

Isle of Man
Public Service
Careers



Advanced Specialist (in MSK) Physiotherapist

Integrated Primary and Community Care Services

Job Information

Working together for the Isle of Man

Job Description

Job Title:	Advanced Specialist in Musculoskeletal Physiotherapy
Band:	7
Division:	Integrated Primary and Community Care Group
Job Evaluation Ref No:	0378v7
Responsible to:	Team Lead Outpatients
Responsible for:	Provision of physiotherapy for Musculoskeletal Physiotherapy

Overview

This role sits within the dynamic Acute Therapy Services team. The post holder needs to be committed to providing excellent care to those patients suffering from a musculoskeletal (MSK) condition. Care will be delivered primarily in the self-referral service but also potentially in consultant clinics and GP practices.

CARE

In Manx Care we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

Job Purpose

The purpose of this role is to provide the best care possible to all MSK patients accessing physiotherapy services. This job will ensure an excellent pathway and patient journey, providing the most appropriate input at the best time for the patient. It is an innovative role which will ensure equity across all service users.

Duties and Responsibilities

The Specialist Physiotherapist for musculoskeletal patients holds responsibility for an independent caseload of patients in this specialist area. The post holder is delegated the responsibility of ensuring the efficiency of the day to day functioning of their work area through clinical work load management.

They will offer specialist clinical knowledge and, following specialist physiotherapy assessment of complex conditions, determination of appropriate pathways of care, they will deliver a high standard of physiotherapy for patients and be autonomous in their decision making regarding patient discharge or transfer of care.

Be responsible for providing specialist physiotherapeutic assessment of who may have complex acute and/or chronic presentation, to provide a clinical diagnosis and to determine appropriate pathways of care for patients accessing the service with an MSK condition. Following analysis of assessment findings the post holder will deliver treatment programmes that are evidence based and designed specifically to address the needs of the individual patient in the most efficient and effective manner. To effect timely and appropriate discharge or transfer of care in partnership with other members of the Multi-Disciplinary Team (MDT), working closely with GP's, consultants, orthotist and extended scope practitioners.

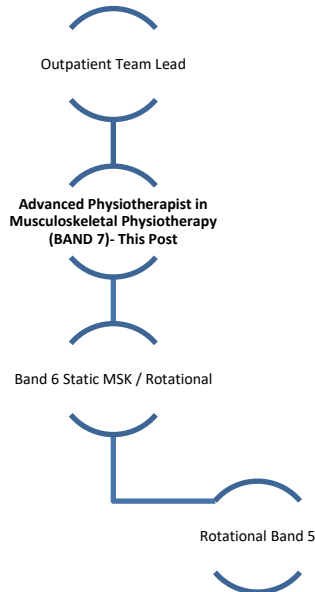
Take responsibility for the supervision, delegation of work, & education of the wider physiotherapy team on a day to day basis, and be responsible for physiotherapy students as required.

Undertake service development activities and provide their Team Lead with quality assurance related performance data to facilitate service change and improvement.

Be a specialist resource for the MDT and Physiotherapy Colleagues within the service.

Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



Communication and Relationship Skills

- Maintain accurate clinical records within the guidelines of the organisation and the professional standards of the CSP and HPC to meet legal requirements. In-patient and out-patient records are made available to all staff involved with the patient, including nursing staff, doctors and other agencies
- Act sensitively and diplomatically in the discussion of the diagnosis of the patient's condition and the prognosis of any physiotherapeutic intervention. The post holder will also be expected to answer any questions patients and carers have in a manner as not to offend or give false hopes and to sensitively explain poor prognosis and any treatment interventions required.
- Will frequently have to communicate issues, including treatment plans and aims, to patients and carers who may have difficulty understanding the given information, for a variety of reasons. For example, people who have hearing deficits or communication problems due to other medical conditions such as stroke, dementia and neurological problems and people whose first language is not English.
- The post holder will be expected to have effective and innovative skills to motivate, persuade and gain cooperation of patients in complying with the required treatment programme, and to be able to support other physiotherapy staff in this.
- To communicate with patients on a daily basis to gain consent to treatment and to discuss expected treatment outcomes. In addition an understanding of a patients capacity is essential
- Provide reports to outside agencies for example legal professionals and health care staff including Consultants. This will include progress updates, transfer reports and discharge summaries.
- Provide a high standard of customer care and deal with complaints in a professional manner.

- Give specific, timely feedback to all team members with the aim of furthering their development
- Communicate and negotiate effectively and clearly on a daily basis with members of the multi-disciplinary team, general practitioners, colleagues in other hospitals and patients and carers. They will give specialist advice regarding patient care to peers AHPs medical & nursing staff patients and carers. This will require them to actively seek and consider input from relevant internal and external stakeholders
- Will be expected to communicate appropriately in situations where the patient and/or carers are verbally or physically abusive, or demonstrating inappropriate behaviour. Also where patients are distressed or potentially angry because of the nature of their injury or condition
- To explain the role of physiotherapy to visitors, students and volunteers, both within workplace and at Island events, e.g. career conventions. This will require them to recognise their role in communicating key corporate priorities to their team and the wider population
- To communicate effectively and diplomatically any competency issues to junior staff to ensure that the staff member adjusts their practice in relation to these issues and achieve the best clinical outcome.
- Inform any relevant agencies regarding safe guarding in line with organisational policies.

Knowledge, training and experience required to do the job

The essential knowledge, training and experience requirements of this role are:

- A Degree or Masters in Physiotherapy recognised by the Chartered Society of Physiotherapy and Health Professions Council. They will hold current registration with the Health Professionals Council (HPC), and provide evidence of that registration annually upon request.
- Experience in core clinical areas at Band 6 level, but with specific interest in the physiotherapy treatment of patients within the field of MSK conditions.
- Able to provide evidence of both formal and informal postgraduate training in their speciality and will be encouraged to be a member of a special interest group for their speciality.
- The post holder will be able to demonstrate knowledge of professional standards from both the HPC and the Chartered Society of Physiotherapy (CSP).
- Have organisational, administrative and time management skills; have prior experience of supervision of other staff, and the ability to work within a multi-disciplinary team.
- Treat customers as their top priority and set a positive example to the team

The desirable knowledge, training and experience requirements of this role are:

- Have, or be working towards a recognised Clinical Educators qualification, to support the supervision of physiotherapy students on clinical placements.
- Experience of the appraisal system appropriate to the service which will include being appraised and the appraisal of others.
- The post holder is required to attend Mandatory Training, and updates, as identified by the organisation
- Experience in collecting appropriate statistics about their service to contribute to management reports.
- The post holder will have computer skills, and be familiar with the use of e-mail, Word, Excel and PowerPoint, to facilitate audit, communication, presentations for patient education, in-service training and student teaching.
- Previous experience of anticipating customer needs and developing services to support them

Analytical and Judgement Skills

- They will liaise with the GP and consultants who are also involved in the patients care and refer to other appropriate services in order to meet the holistic needs of the patient
- Manage clinical risk within own patient caseload and working environment, in accordance with clinical policies
- Be responsible, on a daily basis, for prioritising referrals according to clinical need and allocating patients to staff of appropriate skill level, ensuring that the patient is seen where possible within a designated time frame.
- Create a culture where all colleagues are encouraged to learn from their mistakes
- Be able to act or decide even when details are unclear, drawing together reasonable conclusions from a wide range of incomplete and complex evidence and data
- Accept accountability for solving complex problems using specialist or professional knowledge

Planning & Organisational Skills

- Work autonomously managing a clinical case load within their specialist area.
- Ensure a well-coordinated and comprehensive treatment plan by communicating effectively with Consultants, GPs and other relevant healthcare professionals and agencies, regarding patient progress and needs. This may involve referral of patients to other areas if the needs of the patient fall outside the post-holders scope of practice.
- Be directly responsible for the daily running and management of their work area, including caseload organisation and prioritisation to accommodate changes in staff levels due to unplanned absences. They will deputise for and support Team leader as required.
- Be expected to competently manage additional responsibilities and work load at short notice, requiring reorganisation and prioritisation of their own workload, due to unexpected absence of either junior, senior or support staff. This may involve the post holder is taking on the management of the area covered in addition to their own workload
- Responsible for organising time to meet clinical and organisational needs such as for appraisal of more junior staff within their team requiring short & long term planning.
- Plan and implement clinical training and education of undergraduate physiotherapy students and for rotational staff within the specialist area when required.
- Deputise for the team leader in their absence on issues of a clinical nature and human resource nature.
- Participate, as a member of the departmental team, in the business planning process.
- Encourage a culture of constructive challenge and invite input from others on their plans for the team
- Actively involve team members in the development of plans and priorities, trusting their opinion and experience

Patient/Client Care

- The post holder will undertake highly specialist and comprehensive assessment of complex patients in their specialist area (MSK). They formulate a presumptive diagnosis considering the complex presentations and multiple pathologies, plan (using advanced clinical reasoning skills) and deliver effective individualised programmes of treatment from a range of specialist therapeutic techniques appropriate to the specific needs of the patient, using evidence based practice. Taking the physiotherapy lead in the provision of rehabilitation programmes for MSK patients. This may include:-
 - Assess and treat complex MSK patients in self-referral but also within consultant clinics and potentially GP practices

Financial and Physical Resources

- Contribute to service planning through the collection and submission of performance data, making recommendations for change to the superintendent and implementing minor local changes to procedures in own area to better suit local needs. This will include consideration of existing budget and business casing for additional resources
- The post holder is responsible for the equipment used in carrying out physiotherapy duties, including stock control, ensuring the equipment is in full working order and maintained according to the manufacturers' requirements. They are required to adhere to departmental policy and to ensure the safe and appropriate use of equipment by others through teaching, training and supervision of practice.
- Needs to be aware of any complications that may arise from the issue of equipment therefore thorough knowledge of the indications and contraindications of all equipment items is required to ensure safe and effective use and avoid patient danger and harm (e.g. burns, exacerbation of pain, pacemaker interference, injury when using a walking aid, pressure areas and skin breakdown from a brace).
- The post holder will share responsibility for ensuring that members of their team are aware of Medical Devices and Drugs Alert (MDDA) notices affecting their area.
- The post holder will communicate with product representatives visiting the medical wards, regarding new equipment or alterations to current designs. This information must then be disseminated to colleagues as appropriate.
- Maintain a robust succession plan for their area, addressing capability requirements needed to deliver future team objectives.

Human Resources

- Responsible for the mentorship and supervision of Band 5 and Band 6 physiotherapists, and support staff and physiotherapy students on their work area, evaluating their competency through mentoring, guidance, and delegation of appropriate tasks. Undertake appraisal of Band 6 physiotherapists, Band 5 physiotherapists and physiotherapy assistants as required.
- The post holder is required to be involved in managing and resolving day to day difficulties among physiotherapy staff, in the absence of more senior staff. They will make immediate decisions on patient care and organisational issues as necessary.
- Expected to create and maintain a professional development portfolio in accordance with the HPC standards.
- Recognise, and work within, their scope of professional competence.
- Expected to take an active role in the recruitment of new staff members to the physiotherapy team. They would be expected to be involved in the consideration of all appropriate applicants, devise a short list and partake in interviews.
- The post holder is responsible for providing a structured induction for all new physiotherapy staff in their area, ensuring that they are aware of both hospital and local policy and procedures, including emergency procedures.
- Manage potential conflict with tact and diplomacy
- Develop and stretch high performers, recognising that IOMG will ultimately benefit
- Make a point of finding out about achievements and success at all levels within the team and praise the people concerned

Information Resources

- Undertake frequent computer use for the viewing of radiological investigations, updating patient records, producing reports and inputting data from audit and communicate with other professionals via email.

Research and Development

- To ensure that clinical practice is evidence based the post holder will be required to maintain & develop current professional knowledge by keeping up to date with research literature and by regularly evaluating working practices through evidence based projects, audits or research and strive to incorporate new developments into clinical practice in their specialist area.
- The post holder will be responsible for ensuring their own Continuing Professional Development CPD by identifying their own training needs and will develop and maintain an advanced degree of specialist expertise within the specialist area.
- Participate in and present In-service training, both within the physiotherapy department and across Allied Health Professions (AHP's), nursing and medical staff. This training may be delivered to staff of any grade, and may include tutorials, individual training sessions, reflective practice and peer review.
- Work with the Team Lead in the evaluation and development of their physiotherapy service provision, participate in performance related audit and contribute to changes within own work area, as agreed with physiotherapy manager.
- Provide feedback from external courses attended to physiotherapy colleagues, within agreed timescales.
- Be responsible for the training of one or two undergraduate physiotherapy students on a 6 week clinical placement within the specialist area, and to complete a formal assessment as required by the relevant university. There may be two placements per year.
- Support a culture where people are encouraged to think creatively, take calculated risk and learn from mistakes

Freedom to Act

The freedom to act requirements of this role are:

- Working autonomously.
- Identify when to implement relevant policies and procedures e.g. Protection of Vulnerable Adult.
- Independently plan and organise caseload alongside managerial duties
- Work in line with security and IT policies
- Engage actively in own 1:1 and PDR discussions, providing your own objectives and suggestions for longer term development
- The post holder will function as an independent practitioner receiving monthly supervision from a senior therapist (Clinical Team Leader) within the team. Independent decisions and judgements about patient care, including complex cases, will be required on a daily basis. Post holder can access case or situational specific informal support and advice as required
- To interpret and apply guidance and relevant legislation relating to health and social care in Physiotherapy Service e.g. NICE

Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of Manx Care. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.

Health & Safety/Security

It is the duty of all employees to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Safeguarding

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.

Staff must work in accordance with all health and social care policies relating to safeguarding.

Job Description Appendix 1

Physical, mental and emotional demands of the job and working conditions

Physical Effort

- Stand or walk for the majority of the working day.
- Work in confined spaces for example beside a bed, or in isolation rooms, with various pieces of equipment such as a Zimmer frame, hoists etc. at regular intervals throughout the day.
- The post holder is required to manoeuvre wheelchairs with and without patients in situ, and to transfer patients between equipment (bed to chair) using hoists and designated transfer equipment such as a slide sheet and transfer boards. This could require the pushing of a heavy load, depending on the weight of the patient, and would occur on a daily basis.
- Required to manoeuvre weighty equipment such as hydraulic beds, pushing & lifting ultrasound / electrical equipment and traction parts (approximate weight 5kg.) for distances up to 20m, many times during the day.
- Pushing, pulling and lifting gym equipment e.g. step bench, dumbbells, wobble board on a regular basis
- Carry out manual assessment with moderate physical effort throughout the day.
- The post holder will be required to instruct and assess patients in using stairs; this will require assistance from at least one other person. Patients may be using walking aids e.g. crutches
- Within the working day the post holder will regularly be lifting limbs in order to assess joints, and muscles and will also need to position patients in order to carry out various treatment techniques.

- This may include assessment and management of the bariatric patient.
- Manual therapy involves a high amount of physical effort to carry out repetitive techniques such as joint mobilisation, transferring techniques, percussion and vibrations in the respiratory setting. This puts a great deal of pressure through joints in the hands and needs to be sustained for relatively long periods of time (30 - 45min)
- Regularly required to do repetitive movements as part of their work these activities can last 40 – 60 mins at a time and happens frequently throughout the day.
- Required to work in awkward positions during treatments especially when the patient is restricted to the bed and in the confined areas between bed spaces
- Use a key board and view images on screen in order to access radiological examinations and to prepare reports and teaching material.

Mental Effort

- When working in a speciality the caseload is unpredictable and variable in number requiring the ability to multi task and plan.
- Needs to be able to cope physically and mentally with their own caseload, and to support other physiotherapy staff.
- The post holder is required to concentrate on prioritising, delegating and carrying out patient treatment and assessment throughout the day; this requires frequent, intense and prolonged periods of concentration.
- Throughout the assessment the post holder is drawing upon a broad range of up to date clinical knowledge and continuously using advanced clinical reasoning skills.
- New patients require a comprehensive highly specialist assessment, the duration of which is dependent on their condition which will be as long as one hour in patients with complex conditions
- The post holder is required to concentrate for long periods of time (2 hours approx. each session) when teaching staff in 'in-service training' and other healthcare professionals
- Teaching colleagues 'hands-on' techniques may be informally between patients in a working day or during formalised sessions.
- Teaching sessions will also be carried out when University students are on placement which involves all aspects of teaching from specific conditions, carrying out assessment, treatment techniques, manual handling skills and documentation.
- All of the above requires a high amount of mental effort and expert knowledge within the post holders specialised field
- The post holder must be prepared to be frequently interrupted in a normal working day by phone calls / deliveries / other staff and patients requesting information, advice and guidance.
- Required to read complex medical information regarding the patient (frequently throughout the day) and medical journals to remain up to date with current best practice (on a weekly basis).
- Administering of injections requiring high degree of concentration and skill.
- Prescribing of medication should legislative changes allow resulting in the need for a high degree of concentration and skill.

Emotional Effort

- The post holder cares for and treats patients with painful and distressing conditions on a daily basis this exposes the post holder to the highly distressing physical and emotional circumstances of the injured patient and their relatives/carers.
- Will be expected to give unwelcome news regarding medical prognosis and a high degree of emotional effort is required to help patients cope with this

- The post holder is frequently expected to give unwelcome news to patients, parents and/or carers for example where outcome expectations are unrealistic in relation to rehabilitation potential. This will require the post holder to deal with patients that may be psychologically distressed by their situation (e.g. loss of employment/ sickness absence/ family strain/ benefit situations/ curtailment of recreational activities) The post holder will be required to display empathy, have good re-assurance skills and be sensitive towards patients, relatives and carers anxieties on a daily basis. The post holder is required to Work with anxious patients and carers on a daily basis, listen to patients complaining of pain/other distressing symptoms for the majority of the day
- The post holder will frequently undertake treatment modalities which patients may find distressing

Working Conditions

- The post holder will be subjected to environments which are highly unpleasant / hazardous, on a daily basis, for example:
 - Unpleasant smells (patient odour and wounds for example), non-household waste (dressing's /bedding/ needle stick injuries).
 - Infectious materials & body fluids (blood / vomit / sputum / urine/faeces/ secretions/ lice /fleas)
 - Contaminated areas (bedding), and treatment of patients with infectious conditions e.g. MRSA/Clostridium Difficile /Tb
- The post holder is required to work closely with hazardous chemicals such as nebulised drugs and oxygen
- The post holder is required to work in an area that exposes them to needle stick injury.
- The post holder will face occasional exposure to potential verbal and physical abuse and aggressive and challenging behaviour from patients, relatives and carers.
- (e.g. waiting lists issues/pain-stressed stressed & fearful patients/non-availability of appointments/ confused or mentally unstable patient)

Agreement of above description

I have read and agree with the above description		
Job Holder's Name (please print)	_____	
Job Holder's Signature	_____	Date:
Line Manager's Name (please print)	_____	
Line Manager's Signature	_____	Date:



Person Specification

Job Title:	Specialist Advanced Physiotherapist in Musculoskeletal Physiotherapy
Department:	Manx Care
Division:	Diagnostic and Clinical Support
Band:	7

Attributes	Essential (E) or Desirable (D)	Method of Assessment
Qualifications		
BSc Physiotherapy	E	CV/Pre-employment checks/Interview
Health Professions Council Registration	E	
Evidence of ongoing Professional Development	E	
Member of Chartered Society of Physiotherapy	E	
Member of CSP Specific Interest Group	D	
Evidence of post graduate qualification relevant to Specialty	D	
Experience and skills		
Postgraduate experience at Band 6 level with specific interest in patients with musculoskeletal conditions	E	CV/Interview
Evidence of supervision of junior and support staff	E	
Demonstrate knowledge of legal and professional responsibilities of the profession	E	
Skills for assessing and treating a wide range of musculoskeletal conditions	E	
Have a practical understanding of clinical governance & evidence based practice to ensure best practice	E	
Willing to undertake post graduate training in appropriate specialty area	D	
Previous experience of supervision of physiotherapy students	D	
Clinical Educator qualified	D	

Foundation Training or evidence of experience in management & leadership	E	
To have clear and concise written and verbal communication skills	E	
Able to work without supervision, but also as part of a team	E	
Good leadership & organisational skills	E	
Ability to recognise when to seek advice	E	
Ability to comprehend and apply Hospital and departmental policies	E	
Competent IT skills	E	
Injection therapy qualification	D	
Knowledge & practice of Audit	E	
Attributes		
Commitment to personal development	E	CV/Interview
Flexible/adaptable; Self motivating;	E	
Motivates others	E	
Takes initiative	E	
Enthusiasm	E	
Demonstrates organised & logical approach to work	E	
Have a clear capacity for sustained hard work, taking care of themselves physically and emotionally in order to achieve that	E	
Enjoy challenging aspects of their work, visibly increasing drive in these circumstances to energise people to perform	E	
CARE		
Treat customers as their top priority and set a positive example to team	D	Interview

Place the patients' needs at the centre of everything you do	D	
Ensure care is of excellent standard and equitable across all service users	D	
Circumstances and Interests		
Talk with passion about the vision for their area and how it will benefit the Isle of Man	E	CV/Interview
Enthusiastic to make a positive contribution to Island life	E	Interview
Isle of Man Worker	D	Application
Full, valid driving licence and access to own vehicle	E	Pre-employment checks
Satisfactory Police Check	E	Pre-employment checks