

PROGRESS *your* CAREER



Band 7 Respiratory Physiotherapist

Job Description and Person Specification

Job Description

JOB TITLE: Respiratory Physiotherapist

BAND: 7

RESPONSIBLE TO: Operational Lead Long Term Conditions

KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Clinical Lead Respiratory BHR Respiratory services Local Integrated Services NELFT mental Health Services	General Practice inc: GPs and Practice Nurses Social Services BHRUT(Local Acute Hospitals Local Voluntary/support groups-inc: Local Cardiac support Groups. Patients/carers/families

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by:

- The post holder will be a Registered clinician on either the NMC or HCPC register and hold a first Degree or equivalent experience.
- A teaching or mentoring qualification or experience.
- Evidence of ongoing personal/professional development in Respiratory at degree level or above.
- Non-medical Prescriber

- Responsible for providing, supporting and developing the delivery of high quality; evidence based respiratory clinical practice throughout the local community.
- The post holder will be responsible for the delivery and further development of the BHR Respiratory Service including the delivery of Education programmes for people living with respiratory conditions.
- Further develop education programmes for the population across BHR supporting patients (carers and their families) to actively participate in self- management of their respiratory conditions to optimise their own health and well-being.
- Promote independence through high quality and effective leadership; the post holder will demonstrate active leadership skills in their work with the BHR Respiratory Service Team members, that embraces effective team-work through identification of common and individual aims for the service.
- They will support the development of high quality care throughout the Respiratory pathways supporting others to do the same.
- The post holder will promote effective self-management of patients to aim to prevent unnecessary hospital admissions and improve quality of life for people living with respiratory conditions throughout the care pathway. The post holder will be a source of and provide respiratory information and education for NELFT community services to follow this ethos
- They will have a commitment to collaborative integrated working and actively support and liaise with other health professionals and agencies.
- This role will include assisting in the organisation and management of local respiratory services which will include evaluating local service provision to inform resource and caseload management, the undertaking of benchmarking exercise against national guidelines and NELFT/service clinical audit.

Key Responsibilities:

- To further develop BHR Respiratory services in partnership with Key Stakeholders.
- To provide high-quality leadership qualities for the BHR Respiratory team by having and implementing organisational knowledge relating to trust protocols and procedures and supporting all to adhere to them.
- Support the development of high - quality respiratory care throughout the respiratory care pathways, supporting others to do the same through integrated and collaborative working.
- The respiratory care/education will be delivered in local NHS or community venues, in the patient's own home or residence, as individual or group sessions as appropriate.
- To be responsible for own and others caseload management
- To participate in the trusts appraisal and supervision system and support others to do the same.
- To keep accurate and up to date patient records in accordance with local trust, professional body, and legal requirements
- To participate in and ensure effective risk management behaviours across the BHR Respiratory Service by accident/ incident reporting, assessing and controlling risk and ensuring residual risks are added to the trust register.
- To line manage, supervise and appraise junior members of staff and support the development of staff under direct supervision.

Clinical Skills

- Basing own practice on evidence of good practice in the BHR Respiratory Team, leading evidence-based improvements and enabling others to apply them in practice.
- To bring forward and develop clinical programmes and strategies within Primary Care . To work closely with the lead Respiratory consultant, the BHR Respiratory Clinical Lead, GPs, nursing colleagues and other members of the multidisciplinary team.
- To contribute to the development of a strategy that supports the specialist role of the BHR Respiratory team within the primary health care team e.g. complex case management.
- To maintain and develop the role of the Respiratory specialist as a resource for other professional groups, teams and individuals providing care for people with respiratory issues and their families.
- To hold and manage an active case load.
- Undertake patient assessment, develop, implement and evaluate plans of care for patients with respiratory diagnoses.
- Provide telephone support, assessment and advice to people with respiratory diagnoses on their management in accordance with national and local guidelines/practice.
- To participate in outpatients and community clinics and to undertake home visits as required.
- Undertake clinical procedures and interventions commensurate with role including adjustment of medications as indicated and in accordance with national and local guidelines/practice
- To act as a resource for people with respiratory conditions and their families
- Ensuring your own actions are consistent with clinical governance.

- To facilitate the development and implementation of clinical guidelines and protocols for respiratory conditions within the Trust
- Demonstrating and confirming good practice in record keeping and confidentiality.
- .To access clinical supervision individually and as part of the Team
- Adhere to Professional Bodies and Trust guidelines and policies

Leadership

- To participate in the development of an effective team and development of productive working relationships throughout the Trust by demonstrating and implementing effective leadership skills.
- To actively promote integrated professional working throughout the Respiratory care pathways. To facilitate the development of a positive and `supportive` team culture that embraces effective team-work through the identification of common and individual aims for the service. At times this may include dealing effectively with potential conflict . To support and undertake 1-1 supervision and annual appraisal
- To take an active interest in respiratory working parties and groups within the Trust to develop and improve local service delivery, protocols and guidelines, relating to respiratory care or the local respiratory client populations health and well-being. . To advise, encourage and share knowledge utilising the latest research and practice development through literature and peer review.
- To act as a role model for junior staff.

Administration

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To keep accurate up to date patient records as required by professional and trust record keeping policy and procedure. Embracing the Trust IM&T strategy, relating to Patient Record electronic systems and utilisation including use of remote technology
- To provide timely communication to patients and regarding patients care needs, including the provision of informative written reports and summaries for other agencies e.g. GPs, Consultants, MDTs and Social Services to support the patients' care pathway.
- All record keeping to be reflective of the high-quality care provision by the BHR Respiratory Service. Support other team members to meet these same high standards.
- Maintaining confidentiality at all times in keeping with the trusts information governance and record management policies.
- To actively manage the respiratory teams caseloads, monitor waiting times and evaluate performance against required targets and Key Performance Indicators .
- To assist allocated administration
- and clerical staff to support the respiratory service administrative needs.

Communication

- To have a wide range of knowledge in approaches to communicating and managing patient care. To demonstrate highly advanced verbal and non-verbal communication skills.

- To communicate effectively complex and sensitive information to patients, carers or their families, including those with difficulties in understanding or with barriers to communication.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To establish robust communication networks with the patients, their carers other members of the multi-disciplinary team as well as other agencies and the whole health economy involved in the care of the patients.
- To be able to communicate complex and sensitive patient related information facilitating positive outcomes and ensuring collaborative / integrated working.
- Participate in the review and development of clinical policies and identifies improvements to service provision.

Training

To provide specialist advice, teaching and training to other healthcare professionals regarding the management of patients with a respiratory condition.

To train, supervise and performance manage members of the MDT respiratory team.

To maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments and incorporate them as necessary into your work.

Support a culture of life-long learning in self and the BHR respiratory team through CPD activities. .

To be an active member of the MDT meetings, delivering training / education sessions as requested, attending relevant courses and by reflective practice.

To undertake own mandatory training in accordance with trust requirements and support all respiratory team members to do the same.

To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.

To support new staff or team members including locum/agency staff and their integration into the BHR respiratory team.

To support training and education as part of the role including changes to professional development and implementation of new trust policies and national guidelines

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: approved historically

Date to be reviewed: 24 April 2024

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> • Putting people first • Prioritising quality • Being progressive, innovative, and continually improve • Being professional and honest • Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
Clinician registered with HCPC and a current live registration	✓		Application Form Interview Assessment
First Degree or equivalent qualification	✓		Application Form Interview Assessment
ENB 928 and 998		✓	Application Form Interview Assessment
Masters or evidence of working towards	✓		Application Form Interview Assessment
Evidence of CPD with particular relevance to respiratory	✓		Application Form Interview Assessment

Non-Medical Prescribing or a commitment to working towards	✓		Application Form Interview Assessment
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Recognised Management qualification		✓	Application Form Interview Assessment
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Experience	Essential	Desirable	Measurement
Minimum 3 years post Registration	✓		Application Form Interview Assessment
Minimum of 2 years (full-time or equivalent number of hours) in respiratory	✓		Application Form Interview Assessment
Working as a member of a multi-disciplinary team	✓		Application Form Interview Assessment
Experience of mentoring and supervising staff	✓		Application Form Interview Assessment
Management of change	✓		Application Form Interview Assessment
Working across organisational boundaries	✓		Application Form Interview Assessment
Has initiated or been involved in research and audit	✓		Application Form Interview Assessment
Experience of networking	✓		Application Form Interview

			Assessment
Experience of working in community setting	✓		Application Form Interview Assessment
Experience of developing and implementing local policy procedures	✓		Application Form Interview Assessment

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview Assessment
Knowledge of relevant strategies of respiratory care and nursing care	✓		Application Form Interview Assessment

Skills	Essential	Desirable	Measurement
Basic Awareness of IT and IT skills	✓		Application Form Interview Assessment
Advanced clinical assessment skills	✓		Application Form Interview Assessment
Ability to liaise effectively with other HCPs to provide seamless care	✓		Application Form Interview Assessment
Able to undertake appropriate assessments and interpretation of investigation results in relation to respiratory	✓		Application Form Interview Assessment
Can demonstrate using teaching / education skills in their daily practice – in formal and informal settings.	✓		Application Form Interview Assessment

Is able to demonstrate an understanding and empathy relating to the respiratory conditions and challenges facing the respiratory patient	✓		Application Form Interview Assessment
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Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
Applicant will need to be car driver with valid UK Licence (this criteria will be reasonably adjusted to meet the requirements of a disabled applicant)	✓		Application Form Interview Assessment
Able to work flexibly to meet the needs of the service	✓		Application Form Interview Assessment