



Job Description

Post:	Clinical Specialist Physiotherapist across Rheumatology and Musculoskeletal services
Grade:	8a
Responsible To:	Service Directors
Hours:	32 Hours

Job Summary

The purpose of the role is to provide an expert Physiotherapy service to Rheumatology patients within Pennine MSK Partnership.

The post integrates expert clinical practice, training and education, service development and research and audit activity.

Key Duties and Responsibilities

Clinical

- To be professionally and legally responsible and accountable for all aspects of the practitioners professional activities.
- To work clinically, with freedom to act, only seeking advice when appropriate from peers, or advanced members of the multidisciplinary healthcare team within musculoskeletal services such as appropriate medical Consultants
- To apply expert professional knowledge, acquired through highly advanced and masters level post graduate courses, supplemented by specialist training, continual professional development and clinical experience gained over many years.
- To develop and maintain close working relationships and communication with the Rheumatology consultants, GP's and other referral sources in order to maximise the effectiveness of the ESP role and ensure high levels of patient care.
- To provide a highly specialist standard of rheumatology assessment and treatment for patients from Rheumatology, GP's and other referral sources in order to maximise patients rehabilitation outcomes.

- To interpret and analyse clinical and non-clinical facts to form accurate diagnoses and prognoses in a wide range of highly complex conditions, to carry out the best intervention and develop comprehensive discharge plans.
- To have complete clinical autonomy to determine the management of patients, this may include the requesting and interpretation of investigations and thus result in changes in treatment.
- To formulate, evaluate and reassess individualised management and/or treatment plans, using a high level of clinical reasoning skills and utilising a wide range of treatment skills, including the delivery of joint and soft tissue injections and to be able to formulate specialised programmes of care.
- To practice independently at a highly specialist level, whilst effectively assessing risk.
- To be responsible for maintenance of personal and team accurate clinical records

Practice and Service Development

- To develop and maintain knowledge and skills required to practice at an advanced level and to use an extended scope of practice beyond traditional physiotherapy including:
 - referral for and interpretation of investigations such as blood tests, EMG, X-rays and MRI scans
 - musculoskeletal injection
 - medical / surgical consultant referral
- To develop and maintain personal clinical skills through supervision and a personal development plan.
- To maintain an up to date knowledge of current developments within the NHS and Physiotherapy/Rheumatology.
- To participate in working parties and developing policy changes within Pennine MSK Partnership.
- To be responsible for ensuring that quality standards and effectiveness of patient care are continually improved.
- To work with the team to develop the strategic and operational direction for the MSK/Rheumatology pathway within the organisation.

Education

- To support the training and development of staff within Pennine MSK Partnership
- To participate in the Pennine MSK Partnership appraisal scheme
- To attend and be an active participant in staff and peer group meetings.
- To ensure the Directors are consulted in any proposed changes to the service that may improve quality and effectiveness of care, and to support the change process to implement new processes as required.
- To be responsible for own personal and professional development and to keep abreast of new developments within Physiotherapy/ Rheumatology and the NHS both clinical and political.

Research / Audit / Quality

- To be involved in the design and implementation of audit on an annual basis.
- To actively participate in clinical governance projects as required.
- To be involved in research projects as required.

General Responsibilities

1. To ensure that risk is managed in all elements of work including the reporting of Critical Incidents, near misses and hazards in line with Pennine MSK Partnership policy and that appropriate actions are put into place where required.
2. To maintain the highest standards of communication, written and verbal, with patients and colleagues ensuring satisfactory and timely resolution of queries whilst upholding confidentiality in accordance with Data Protection Act 1998.
3. To demonstrate responsibility and leadership for promoting and championing all aspects of equal opportunities by valuing diversity in all areas of work.
4. To maintain accurate and contemporaneous records in line with Pennine MSK Partnership policy.
5. To take responsibility for ensuring and achieving the objectives of the Pennine MSK Partnership Health and Safety Policy.
6. To undertake any other duties in order to meet personal, team and organisational objectives following consultation with your manager.

This job description does not attempt to describe all the tasks the post holder will undertake, it does, however, indicate the degree of authority, range of duties covered and the flexibility required for the job.

This job description may be amended in consultation with the post holder as developments evolve, and as part of the appraisal process.



**Clinical Specialist Physiotherapist
across Rheumatology and Musculoskeletal services**

Person Specification

Education/Qualifications

Criteria	Essential	Desirable	Evidence
Degree or diploma in Physiotherapy	✓		AF
Working to or beyond Masters level	✓		AF
MSc or equivalent experience	✓		AF
HPC registration	✓		AF
Extensive post graduate training in rheumatology/ musculoskeletal conditions	✓		AF
Clinical interpretation of the results of investigations	✓		AF/I
Injection Qualification		✓	AF

Experience

Criteria	Essential	Desirable	Evidence
Extensive post graduate experience some of which must have been within the NHS	✓		AF/I
Previous ESP experience	✓		AF/I
Experience at senior level in primary care and secondary care organisations	✓		AF/I

Experience that involves highly specialist clinical knowledge	✓		AF/I
Experience of working as first contact practitioner	✓		AF/I
Experience of training staff of all levels		✓	AF/I
Experience of training across multi disciplinary team		✓	AF/I
Experience of working in a pressured environment	✓		I
Experience of working with medical colleagues	✓		AF/I
Experience of consultant level cross-consultation	✓		AF/I
Understanding of clinical governance	✓		I
Experience of leading clinical governance initiatives		✓	I
Experience of using research and other evidence to inform practice	✓		AF/I

Skills and Abilities

Criteria	Essential	Desirable	Evidence
Ability to take a lead role in MDT	✓		I
Able to demonstrate excellent communication skills	✓		AF/I
Adaptable and supportive of change	✓		I
Excellent problem solving skills	✓		I
Published problem solving analyses e.g. case histories		✓	AF/I

Excellent time management Skills	✓		I
Competent IT skills	✓		AF/I
Remains updated in professional practice and NHS developments	✓		AF/I
Excellent presentation skills		✓	I
Ability to effectively promote service and role to external agencies		✓	I
Prominent professional profile		✓	AF

Personal and professional presentation

Criteria	Essential	Desirable	Evidence
Ability to develop others	✓		I
Able to work as team member	✓		I
Punctual and reliable	✓		I
Versatile and flexible	✓		I
Good Health record/physically fit and able to carry out moderate to intense physical effort throughout the day	✓		AF

AF = Application Form

I = Interview