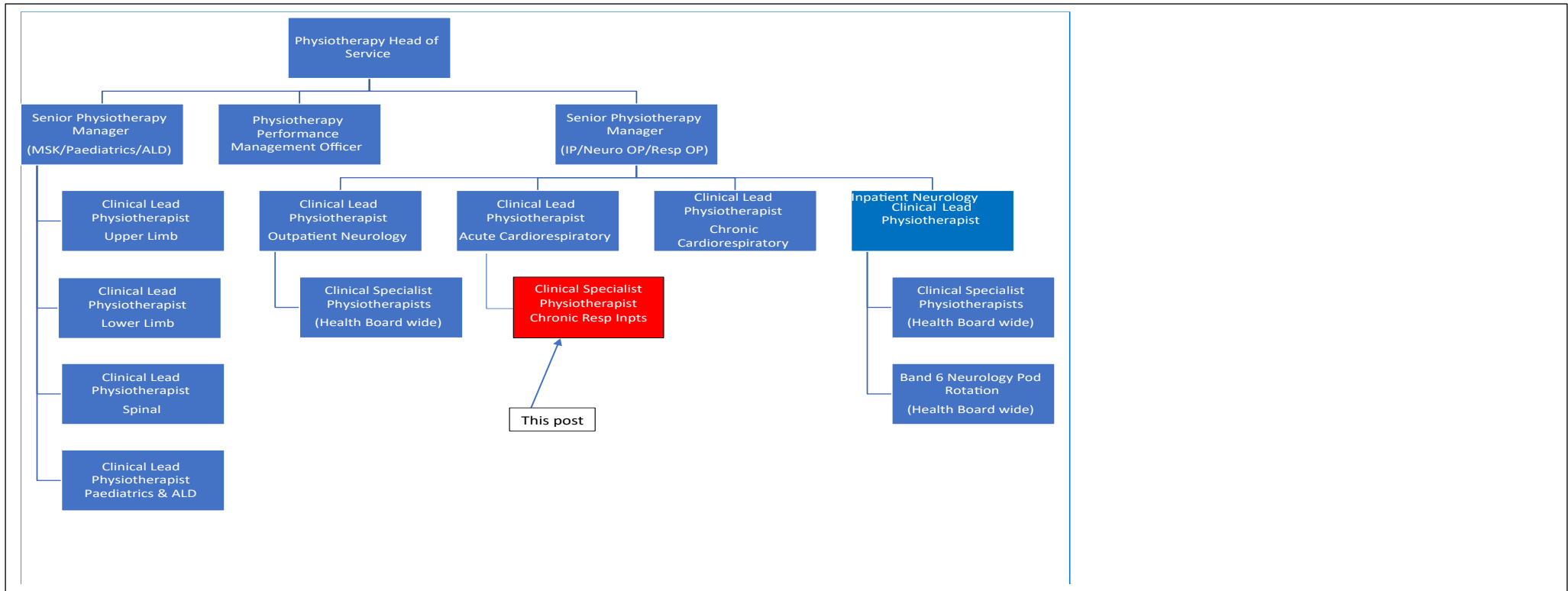
PERSON SPECIFICATION

Qualifications and Knowledge	Experience
<p>Essential</p> <ul style="list-style-type: none"> ▪ Diploma/degree in Physiotherapy ▪ State Registered Physiotherapist (HCPC) ▪ Appropriate range of postgraduate clinical education ▪ Completion of Clinical Educators' Course or equivalent ▪ Completion of an appropriate advanced assessment, diagnostic and treatment course that is recognised/accredited. <p>Desirable (for use in shortlisting)</p> <ul style="list-style-type: none"> ▪ MCSP ▪ Working towards relevant higher qualification ▪ Active participation in a relevant interest group 	<p>Essential</p> <ul style="list-style-type: none"> ▪ Significant experience at Band 6 with appropriate experience within speciality applied for. ▪ Significant senior postgraduate clinical experience encompassing complex case management. ▪ Senior post graduate experience requiring people management skills. ▪ Experience of and commitment to leading clinical and organisational audit ▪ Experience of and commitment to teaching locally at an undergraduate and postgraduate level ▪ Experience of developing and implementing clinical guidelines and standards ▪ Experience of supervising staff ▪ Experience of presenting to a wider audience ▪ Evidence of having worked unsupervised at a senior level. ▪ Experience of facilitating learning with undergraduate students <p>Desirable</p> <ul style="list-style-type: none"> ▪ Evidence of having participated in on-call and weekend duties where appropriate. ▪ Evidence of contributing to change management and innovation in clinical practice. ▪ Published work in recognised journal. ▪ Experience of working closely with medical practitioners ▪ Experience of representing the physiotherapy profession in public/professional arena ▪ Experience of integrating user participation in service development ▪ Experience and awareness of research principles and findings and the impact on clinical practice

	<ul style="list-style-type: none"> ▪ Evidence of having worked in the UK as a HCPC registered Physiotherapist.
Skills and Attributes	Other
Essential <ul style="list-style-type: none"> ▪ The ability to discuss advanced clinical reasoning in the management of complex cases. ▪ The ability to identify and act upon adverse clinical signs. ▪ The ability to facilitate reflective practice and learning in others. ▪ Good communication skills both verbal and written when interacting with members of the team, other staff, patients and their families. ▪ The ability to lead and work effectively in a team environment. ▪ Evidence of initiative ▪ Good time management ▪ The ability to design and lead a Health Board wide training programme. ▪ the ability to discuss the ethos of clinical governance and its implementation in specific physiotherapy practice. ▪ The ability to lead discussion on the NHS and the challenges facing the physiotherapy service with specific reference to matters relating to ABUHB. ▪ Excellent knowledge of relevant national and local clinical guidelines ▪ The ability to demonstrate highly developed critical appraisal skills. ▪ Evidence of Continuing Professional Development sufficient to meet HCPC requirements. Desirable <ul style="list-style-type: none"> ▪ The ability to support the management of personnel issues. ▪ I T literate <p>Awareness of research principles and findings and the impact on clinical practice</p>	Essential <ul style="list-style-type: none"> ▪ The physical ability to perform and cope with all aspects of manual handling as demanded by the job role. ▪ Professional appearance ▪ The ability to adapt to changes in work routine. ▪ Available for on-call and weekend duties where appropriate ▪ The ability to move between sites within the Health Board or patients' residences if required by the job role. Desirable <ul style="list-style-type: none"> ▪ Welsh Speaker (Level 1) or willingness to work towards

NHS Wales Job Description Technical Document

ORGANISATIONAL CHART



Effort and Environmental Factors

Physical Effort		
Please ensure any circumstances that may affect the degree of effort required, such as working in an awkward position; lifting heavy weights etc. are detailed:		
Examples of Typical effort(s)	How Often	How Long
Manoeuvres patients and equipment	Frequent	Short periods
Supports patients whilst walking.	Frequent	Short periods

Mental Effort		
Please identify the normal requirement to concentrate in the post and determine, how often and for how long it is required to concentrate during a shift / working day:		
Examples of Typical effort(s)	Type	How Often
Complex patient management (assessment and treatment)	Concentration	Frequent
Work pattern can be unpredictable	Unpredictable	Occasionally

Emotional Effort		
Please identify how often the post holder has exposure to direct and/or indirect distressing and/or emotional circumstances and the type of situations they are required to deal with.		
Examples of Typical effort(s)	Type	How Often
Dealing with acutely unwell patients	Direct	Frequent
Imparts unwelcome news in relation to rehabilitation prospects.	Direct	Frequent

Working Conditions	
Please identify unpleasant working conditions or hazards which are encountered in the post holder's working environment and establish how often and for how long they are exposed to them during a working day / week / month.	
Examples of Typical effort(s)	How Often
Exposure to blood and bodily fluids while undertaking manual physiotherapy interventions.	Frequent
Contact/deals with aggressive patients	Occasional