

Job Title	Specialist Respiratory Physiotherapist – Fixed Term Contract 12 months
Band	Band 7
Responsible to	Line Manager - Physiotherapy Lead
Accountable to	Senior Manager - Respiratory Physiotherapy Consultant
Base	Hemel Hempstead General Hospital

Job Purpose

To work within a multidisciplinary respiratory team to deliver community respiratory service 7 days per week, in West Hertfordshire providing specialist services for patients with COPD, asthma, bronchiectasis and interstitial lung disease.

Provide specialist care programmes, including pulmonary rehabilitation, hospital at home admission avoidance / virtual hospital, airways / dysfunctional breathing and oxygen clinics, airway clearance, adviceline, service triage and adhering to evidence based guidelines.

To take part in the line management, clinical supervision and education of more junior staff and students.

To be actively involved in service development, quality improvement and research/ audit.

Key Working Relationships

Internal

- Respiratory Nurse Consultant
- Specialist Respiratory Nurses/AHPs in respiratory care
- Consultant respiratory physicians
- Practice Nurses
- Community Matrons
- Intermediate Care Teams
- Palliative Care Teams
- Social Services

External (if applicable)

- GPs
- Hospices
- Acute Hospital Trusts

Main Duties and Responsibilities

- To work autonomously to deliver specialist clinical care appropriate to the needs of the patient group and based on principles that are evidence based and which enhance the quality of patient care.
- To undertake comprehensive assessments of complex respiratory patients with co-morbidities, including physical examination, and to develop treatment plans for patients using investigative and analytical skills, and to formulate individualised management and treatment plans using clinical reasoning.
- To assesses, develop and implement specialist care programmes, including pulmonary rehabilitation, home oxygen therapy, hospital at home admission avoidance, breathlessness management and airway clearance particularly for bronchiectasis, adhering to evidence based guidelines.
- To accurately undertake specialist clinical skills including spirometry, airway clearance techniques and breathlessness management.
- To interpret and analyse clinical and non-clinical tests to form an accurate assessment and suitability for the Hospital at Home scheme, co-ordinate appropriate services to ensure safe transfer of care to the community and develop comprehensive discharge plans.
- To work in a variety of clinical areas including patients homes and out patient clinics.
- To work as an autonomous practitioner accepting clinical responsibility for a specialised caseload of patients, and to organise this effectively and efficiently with regard to clinical priorities and use of time.

- To provide emotional support to patients and family/carers to cope with life limiting respiratory conditions, recognising when patients are entering the terminally stages and communicating this to the patient and family/carer in a sensitive and empathic way.
- Develop specialist end of life treatment plans which includes patient's wishes, management of unpleasant respiratory symptoms, particularly breathlessness, anxiety and agitation are effectively managed using specialist skills including active cycle of breathing, sputum clearance techniques, relaxation techniques, medication and positioning.
- To demonstrate a strong working knowledge of guidelines for best practice, competence in physical assessment skills and treatment of complex respiratory patients.
- To provide safe practice to patients admitted into the Hospital at Home scheme and be able to identify acute deterioration and take appropriate action.
- To liaise with and give specialist advice to other members of the Multidisciplinary team (MDT) regarding the medical management of patients with respiratory problems, have knowledge of disease management pathways within secondary and primary care and refer on where appropriate.
- To be contactable throughout the working day via the mobile phone system and to be able to immediately change planned activity without prior knowledge, sometimes in order to respond to emergency situations.
- To be part of the 7 day Airways Virtual Hospital, and participate in weekend working as per rota
- To be able to triage clinical referrals, evaluate and process referrals appropriately and follow agreed pathways, including communicating regarding referrals that are inappropriate or should be directed to other services
- To participate and/or lead on audit projects within the wider team
- To maintain accurate, comprehensive documentation, ensuring patients care plans / documentation is up dated to reflect changes in clinical needs, in line with legal and departmental requirements, and to communicate assessment and treatment results to the appropriate disciplines and patients in the form of reports and letters.
- To take responsibility for health and safety aspects of your work and implement any policies, which may be required to improve the safety of your work area including prompt recording and reporting of incidents to senior staff.
- To be responsible for equipment used in carrying out duties and to adhere to departmental policy for safety and maintenance, including competence to use equipment and to ensure its safe use by others through teaching, training and supervision of practice.
- To be responsible for the evaluation of new equipment.
- To carry out risk assessment within the service, own patient caseload, equipment and environment on a daily basis (health & safety and clinical) and to minimise risk within the team.
- To gain valid informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.
- To comply with the organisational and departmental policies and procedures.

COMMUNICATION

- To communicate effectively with relatives, carers, patients and other professionals to promote understanding of the aims of the specialist respiratory service, to ensure understanding of condition and to ensure a consistent approach to patient care
- To communicate effectively and work collaboratively with medical, nursing and allied health professional and other colleagues to ensure delivery of a co-ordinated multi-disciplinary service. This will include case conferences, discharge planning and joint working
- To provide specialist advice on the complex management of respiratory patients to colleagues working in other clinical areas
- To provide specialist education in the form of teaching, lectures and workshops
- To deal and respond to complaints in accordance with policies and procedures and learn from them
- To instigate and maintain communication flows both within the local trust and GP's regarding on-going care for patients. Communication may be face to face, via e-mail, telephone or in written form
- Produce a written annual report on service and make recommendations for practice development

RESOURCE MANAGEMENT

- To monitor stock levels and order supplies ensuring that these are within available budget.
- To ensure that resources are efficiently used and in a sustainable manner.
- To identify how services can be delivered cost effectively without being detrimental to patient care.
- Use IT systems to provide information about clinical activities carried out in a timely manner.

PRACTICE AND SERVICE DEVELOPMENT

- To work with the multidisciplinary respiratory team and the service lead to strategically develop and operationally manage the respiratory service.
- To work across organisational boundaries with the overall aim of reducing admissions where clinically appropriate.
- To undertake the evaluation of current practices through the use of evidence based practice, audit and outcome measures and act upon results through making recommendations for change.
- To be able to embrace new ideas and have an impact on suggesting and implementing change for patient benefit, supporting staff during the process of change within the Team and organisation.
- To implement clinical governance and risk management and act upon aspects of service delivery that is identified as requiring attention.
- To be involved in clinical research projects.
- To be actively involved in collection of data and statistics for the use by the department.
- To develop operational policies and clinical guidelines to support practice developments within the speciality and to support other teams
- To development operational policies and clinical guidelines for best practice.
- To represent the service at meetings and feedback as required.

PROFESSIONAL DEVELOPMENT

- To maintain own continued professional development (CPD) by keeping abreast of any new trends and developments, and incorporate them as necessary into your work.
- To participate in the staff appraisal scheme and personal development plan (PDP).
- To participate in the delivery of training to staff ensuring competence in carrying out respiratory care and contributing to their professional development.
- Participate in clinical supervision.
- To work with universities to ensure standards of practice and teaching meet the appropriate level.
- To provide clinical placements for students, acting as a mentor.

The above indicates the main duties of the post which may be reviewed in the light of experience and development within the service. Any review will be undertaken in conjunction with the post holder.

Person Specification Job Title: Respiratory Specialist Physiotherapist

Factors	Criteria	Assessment*
Education/Qualification		
Essential	<ul style="list-style-type: none"> • Current AHP with UK HCPC registration • Post registration respiratory qualification or equivalent experience • Teaching/Mentorship qualification or equivalent experience • Possession of a degree or equivalent 	C & AF
Experience		
Essential	<ul style="list-style-type: none"> • Experience of working with respiratory patients including bronchiectasis, asthma, COPD and ILD • Experience of running pulmonary rehabilitation programme. • Experience of management of breathlessness and anxiety. • Experience of managing patient requiring chest clearance techniques • Experience of working within a community setting. • Demonstrates ability to develop new initiatives • Demonstrates ability to managing change 	AF & IV
Skills and Knowledge		
Essential	<ul style="list-style-type: none"> • Ability to communicate effectively, verbally and in writing • Ability to motivate self and others • Ability to make decisions and prioritise actions • Ability to be proactive and resourceful • A working knowledge of clinical governance and evidence based practice • Ability to develop and maintain team working • Ability to demonstrate specialist clinical expertise, including physical assessment, spirometry, developing self-management action plans • Ability to undertake ambulatory oxygen assessments • Ability to work under pressure and to tight deadlines • Ability to work autonomously • Sound working knowledge of guidelines in the field of respiratory care • Excellent documentation skills • Knowledge awareness of recent NHS policies/DoH agenda • Ability to demonstrate an understanding of the holistic needs of the client group • Computer skills i.e. Word, data- bases email, internet • An eagerness to contribute to quality assurance and audit 	AF & IV & P
Other		
Essential	<ul style="list-style-type: none"> • Friendly and approachable • Calm & confident team player • Good presentation of self, enthusiastic, flexible • Receptive to feedback and the willingness to learn and develop. • Committed to respiratory care • Ability in managing people • Satisfactory health record • Physically able to perform all aspects of the job • Punctual and reliable • Commitment to life-long learning • Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010) 	AF & IV
<p>* Assessment will take place with reference to the following AF – Application Form, IV – Interview, P – Presentation, T-Test, C Certificate</p>		