

Join us at UHB



Building healthier lives

Welcome from our CEO

Professor David Rosser



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

Kind: the kindness that people show to each other every day

Connected: the connections we build with everyone around us

Bold: the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A stylized, handwritten signature in black ink, appearing to read 'David Rosser'.

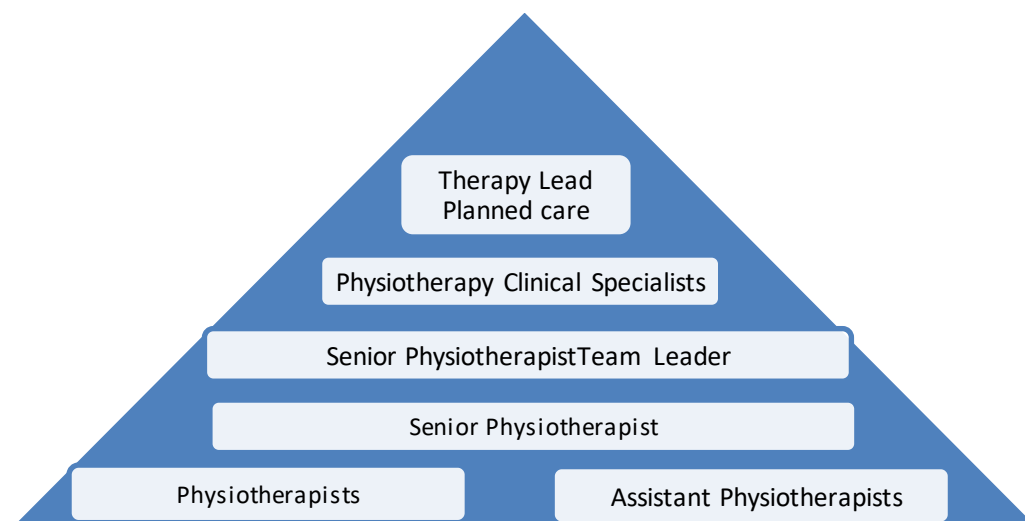
Professor David Rosser,
Chief Executive Officer

JOB DESCRIPTION

Job Title	Senior Physiotherapist Team Leader MSK
Pay Band	Band 7
Department	Physiotherapy
Division	3
Reports to	Therapy Lead Planned Care
Professionally Responsible to	Professional Lead Physiotherapy
JOB SUMMARY	

- To appropriately manage a clinical caseload within outpatients and take a lead role in the specialist assessment and treatment of patients who have a diverse and complex range of clinical presentations in order to determine clinical diagnosis and treatment needs and to maintain associated records as an autonomous practitioner.
- To be responsible for team performance and to work with the clinical team to deliver a high standard of safe clinical care to this specialty and to achieve service and team KPIs.
- The post holder provides line management for qualified and support staff on a day to day basis across a clinical specialty and provides skilled leadership to that team. This includes responsibility for operational management, performance management, staff development, appraisal, team development, implementation of policy and policy changes in own clinical area and to set and monitor standards of practice.
- To undertake and support specific work streams as directed by lead clinicians in this specialty area.
- To participate in service remodelling within Musculoskeletal Services in order to improve the patient's clinical pathway.

TEAM/DEPARTMENT STRUCTURE CHART



KEY SKILLS

To undertake specialist, advanced assessment of patients including those with diverse or complex presentations/multi pathologies; to use advanced clinical reasoning, analytical and investigative skills and manual assessment techniques to interpret clinical and non-clinical facts in order to provide an accurate diagnosis or differential diagnosis of their condition.

To formulate and deliver an individual physiotherapy treatment programme based on a high level of knowledge of evidence based practice and treatment options e.g. manual physiotherapy techniques, therapeutic handling skills, patient education, exercise classes, electrotherapy techniques etc.

To interpret a range of clinical and non-clinical information in order to formulate a clinical opinion to; recommend best course of physiotherapeutic intervention, to inform and influence discharge plans, to inform and influence return to work, to advise and plan further rehab elsewhere.

To evaluate patient progress, reassess and alter treatment programmes as required.

To provide advice on physiotherapy care and treatment based on theoretical knowledge and relevant practical experience and to be consulted frequently for specialised advice and guidance by more junior team members and other health care practitioners within and without the Trust.

KEY RESPONSIBILITIES

Clinical responsibilities

To be professionally and legally responsible and accountable for all aspects of own clinical caseload and to manage the clinical risk within own caseload.

To be responsible for maintaining accurate and comprehensive and timely patient treatment records in accordance with Chartered Society of Physiotherapy (CSP), Health Care Professions Council (HCPC) and local service standards of practice.

To work within Trust, CSP and HCPC clinical guidelines and have a proficient working knowledge of national and local standards and monitor quality of practice of self and others.

To ensure the clinical documentation of staff within the clinical team meets CSP, HCPC and local service standards.

To comply with professional standards, national standards and local guidance on patient consent in order to; assess patient understanding of treatment proposals and gain valid consent. This will include working with patients who lack capacity to consent.

To complete equipment competency training in order to demonstrate responsibility for the safe and competent use of all equipment, patient appliances, aids used during the therapeutic episode, and to be responsible for the safe and competent use of equipment by patients, staff and students who are under supervision.

To take additional responsibility (in addition to existing responsibilities and caseload) from other senior staff e.g. during unforeseen or sudden absence of other staff within team.

To represent the Physiotherapy Service and /or individual patients at multi-professional team meetings,

to ensure the delivery of a co-ordinated multi-professional service, this will include discussion of patient care, patient progress and involvement in discharge planning.

To be an active member of the physiotherapy on-call weekly and emergency duty rota through the successful completion of the competency programme within the Physiotherapy Service (if appropriate to this post). If not appropriate to this post to be an active member of the Trauma Emergency weekend rota. On occasions this will involve working as a lone practitioner. At weekends may be the most senior team member. As part of the on call and emergency duty the post holder will be expected to;

Undertake a comprehensive assessment and treatment of acutely ill patients with respiratory problems, who may have a complex presentation and maintain associated records as an autonomous practitioner when working on the emergency duty rota

Provide advice and recommendations to medical and nursing staff and other members of the multi-professional team regarding patients acute respiratory condition and their physiotherapy management if working on the emergency duty on-call rota.

Be responsible for maintaining respiratory clinical competency if undertaking emergency duty and on call work as part of the service's rolling programme.

Be responsible for maintaining trauma clinical competency if undertaking rostered out of hours work in this area.

To initiate and organise and attend ward rounds, meetings and seminars/case conferences, as appropriate, and to liaise and communicate with other disciplines to advise as to achieving comprehensive, effective and confidential patient management from assessment through to discharge.

Professional responsibilities

To demonstrate a robust understanding of clinical governance, clinical risk, and to be able to apply this understanding to clinical practice.

To be responsible for maintaining own capability and competency to practice through CPD activities, and maintain a portfolio which reflects personal development in order to maintain HCPC & CSP (or equivalent professional body for physiotherapists qualified overseas) registration.

To maintain and develop current knowledge of clinical practice development and evidenced-based practice, analysing current research and discussing and implementing changes in clinical practice accordingly.

To actively participate in the staff appraisal scheme as an appraisee and be responsible for complying with the agreed personal development programmes to meet set knowledge and competencies. This is in order to demonstrate capability and competence in clinical practice.

To communicate potentially difficult clinical or non-clinical information to staff. This may include feedback about individual performance, or dealing with conflicting advice and opinions about clinical situations.

Maintain a high standard of personal behaviour, consistent with professional expectation, and, reflective of the Trust's values, and ensure effective communication with all members of the multidisciplinary team, patients carers and relatives. Act with personal and professional integrity within ethical and legal frameworks and process to maintain and improve standards

Planning and organisation

To liaise across multi professional groups to ensure that the clinical service delivery is co-

ordinated with others who may be involved in patient care.

To ensure that patient treatment sessions are planned and co-ordinated across the clinical team in order to meet outpatient service standards at a national and local level.

To communicate effectively with A&C staff in order to fulfil all administrative and clerical tasks relating to clinical and operational matters.

BUDGETARY AND RESOURCE MANAGEMENT

To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.

Additionally ordering, monitoring and ensuring that equipment use is safe by checking / testing equipment prior to use and maintenance reporting.

To observe a personal duty of care in relation to all resources, equipment and assets encountered in the course of your work.

To ensure the working environment is maintained in a safe and tidy manor and ensure all staff use equipment and resources appropriately.

MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES

To utilise specialist, clinical expertise to train, educate, guide and support registered and non-registered staff on physiotherapeutic skills and knowledge, and assess and evaluate their capabilities in these domains.

To assess and evaluate the clinical competency of more junior staff within the clinical section.

To apply specialist clinical knowledge in providing clinical education and training to 2nd & 3rd year Physiotherapy undergraduates and Masters students, on physiotherapeutic skills and knowledge, and assess and evaluate their capabilities in these domains to a graduate level.

To lead the staff appraisal scheme as an appraiser of a clinical team including the facilitation and evaluation of staff performance of objectives, and ensuring these are reflective of Therapy Services and UHB objectives.

To initiate the first stage of the Trust's Disciplinary procedure in any circumstance where there is known and documented poor staff performance within the clinical team.

To be responsible for day to day operational management of a clinical team by organising and planning of the clinical caseload, annual leave, and staffing resource to meet competing service and patient priorities, frequently readjusting plans as situations change/arise and balancing other patient related and professional activities in accordance with professional and Service standards. This includes service planning out of hours during weekdays and Bank Holidays and weekends if required by the service.

To provide a safe, efficient and effective physiotherapy service to patients within the clinical area by responsible and appropriate management, co-ordination and supervision of staff on a daily basis.

To delegate tasks to Physiotherapy Assistants and undergraduates and understand the legal and professional issues in this process.

To ensure that, the post holder maintains timely and effective communication with the Therapy Lead

Planned Care and Deputy Directors of Therapy concerning changes to the service and to ensure the quality and effectiveness of care for their patients.

The post holder will undertake other duties as may be required to achieve the Trust's objectives, commensurate with the grading of the post.

KEY WORKING RELATIONSHIPS:

Internal:

Deputy Director of Therapies, Therapy Lead planned Care, Clinical Specialists, Band 7 colleagues, registered and unregistered therapists within the clinical specialty, Administrative and Clerical Staff, Speciality Consultant and Senior Nursing colleagues, Discharge liaison staff, Social Workers, Senior Healthcare colleagues and MDTs across relevant specialty areas;

External:

Professional colleagues within other acute organisations and the local community services, including GPs, HEIs, professional bodies and clinical specialty networks, commissioning organisations.

To work with the Therapy Lead planned care and Director and Deputy Directors of Therapy in developing the strategic and operational management of the Physiotherapy Service.

RESEARCH AND DEVELOPMENT

To undertake, influence and interrogate, the collection of activity data relating to clinical caseload for use in service planning and audit.

To regularly initiate, direct and participate in working parties developing policy changes in respect to physiotherapy practice which may impact on other services and users across the Trust.

To utilise clinical expertise for ensuring that quality standards and effectiveness of patient care are continually improved within the clinical section.

To ensure that all staff within the clinical team implement policy and service developmental changes.

To propose pathway changes concerning the physiotherapy management of patients and to guide the team to provide an efficient and effective service.

To work with the Therapy Lead planned care and Director and Deputy Directors of Therapy in developing the strategic and operational management of the Physiotherapy Service.

To contribute to the managerial matters of Division 3 Group B (Therapy Services) and the Physiotherapy Services including development and implementation of Service guidance/procedures, which will impact on the Physiotherapy Service, and may influence other local services concerning patient management e.g. representing Therapy Services in addition to Physiotherapy Services at different Trusts and groups across BSOL as directed.

To undertake the measurement and evaluation of own work and current practices through the use of evidence based practice projects, research, audit and outcome measures, either individually or with more senior physiotherapists.

To be aware of developments in physiotherapy practice in general and own area of specialism in particular and to apply this to practice as necessary.

To influence critical appraisal discussions at team level.

To teach and train staff within the team and to deliver presentations to larger groups of staff across physiotherapy and other professional groups.

To competently educate undergraduates having completed appropriate clinical educator training at local HEIs.

To undertake audit projects as part of the Physiotherapy audit programme and to present relevant outcomes.

EFFORT

Physical Effort: Frequent moderate effort, during several short or long periods per working day.

Activities include: lifting, moving, and manoeuvring patients and equipment several times on a daily basis.

Whilst physiotherapists are required to comply with manual handling policy and procedure, the very nature of physiotherapy with less mobile patients requires the physiotherapist to undertake physical, therapeutic handling of patients on a frequent basis.

Mental Effort: Frequent concentration, work pattern predictable/unpredictable, several competing demands. Daily concentration on patient assessment and treatment activities may experience frequent interruptions.

Emotional Effort: Occasional or frequent distressing situations. May impart unwelcome news about rehabilitation prospects. May have to deal with difficult situations regarding staff performance. Works frequently under pressure. May have to judge and analyse unique clinical situations and formulate own opinion in the absence of any other.

TRUST VISION & VALUES

DO NOT AMEND THIS SECTION

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

Kind: The kindness that people show to each other every day

Connected: The connections we build with everyone around us

Bold: The ability to be bold in how we think, speak and act

ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Last Updated:

PERSON SPECIFICATION

JOB TITLE:	
TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Appropriate Physiotherapy or professional qualification e.g. MCSP/ BSc or MSc. • Registration with Health Care Professions Council • CSP or equivalent professional registration • Evidence of commitment to advanced clinical and non-clinical continued professional development within own speciality, e.g. post registration training, management / Leadership competencies and evidence of a detailed personal development portfolio • Relevant, accredited, postgraduate education/courses in musculoskeletal physiotherapy 	<ul style="list-style-type: none"> • Post registration MSc • Attended student educator course
EXPERIENCE & KNOWLEDGE	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Significant post registration experience of which considerable experience has been in a musculoskeletal specialty in an acute NHS organisation. To include experience of treating acute and chronic patients. • Experience of staff management including supervision and of development and performance management of staff. • Significant experience in education and clinical training of others. • Some experience of clinical/service evaluation • Proficient knowledge and skill in the specialist 	<ul style="list-style-type: none"> • Good knowledge and application of all areas of Clinical Governance including Quality, Audit and Risk management • Understands the legal responsibilities of the profession • Good understanding of principles of data and statistics and experience of their use in evaluation of service delivery • Knowledge and understanding of the research process. • Teaching experience to uni and multi-professional groups with evidence of ability to deliver high quality presentations



<p>assessment and treatment of a wide range of complex acute and chronic clinical presentations relating to the musculoskeletal patient.</p> <ul style="list-style-type: none"> • Excellent knowledge of anatomy and physiology. • Awareness of current evidence in musculoskeletal physiotherapy and application to clinical practice, using advanced clinical reasoning skills. • Good understanding of IT systems and its application to clinical practice. 	
SKILLS & ABILITY	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work autonomously within specialist clinical area & undertake clinical analysis and reasoning skills in the assessment and treatment of musculoskeletal patients and apply broad standards & guidelines to own practice. • Well-developed specialist therapeutic handling skill relevant to this specialty. • Leadership and influential skills, able to lead and command confidence in senior therapists, consultants, senior nurses and managers within and related to musculoskeletal services • Able to demonstrate the ability to select and apply a wide range treatment options for a range of clinical presentations. • Good verbal & written skills; able to communicate complex clinical information in a clear and logical manner to patients, colleagues and other healthcare professional concerning a wide range of clinical situations. • Proven organisational skills including prioritisation and delegation • On-call skills (if appropriate to this post) and able to provide advice and patient assessment as a lone physiotherapist in an on-call situation • Ability to comprehend and work within the Trust's policies of data protection, equal opportunities and Health and Safety to meet the differing needs of patients. 	<ul style="list-style-type: none"> • Able to demonstrate advanced physical skills especially in precision, dexterity and hand-eye/sensory co-ordination in order to undertake e.g. palpation and mobilisation at an advanced level. • Ability to constructively challenge current practice and identify opportunity to develop, implement and facilitate change in practice by others. • Good teaching, supervisory and appraisal skills • Able to interpret and analyse a range of policy, clinical guidelines and data and their relevance for practice.
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Strong sense of professional integrity, and compliance with Trust vision and values. • Ability to be self-motivated and to motivate team. • Excellent interpersonal and communication skills 	<ul style="list-style-type: none"> •



<ul style="list-style-type: none">• Reliable, good attendance record.• Physically fit and resilient, able to meet the physical and emotional demands of the post.• Able and willing to work flexibly in order to meet service priorities.• Excellent time management and organisational skills and able to meet deadlines and targets• Excellent problem solving skills	
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