

JOB DESCRIPTION

JOB TITLE: Advanced Practice Physiotherapist

REPORTS TO: Clinical Lead

LOCATION: Various locations in Oxfordshire

JOB PURPOSE

The Post Holder will:

- Work as an autonomous, extended scope practitioner providing a high standard of specialist assessment and treatment of musculoskeletal patients in a variety of locations within Primary Care. Using evidence-based principles/ current best practice and expert specialist skills and clinical reasoning to assess, plan, implement and evaluate interventions.
- Have the experience to work autonomously managing physiotherapy aspects of their work and as part of the larger team, possessing excellent communication and interpersonal skills. Participation in ongoing mentorship and clinical supervision is expected, with a requirement to undertake formal and informal education in order to reinforce/develop skills used. The Post Holder will develop opportunities for practice which extends the scope of traditional physiotherapy.
- Be based within a cluster of GP practices to provide physiotherapy assessment and advice to registered patients.

RESPONSIBILITIES.

- To independently assimilate and respond in a timely and professional manner to the patient referrals.
- To accurately assess patients with a wide range of clinical musculoskeletal conditions, using a variety of techniques to elicit and interpret the history of an event/illness, including past medical and drug history, in order to reach a clinical decision. To utilise skills of clinical history taking in order to formulate/test hypothesis and reach differential diagnosis.
- To make clinical judgments as to the best course of action or treatment, accepting the risk for decisions that do not lead to further patient assessment.
- To provide evidence based healthcare advice which contributes to the diagnosis, care or treatment of a wide range of clinical musculoskeletal conditions.
- Provide brief interventions of assessment, advice and exercise, reducing the need for same day GP appointments
- To be proactive in encouraging the use of a range of self-management strategies to patients or their carer/relative and in doing so overcome barriers to understanding. This will frequently require negotiation with patients on the return to activities where cognitive, behavioural and motivational issues may be significant barriers to change.

- To communicate effectively with practice colleagues ensuring that patient care is complete building close links with the Practice.
- To communicate effectively with physiotherapy providers services ensuring that patients are signposted appropriately, building close links between the services.
- To use the computer system to ensure that accurate documentation of all episodes of patient interaction are complete and become permanent, including any adverse events, Safeguarding issues and other notifiable matters.
- To meet the HCPC Standards of proficiency and work within the Values and Behaviours.
- To work within CSP cope of Practice and maintain competence ensuring the maintenance of evidence based practice and continuing professional development in all areas of work and to share in the efficient running of the services provided.
- To participate in ongoing in-house training/education.
- To participate in ongoing development of the Peripatetic services including producing relevant data where requested.
- To assist in the development of protocols and initiate standards of care to meet the identified health needs.
- To contribute positively to the development of the service team including participating and developing an appropriate audit of the service.
- To demonstrate a personal awareness of advisory papers, national enquiries and current issues.
- To actively participate in the mentoring of colleagues and participate in the on-going development of a physiotherapy service within PML.
- To act as a representative of and an ambassador for the Company to ensure it is held in high regard.
- To undertake any other duties of a similar nature consistent with the responsibilities of the post in order to provide a quality service.
- To ensure that the service provision complies with the requirements of the CQC and is safe, effective, responsive, caring and well led.

SAFEGUARDING

- Recognise professional and statutory responsibility in the reporting of safeguarding concerns.
- Supporting the organisation in ensuring service users are protected from abuse, or the risk of abuse and that their human rights are respected
- Ensuring concerns are responded to appropriately in line with PML's Safeguarding Policies.
- Complying with recruitment and other checks as requested.

PHYSICAL WORKING CONDITIONS AND ENVIRONMENT

- Be responsible in ensuring that the service is provided in a healthy, safe and productive way as required by the Health and Safety at Work Act and COSHH regulations and in compliance with both PML policies and the individual requirements of each GP Practice location.
- Be flexible to the demands of the environment including unpredictable work patterns, deadlines and frequent interruptions and multi-tasking. This will include rotating at weekends.

WORKING RELATIONSHIPS AND COMMUNICATION REQUIREMENTS OF THE ROLE

- To communicate effectively and appropriately with patients and carers, complex and sensitive information regarding diagnostics, pathology and prognosis to ensure understanding of the conditions and to do these using written or verbal methods as required. To facilitate patients attitudinal change towards their condition, thus encouraging health/ function behaviour.
- To articulate effectively the physiotherapeutic perspective on a patient's condition with medical colleagues and members of the MDT and negotiate when various patient management options are available to ensure delivery of a coordinated approach.
- To maintain accurate and timely written records for all patient consultations and related work carried out at each clinical session, to include comprehensive progress and discharge reports to medical referrers.
- Practice within a legal and ethical framework that adheres to the HCPC Code and PML policies and procedures.
- Maintain confidentiality of information consistent with legislation and PML policies.
- Be proficient with IT systems, compile reports, analyse data often in the context of frequent interruption.

Professional Development

- To be responsible for personal continuous professional development by the use of self-education, reflective practice via attendance at postgraduate courses, tutorials peer review and specialist networks in order to maintain/ update existing knowledge, and to incorporate new

trends and research as agreed in your personal development plan and to maintain a CPD portfolio

- To act as an expert resource for GP's, Primary Care Staff, GP's with special interests in MSK , Therapy staff and other Health Professionals providing professional advisory support and training.
- To regularly supervise, educate and support undergraduate students, more junior staff, medical professionals and other members of the MDT.
- To participate in the appraisal system as both appraiser/ appraisee and be responsible for fulfilling agreed objectives and personnel development plan
- To participate in Clinical Supervision both as a Supervisor and Supervisee
- To follow CSP guidance related to working within one's scope of practice, ensuring that when undertaking roles that validated training is completed and that on-going competency is assessed and validated in line with the Advanced Practitioner Framework.
- To undertake evidence based audits and assist in the development of service delivery and own clinical practice
- To assist in the development and dissemination of evidence based protocols and care pathways for all health care professionals working in and accessing the service, referring to local, national and professional guidance and strategy

REGISTERED HEALTH PROFESSIONAL

All staff who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

INFORMATION GOVERNANCE

PML is committed to consistently high standards of information. All employees have an individual responsibility to ensure that in the course of their duties, any records that they create are of high quality, accurate and up to date and compliant with PML's Records Management, Freedom of Information and Health Records policies and procedures and that the confidentiality and security of all information is maintained in accordance with the Data Protection Act 1998.

CONFIDENTIALITY

The post holder must maintain confidentiality of information in accordance with professional and PML policy. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

EQUAL OPPORTUNITIES

To promote and develop the equality of opportunities in accordance with the PML Equal Opportunities Policy.

PERSON SPECIFICATION

Essential	Desirable
<p>Education/Qualification</p> <ul style="list-style-type: none"> • BSc/ Grad Dip in relevant therapy • HCPC registered • Evidence of CPD and post registration activity through portfolio • Able to demonstrate continuing professional development within the field of musculoskeletal medicine. • Obtained or working towards MSc/ MSc modules or equivalent level of knowledge 	<ul style="list-style-type: none"> • Membership of appropriate special interest groups • Extended scope skills i.e. diploma / MSc module in injection skills, non-medical independent prescribing etc. • Competency to request x-rays • Competency to request Blood tests and interpret / act on results.
<p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Extended experience working as a Senior Physiotherapist/ Specialist/ Extended Scope Practitioner in the field of MSK. • Health and safety risk awareness • Understanding of professional ethics/ code of conduct and their application in practice. • Proven multidisciplinary working. • Experience of audit. • Extensive specialist clinical experience and knowledge in relationship to speciality • Evidence of recent study in relevant clinical area. • Expert clinical reasoning skills. 	<ul style="list-style-type: none"> • Leadership skills • Demonstrable presentation skills • Experience of working in Primary Care • Experience of isolated working • Knowledge of clinical governance. • Experience of delivering clinical education in area of speciality and to wider audience • Critical Appraisal Skills • Evidence of research activity / research skills • Evidence of teaching within post.
<p>Skills and abilities</p> <ul style="list-style-type: none"> • Excellent oral and written communication skills. • Presentation skills and ability to work effectively with individuals and groups. • Excellent communication skills, including the ability to process and share highly complex information in a confidential manner. 	<ul style="list-style-type: none"> • Actively involved in research and contribution to evidence based practice

<ul style="list-style-type: none"> • Demonstrate professional independence. • Ability to conduct professional affairs in a confident, assertive manner, using negotiating / influencing skills whilst maintaining excellent working relationships with all stakeholders. 	
<p>Personal Attributes</p> <ul style="list-style-type: none"> • Confident • Professional appearance • Self motivated • Flexible to meet service needs, adaptive and creative • Able to deal with distressed clients, relatives and staff • Able to organise complex information • Able to use reflection to enhance practice. • Able to undertake manual handling tasks in line with PML policies • Able to sustain moderate to high level of physical effort throughout the working day • Able to cope with a busy working environment, with periods of interruption throughout the working day. • Excellent time management and organisational skills 	
<p>Other</p> <ul style="list-style-type: none"> • Able to meet the travelling requirements of the post. 	<ul style="list-style-type: none"> • Clear vision of role/ commitment to speciality and Primary Care.