

**Aneurin Bevan University Health Board
Physiotherapy Service
Job Description**

Post:	Physiotherapy Clinical Lead for Children's & Services
Band:	8A
Base:	Serennu predominantly, however service wide role
Responsible To:	Senior Physiotherapy Manager via Operational Physiotherapy Manager
Accountable To:	Physiotherapy Head of Service

POST SUMMARY

The post holder as the clinical lead for Children's & ALD services is a key member of the physiotherapy service and works in close collaboration and partnership with the operational manager and senior physiotherapy manager. The role will encompass assisting in the strategic development of physiotherapy services for their speciality area across all sites within the Health Board and across the spectrum from primary care to secondary care.

The post holder will be responsible for working with medical, surgical and other Therapies colleagues to identify and implement new models of care within their speciality that enhance the ability of the physiotherapy service to support the Health Board to deliver high quality, evidence based care and contribute to service sustainability. Together with the physiotherapy managers, the post holder will ensure all physiotherapy children's & ALD services delivered across the Health Board comply with the requirements of clinical governance.

It is expected that 60% of the role will be clinical and 40% will be designated to the planning, teaching and research aspects of this role.

The Physiotherapy Clinical Lead for Children's & ALD Services:-

- is a highly experienced clinician who independently manages a highly-specialised clinical caseload
- provides clinical and professional leadership to the Health Board wide team.

- undertakes physical treatment techniques utilising highly developed/advanced manual skills and treatment handling with a high degree of precision.
- provides expert opinion on complex cases within the sub speciality
- leads a rolling programme of audit and research into the management of conditions across the speciality.
- provides education and training to the multidisciplinary team across a wide spectrum of topics and skills and to an advanced level within the speciality
- is responsible for the clinical guidance, mentoring and teaching of relevant physiotherapy, both locally and across the Health Board
- is responsible for linking with other physiotherapy clinical specialists to ensure seamless care management between adult and children's services
- is responsible in conjunction with the senior physiotherapy manager for service development agendas through clinical and service evaluation and redesign including all components of the clinical governance
- is responsible for all components of the clinical governance and service development agendas through clinical and service evaluation and redesign.
- provides strategic direction and brings innovation to the development and delivery of children's physiotherapy services across the Health Board.
- leads a rolling programme of research within the speciality.
- in partnership with other Health Board directorates and divisions, contributing to wider strategic planning to facilitate enhanced quality of patient care within the speciality.

It is expected that clinical links to national special interest group and appropriate advanced practitioner forums will be established and maintained.

PRINCIPAL RESPONSIBILITIES AND DUTIES

Clinical

- To undertake all aspects of clinical duties as an autonomous practitioner
- To assess, diagnose and treat patients with a wide range of highly complex conditions, utilising highly developed specialist knowledge and a wide range of assessment skills including specialised manual assessment and treatment techniques. To formulate accurate prognoses and recommend the best course of action.

- To be professionally and legally accountable for a highly-specialised patient caseload and to decide priorities for own work area, balancing other clinical and service priorities
- To manage clinical risk within own patient caseload
- To assess patients' capacity, gain valid informed consent to treatment and where such capacity is lacking/absent to work within a legal framework in the management of the patient
- With appropriate training, to request and use the results of specialist investigations (e.g. x-rays, MRI scans and blood tests) to assist with patient assessment and to plan the most appropriate patient management approach
- To undertake physical treatment techniques utilising highly developed/advanced manual skills and treatment handling with a high degree of precision. This will include regular moderate physical effort.
- To formulate individualised clinical management programmes, utilising a wide range of treatment skills and options to plan a highly-specialised programme of care
- To undertake an advanced role as appropriate to the needs of the service (undertakes delegated responsibility on behalf of medical practitioner(s) including the independent management of complete episodes of care of patients from referral to discharge)
- To provide spontaneous and planned advice, teaching and instruction to relatives, carers, other disciplines and agencies to promote understanding of the aims of physiotherapy and to ensure continuation of the treatment programme
- To participate in and where indicated, initiate multidisciplinary/multi-agency team meetings and case conferences to ensure the co-ordination of patient care. This may include the review of patient progress and discharge planning or pathway management
- To ensure accurate, comprehensive and up to date clinical records are maintained in accordance with Health Board guidance and professionally agreed criteria
- To produce comprehensive patient related reports for other disciplines or agencies relating to assessment findings and/or treatment outcomes

- To work to Health Board and Chartered Society of Physiotherapy clinical guidelines and have a good working knowledge of relevant national standards to which quality of practice should be monitored
- To monitor the quality of care provided in a designated speciality and promote a culture of evidence based practice across the Health Board
- Lead in the interpretation of professional and national standards for the speciality, recommending and implementing changes in clinical practice across the Health Board where indicated
- To lead the implementation and evaluation of Health Board wide physiotherapy clinical outcomes within a designated speciality and monitor adherence with professional and national standards
- To raise physiotherapy staff awareness of current clinical developments and the implications these may have on clinical practice
- To be responsible for the prioritisation and management of a designated local departmental patient caseload and to liaise with local physiotherapy managers as appropriate
- To be accessible and provide expert clinical advice to colleagues in particular for complex case management
- To participate in the on-call, week-end, bank holiday and extended working rotas where clinically appropriate

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent in line with guidance from their professional bodies.

Communication

- To identify and employ suitable verbal and non-verbal communication skills with patients who may have difficulties in understanding or communicating for example, hearing loss, altered perception, expressive and receptive dysphasia, pain, fear or the inability to accept diagnosis
- To educate patients/relatives/carers regarding the nature of the condition and the aims of physiotherapy intervention to maximise rehabilitation potential

- To communicate with patients in a way that empowers them to make informed choices about the management of their condition and engage them in the planning and delivery of treatment
- To employ appropriate skills to facilitate motivation and gain co-operation in the continuation of the agreed treatment programme
- To communicate with empathy, patient information which may be of a complex and sensitive nature
- To receive complex patient related information from patients, relatives, carers and other professionals to effectively plan and develop individual case management
- To communicate complex patient related information effectively to ensure collaborative working within the physiotherapy service and with other professionals across health and other agencies to ensure the delivery of a co-ordinated multidisciplinary service
- To advise other professionals on complex patient intervention
- To initiate and maintain communication links with other nationally recognised experts in the speciality

Managerial / Leadership

- To work to Health Board and Chartered Society of Physiotherapy clinical guidelines and have a high level of knowledge of relevant national standards to which quality of practice should be monitored
- To take an active role in special interest groups relevant to advanced practice and the specific physiotherapy speciality and cascade information down recommending and implementing changes in clinical practice across the Health Board where indicated
- To monitor the quality of care provided in a designated speciality, monitor adherence with professional and national standards and promote a culture of evidence based practice across the Health Board
- In conjunction with the physiotherapy managers, contribute to the development and review of guidelines and protocols in use within specific specialities or physiotherapy service wide
- In conjunction with the operational physiotherapy manager(s), undertake supervision and performance management of all staff who clinically report to the post holder

- To deputise for senior staff where appropriate
- To participate in the Health Board individual performance review process as both appraiser and appraisee
- To assist in recruitment, selection and retention procedures for the physiotherapy service
- To contribute to the clinical induction of physiotherapy staff
- At the request of the investigating officer, to contribute to the investigation of any concern, incidents or HR process
- To participate in and provide specialist advice to the physiotherapy management team and specialist physiotherapy groups
- To participate in / lead service meetings to ensure the effective exchange of information across the team and co-ordination of local service delivery
- To undertake specific tasks as designated by operational physiotherapy managers and senior physiotherapy managers
- To contribute to developments within the physiotherapy service and the wider multidisciplinary/multi-agency team and if requested lead related project groups
- To propose service changes for designated speciality which may affect other professions or directorates across the Health Board
- If requested to represent the physiotherapy directorate at Health Board service development meetings to ensure specialist physiotherapy advice and guidance is included in new service proposals
- To take responsibility for the safe use of equipment and to advise appropriate personnel of the need to review availability of suitable resources for patient care, based on evaluation of need, evidence for use and cost/benefit analysis
- To contribute to business planning and service development by providing recommendations on use of capacity within speciality area to ensure its use to best effect and in line with best practice.
- To adhere to the policies and procedures of the Health Board and physiotherapy service

- To maintain state registration with the Health and Care Professions Council (HCPC) and to provide evidence of that registration annually upon request

Education and Training

- To be responsible for maintaining own competency to practice through continuing professional development activities including reflective practice, review of current research and relevant literature, maintenance of a personal portfolio and the attendance of specialist training courses as identified within a personal development plan
- To identify and access appropriate sources of clinical support establishing and maintaining networks across professional and organisational boundaries in order to enhance own development
- To participate in peer review as appropriate
- To inform, deliver and evaluate specialist in-service training programmes to initiate implementation of new working practices
- To co-ordinate a speciality specific physiotherapy training plan in conjunction with the pathway group
- To undertake the tuition, supervision and performance assessment of undergraduate physiotherapy students. This will include working with universities to ensure the standard of practice and teaching meets the standards set by the degree level qualification
- To provide specialist teaching and instruction to other disciplines to ensure a consistent approach to patient care
- To be an educational resource and assist/support colleagues undertaking higher education, audit and research projects
- To participate in mandatory/statutory training as outlined in the Therapies Health and Safety Policy
- To attend annual Child Protection training where appropriate to the job role

Research

- To act as the clinical physiotherapy lead responsible for the development of a designated physiotherapy speciality. The post holder

will liaise closely with the physiotherapy operational managers and senior physiotherapy managers with whom all policy decisions rest

- To raise physiotherapy staff awareness of current clinical developments and the implications these may have on clinical practice
- To undertake the measurement and evaluation of own work and the work of the clinical speciality through audit, outcome measurement, the application of evidence based practice and research where appropriate
- To identify and initiate audit projects to review current clinical practice
- To take an active role in appropriate uniprofessional and multiprofessional research initiatives

Health and Safety

Individuals employed within the Health Board must take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions whilst at work.

Data Protection

Individuals employed within the Trust are responsible for any records they create, use or handle. This responsibility is established at, and defined by law.

All employees working for or within the NHS who record, handle, store or otherwise come across information, have a personal common-law duty of confidence. The Data Protection Act 1998 now places statutory restrictions on the use of personal information, including health information. All staff need to acknowledge the importance of health records and their personal responsibilities.

Its security is of prime importance and serious consequences can result should a record go missing. Any disclosure of such information without permission is a disciplinary offence and may result in dismissal.

Flexibility Statement

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It will be periodically reviewed in the light of developing work requirements and, in consultation

with the post holder may well be changed from time to time to meet changes in the Trust's requirements.

The post holder may be required to provide cover for other clinical areas during periods of staff shortages, leave or sickness.

**Aneurin Bevan University Health Board
Physiotherapy Service
Personal Specification**

Clinical Lead Physiotherapist	
Education/Qualifications/Training	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Diploma/degree in Physiotherapy ▪ State Registered Physiotherapist (HCPC) ▪ Completion of Masters or equivalent appropriate advanced assessment, diagnostic and treatment course that is recognised/accredited ▪ Appropriate range of postgraduate clinical education ▪ Active participation in a relevant national clinical interest group ▪ Completion of Clinical Educators Course or equivalent ▪ Evidence of Continuing Professional Development 	<ul style="list-style-type: none"> ▪ MCSP ▪ Evidence of expert witness training ▪ Supplementary or independent prescribing qualification
Experience	
Essential	Desirable
<ul style="list-style-type: none"> ▪ Held senior position in relevant speciality ▪ Experience of first point of contact in clinical management of patients ▪ Evidence of having participated in on-call and weekend duties where required ▪ Experience of and commitment to clinical and organisational audit and research ▪ Experience of and commitment to teaching at an undergraduate and postgraduate level both locally and nationally ▪ Experience of representing the physiotherapy profession in public/professional arena ▪ Experience of working closely with medical practitioners ▪ Evidence of leading change management and innovation in clinical practice ▪ Experience of integrating user participation in service development 	<ul style="list-style-type: none"> ▪ Held Clinical Specialist position in relevant speciality ▪ Published work in recognised journal ▪ Experience as expert witness ▪ Experience of presenting at national/international conferences

<ul style="list-style-type: none"> ▪ Experience of leading the development and implementation of clinical guidelines and standards ▪ Experience of having supervised staff who are directly accountable to the post holder ▪ Experience of presenting evidence and evaluations to stakeholders 	
Skills & Knowledge	
Essential	Desirable
The candidates should be able to demonstrate the following either through specific examples identified when making the application or at interview	
<ul style="list-style-type: none"> ▪ The ability to discuss advanced clinical reasoning in the management of complex cases and act upon adverse clinical signs ▪ The ability to facilitate reflective practice and learning in others ▪ Good communication skills both verbal and written when interacting with members of the team, other professionals, clients and their families ▪ The ability to lead and work effectively in a team environment ▪ The ability to design and lead a training programme ▪ The ability to implement clinical governance in specific physiotherapy practice ▪ The ability to lead discussion on the NHS and the challenges facing the physiotherapy service ▪ Awareness of relevant national and local clinical guidelines ▪ The ability to demonstrate highly developed critical appraisal skills ▪ I T Literate 	<ul style="list-style-type: none"> ▪ The ability to manage personnel issues ▪ Coaching experience or qualification ▪ Ability to speak Welsh
Other Requirements	
Essential	Desirable
<ul style="list-style-type: none"> ▪ The physical ability to perform and cope with all aspects of manual handling and positioning as demanded by the job role ▪ Professional appearance ▪ The ability to adapt to changes in work routine ▪ Available for on-call and weekend duties where clinically appropriate 	<ul style="list-style-type: none"> ▪ The ability to move between sites within the Trust or patients' residences as demanded by the job role