**JOB DESCRIPTION**

**JOB TITLE:** Specialist Physiotherapist or Occupation Therapist or Orthotist

**LOCATION:** Odstock Medical Limited (OML), Laing Building, Salisbury District Hospital

 SP2 8BJ

**HOURS:** Full time (37.5) (part time or job share considered)

**SALARY:** £32,000 - £38,000

**ANNUAL LEAVE:** 24 days per annum (plus Bank Holidays)

**Job Purpose**

To provide therapy clinical input to both NHS and privately funded patients attending the National Clinical FES Centre and OML. The service provides Functional Electrical Stimulation (FES) for clients with neurological impairment and functional limitations and includes the application of FES for upper and lower limb management as well as specialist applications such as assisted cough and bowel management.

To provide clinical input within the Neurotherapy service, including 1:1 assessment and treatment for patients with neurological conditions. To provide assistance with the PD Warrior exercise classes which involves assessing and monitoring patients with Parkinson’s Disease attending the groups, as well as the option to run the classes following the necessary training courses.

To deliver training and mentorship to internal and external FES clinicians through OML FES accreditation courses; conferences and exhibitions. To showcase OML products and services and advocate FES as a valuable adjunct in the management of patients with neurological conditions to optimise wellbeing, independence and quality of life.

To assist with the development and assessments of new FES techniques and bring them to clinical service. To participate in ongoing research projects of OML. This may involve some travel within the UK.

**JOB STRUCTURE**

Reporting to the clinical director (Visiting Professor Paul Taylor), after training, you will be working as an autonomous clinician in as a part of both outpatient FES services with a wide variety of neurological conditions, as well as group exercise classes. There is no on call requirement and only occasional weekend teaching commitment. A limited amount of flexible working can be accommodated once all clinical competencies and initial training have been completed.

**KEY RELATIONSHIPS**

Clinical Director, Managing Director, Specialist Physiotherapists Clinical Scientists and Biomedical Engineers, Orthotists, GPs, Consultants, CCGs, Voluntary sector, Patients, Carers, Salisbury NHS Foundation Trust – Department of Clinical Science and Engineering.

**KEY TASKS**

**CLINICAL RESPONSIBILITES**

* Following extensive induction and training to attain FES competencies the post-holder will assess and treat a caseload of FES patients and maintain associated records, as an autonomous practitioner
* Assessment and treatment of neurotherapy patients including planning and delivery of group exercise.
* To be professionally and legally responsible for all aspects of own work including managing clinical risk
* To carry out assessment and treatment of patients as an autonomous practitioner using clinical reasoning skills
* Responsible for maintenance of accurate written records using clinical pathways and use of computerised data collection and records and comprehensive progress/discharge reports to GPs and CCGs
* To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner as they arise
* To deliver clinical support to clinicians using FES in external clinics/hospitals
* To complete Individual Funding Request forms which assist in gaining funding for patients appropriate for FES

**EDUCATION AND MENTORSHIP**

* To support the OML FES accreditation programme which delivers courses to health professionals which mostly include physiotherapists, occupational therapists, orthotists and clinical scientists
* Provide mentorship and support to FES clinicians calling into the centre, visiting clinic or at other centres
* Provide advice and education to healthcare professionals at exhibitions and conferences
* To support the development and promotion of OML services and activities
* To ensure clinical competencies are met for rotating clinical scientists on the NHS Scientist Training Programme
* Participate and contribute to clinical governance sessions
* Through individual performance review (IPR) and in-line with HCPC registration requirements maintain and develop CPD activities

**SERVICE DEVELOPMENT**

* In conjunction with clinical team consider service development opportunities and methods to ensure effectiveness of patient care for FES patients and therapy patients**.**

**NEW PRODUCT DEVELOPMENT AND RESEARCH**

* Clinical input and user involvement in New Product Development projects
* Involvement in research projects and initiatives which explore novel applications of FES and increase the FES evidence-base

**QUALIFICATIONS, SKILLS, KNOWLEDGE AND EXPERIENCE**

* The post-holder will be HCPC registered and a member of the Chartered Society of Physiotherapy or Royal College of Occupational Therapists or British Association of Prosthetists and Orthotists.
* A least 2 years’ experience post-graduation
* Experience in FES is an advantage but not essential as training will be provided
* Experience in treating patients with neurological conditions
* Evidence of CPD in neurological conditions.
* Able to identify the role that neuromuscular electrical stimulation (NMES) and FES can play in the management of neurological conditions.
* Able to motivate and inspire patients, carers and FES practitioners as individuals and groups
* Computer skills
* The post requires a current valid driving licence

**PERSONAL ATTRIBUTES**

* Excellent communication and interpersonal skills
* Able to adapt communication strategies to the needs of individuals
* Able to identify and employ effective presentation skills
* Able to plan and manage time effectively in changing/developing environment
* Team player who works well with other professional groups
* Able to work independently and use professional autonomy effectively

**WORKING CONDITIONS**

* Able to employ frequent moderate effort to assist neurologically impaired patients in undertaking group exercise, 1:1 therapy and FES related activities.
* To be willing to visit FES customers to provide clinical support when required as directed by the Clinical Director
* To be willing and available to attend conferences, exhibitions and training courses across the UK (with full remuneration of any expenses)
* Able to give sustained concentration in both clinical and non-clinical activities and deal with challenging emotional situations.

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|  | **Person Specification** |
| **Job title:**  | Specialist Physiotherapist |
| **Band:**  |  |
| **Employer:** | National Clinical FES Centre - Odstock Medical Limited (OML). |

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| **Factors** | **Criteria** |
| **Education/Qualification** |
| **Essential** | **Desirable** |
| * Degree (BSc or MSc) in Physiotherapy/ Occupational Therapy/ Orthotics
* Post graduate experience and education relevant to clinical area
* HCPC registration
* Special Interest in neurology
 | * Member of Professional Body
* Member of special interest group
* Experience of working with FES
* Some paediatric experience
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| **Experience** |
| **Essential** | **Desirable** |
| * Experience of working with patients with neurological conditions
* Two years post graduate clinical experience
* Ability to demonstrate working autonomously in assessment and developing treatment plans for patients with neurological conditions
* Experience of working in a multidisciplinary team
 | * Experience of implementing evidence based practice
* Substantial experience in neurology
* Experience of teaching or presenting
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| **Skills and Knowledge** |
| **Essential** | **Desirable** |
| * Evidence of autonomous assessment and treatment of patients with a range of neurological conditions
* Up to date professional portfolio which will demonstrate reflective practice and evidence of on-going professional development/education
* Excellent verbal and written skills
* Empathetic when dealing with emotional situations and giving sensitive information
* Able to negotiate, influence and build professional relationships and networks
* Able to remain calm in difficult situations
* Able to deal with conflict and manage appropriately
* Ability to manage own workload and plan the workload of others,
* Ability to make decisions and prioritize actions
* Working knowledge of clinical governance and evidence based practice
* Evidence of comprehensive range of clinical skills and expertise relevant to the role
* Able to identify own and other’s learning and development needs and actively seek ways to meeting those needs
* Basic IT skills including use of Microsoft Office package and email
* Knowledge of Personal Development Planning
 | * Analytical skills to deal with interpreting complex clinical information
* To have an understanding of research/ audits and other factors which contribute to evidence based practice
* Able to deal with conflict and manage appropriately
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