1. JOB DETAILS

Job Title: Specialist Physiotherapist – Band 6 MSK
Responsible to: MSK Operational Line Manager – Currently under review
Department & Base: Borders General Hospital
Job Reference No: PCS769

2. JOB PURPOSE

Provide physiotherapy intervention to patients referred into the MSK department

Prioritise Physiotherapy referrals, in order to implement effective and timely caseload management.

Determine Clinical diagnosis and provide Physiotherapy treatment indicated as an autonomous practitioner, developing appropriate packages of care, giving specialist clinical / professional advise to patients, carers and other Health Care Professionals.

Contribute to Service development and change, through liaison with MSK Teams and Line Manager.

Provide support and teaching / training to Junior staff and Physiotherapy students within locality as appropriate

3. ORGANISATIONAL POSITION

To be confirmed
4. SCOPE AND RANGE

Budget - None

Service Level – Provide and implement appropriate specialist Physiotherapy interventions as an autonomous practitioner, providing specialised advice and developing individual, or group care packages.

Patients are referred to the MSK departments and Hospitals by local General Practitioners, NHS Borders Consultants, other Health Professionals and external Health referral sources. An average caseload includes a wide range of diverse and often complex multi-pathologies such as Musculo-skeletal, Neurology, Respiratory, Chronic pain management, Women’s Health, Cardiac Rehabilitation, Elderly and Rheumatology.

Physiotherapy educational role to other disciplines e.g. Registrars, GPs and Health Visitors.

May be required to participate in Respiratory “On Call” rota / and weekend Orthopaedic Enhanced Care Rota

5. MAIN DUTIES/RESPONSIBILITIES

Undertake comprehensive assessment and diagnosis of patients with a wide variety of physical, and emotional needs. To formulate, deliver, review and progress individual treatment programmes, ensuring effective treatment, specialist advice and timely discharge is achieved.

Evaluate clinical practice through reflection, audit and outcome measures, individually, locally or within specialist interest groups in order to continually improve Physiotherapy Service to patients and promote evidence-based practice.

Maintain patient documentation, records and accurate statistical information to reflect care provided and to meet professional standards and local and national guidelines.

Demonstrate a sound understanding of Clinical Governance, including ability to audit own and team practice in conjunction with special interest groups.

Responsible for organisation, prioritisation and planning of own caseload. Actively participate as appraisee as appropriate in NHS Borders JDR & KSF process, ensuring that own Clinical Professional Development contributes to the quality of practice and service delivery. To maintain an up to date and accurate portfolio of own CPD.

Identify gaps in service to line manager.

Responsible for regular risk assessment of both environment and working practice to maintain safety of self and others, adhering to the standards required under Clinical Governance.

Participate and contribute to Locality and Service wide meetings

6. SYSTEMS AND EQUIPMENT

- Computer skills/systems – Physio tools (computer software package in order to provide written details regarding exercise programmes, E-pex (community data collection system), Intra/Internet, Microsoft packages, clinical e-mail etc.
• In accordance of Moving and Handling policy use of Moving and Handling equipment, wheelchairs, mobility aids. Ordering/ or delegating such, where appropriate (Borders Ability Equipment Service etc)

• Safe usage of Physiotherapy and Rehabilitation equipment.

• Adherence to all Professional and NHS Borders policies and guidelines

7. DECISIONS AND JUDGEMENTS

Determine Clinical diagnosis and provide Physiotherapy treatment indicated as an autonomous practitioner, developing appropriate packages of care, giving clinical / professional advise to patients, carers and other Health Care Professionals in line with Clinical Governance

Continual risk assessment relating to clinical and environmental situations whilst ensuring best practice

Responsibility for consent and duty of care issues whilst balancing clients’ rights versus choices.

Be aware, identify and report in line with the Adults with Incapacity Act.

Accountable to MSK Operational /Team Lead – currently under review

Formal objectives will be reviewed regular throughout the year through JDR and will be consistent with the strategic direction of NHS Borders

8. COMMUNICATIONS AND RELATIONSHIPS

Patient and Carers

• Communicate effectively to inform and motivate clients, family and carers from referral to discharge (may involve using alternative or augmentative communication methods)

• Responsibility for communication of complex, sensitive information to all levels of trained/untrained staff, clients and their families and carers.

• To empathetically impart bad or unexpected news to clients/ carers/ relatives regarding likely outcomes

• To occasionally deal with verbally and physically abusive patients and report to line manager.

Multidisciplinary

Communicate appropriately with other multidisciplinary team members and wider NHS providers’ promoting seamless package of care.

External Agencies

Actively network with special interest groups regarding service developments both locally and nationally as appropriate.

Interagency and partnership working in conjunction with Social Work departments and various voluntary sector providers etc.

External Contractors

Orthotist
Wheelchair Centre
### 9. PHYSICAL DEMANDS OF THE JOB

**Physical Effort**
- Manual Physiotherapy treatments requiring dexterity, precision and good sensory co-ordination and strength to perform techniques frequently throughout the day often with sustained effort
- Frequent mobilising of patients’ with/without walking aids to promote rehabilitation to independence.
- Frequent manual handling of clients, equipment, wheelchairs often in confined spaces in varying locations.
- Driving between localities and to attend meetings

**Mental Effort**
- Speed and accuracy of computer skills
- Frequent concentration for assessment, diagnosis and treatment of patients

**Emotional Effort**
- Responding to patients varying and individual needs and expectations
- Treating patients with long-term degenerative diseases and occasionally treating terminally ill patients.
- Dealing with occasional verbal and emotionally distressing situations with clients, families and carers
- Requiring at times to respond to service needs at short notice

**Working Conditions**

During the course of work may come into contact with the following:
- Direct frequent exposure to unpleasant smells/odours and bodily fluids

### 10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

Ability to adapt to the variable and unpredictable demands of clinical workload, having to amend caseload at short notice.

Meeting clinical service standards/ priorities e.g. waiting lists

Keeping CPD up to date for a wide variety of conditions

---

This job description is not definitive and may be subject to future amendments following negotiation and consultation.

### PERSON SPECIFICATION

For the post of Specialist MSK Physiotherapist

Below are the essential knowledge, training (including qualifications) and experience required to do this job.

---

| BAES : direct referral of equipment as assessed by post holder |
| Internal to Physiotherapy service |
| Active participation at Team meetings and specialist interest groups. |
ESSENTIAL
- Degree/Equivalent in Physiotherapy
- HPC Registration
- Relevant Postgraduate experience
- Excellent communication/interpersonal skills
- Time and Caseload management
- Basic IT skills
- Organisational skills
- Ability to work Independently
- Ability to work collaboratively within multidisciplinary team
- Ability to maintain judgement under pressure
- Ability to travel to meet service needs
TERMS AND CONDITIONS

Grade and salary: Band 6: £25,528 - £34,189 per annum pro rata

Hours of work: Post 1 - Fixed term until 11 January 2014, 18.75 hours per week
Post 2 - Permanent, 25.5 hours per week
Post 3 - Fixed term until 11 January 2014, 18 hours per week

Annual leave: 27 days per annum
Details of other types of leave entitlement (such as sick leave) are set out in the Agenda for Change handbooks.

Public Holidays: 8 days per annum on dates designated by NHS Borders
Details of other types of leave entitlement (such as sick leave) are set out in the Agenda for Change handbook.

Superannuation: The post-holder is entitled to join the NHS superannuation pension scheme.

If Unsuccessful:
If you have NOT heard from us within 4 WEEKS of the closing date, then we regret that your application has not been successful on this occasion. However, we appreciate your interest in working with NHS Borders and your time and effort in completing the application form. We would welcome your application for future posts.

Equal Opportunities:
In NHS Borders, we believe that all staff should be treated equally in employment. We will not discriminate against any member of staff, or job applicant, on grounds of

- age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
- Trade Union membership.

Disclosure checks:
We carry out criminal record checks on new staff who fall within certain staff groups within NHS Borders, through Disclosure Scotland. We send out Disclosure Forms to all shortlisted candidates for these staff groups, and ask for these to be completed and returned at interview. If a successful-at-interview candidate forgets to bring their completed form to interview, then they will be required to return the form (and proofs of identity) within 7 days, otherwise the provisional job offer will be withdrawn. Unsuccessful candidates forms will be shredded.

The Rehabilitation of Offenders Act does not apply to this post.

Tobacco policy:
We have a Tobacco policy in place. When selecting staff, we do not discriminate against applicants who smoke, but staff must observe our policy on smoking.

Hepatitis B:
We offer Hepatitis B immunisation through our Occupational Health Service (OHS). If you think you may be at risk of contracting Hepatitis B through your job, you should ask for this immunisation at OHS.
If your work involves exposure-prone procedures, you must keep to the document “Protecting Health Care Workers and Patients from Hepatitis B”, and the NHSiS Management Executive Directive on this issue. You must be immune to Hepatitis B, and if you cannot prove that you are immune, OHS will investigate to find out whether you are Hepatitis B positive or not.

Health and Safety at Work:
You must take look after the health and safety of yourself and anyone else who may be affected by what you do at work. You must also co-operate with us to make sure that we keep to legal and organisational safety regulations. You can get more information from the NHS Borders’ Health & Safety Adviser.

The closing date for completed application forms is: 5pm on Tuesday 5 March 2013