



JOB TITLE:	MSK First Contact Practitioner
REPORTS TO:	Primary Care Network (PCN) Clinical Director and IPC Service Manager
HOURS:	30 – 37.5 hours per week
CONTRACT TERM:	Permanent
LOCATION(S):	Various across West Sussex
PURPOSE OF ROLE:	<p>To streamline pathways of care in General Practice through rapid and accurate diagnosis and creation of management plans for patients.</p> <p>To establish the role of MSK FCP in the network of practices, working directly alongside General Practice colleagues to add an MSK element to a growing Multi-Disciplinary Team.</p>

JOB RESPONSIBILITIES

Clinical

- Assess, diagnose, triage and manage patients, taking responsibility for the management of a complex caseload
- Progress and request investigations and referrals to facilitate diagnosis and choice of treatment regime, understanding the limitations of investigations, interpret and act on results and feedback to aid diagnosis and the management plans of patients.
- Develop integrated and tailored care programmes in partnership with patients through:
 - Effective shared decision making with a range of first line management options.
 - Assessment of levels of Patient Activation to confirm levels of knowledge, skills and confidence to self-manage.
 - Providing a range of first line treatment options. These will include self-management, referral to rehabilitation services and social prescribing provision.
 - Evaluation and improvement of the effectiveness of these self-management support interventions.
- Facilitate behavioural change, optimise patients' physical activity and mobility, support fulfilment of personal goals and reduce the need for pharmacological interventions.
- Manage complex interactions, including working with patients with psychosocial and mental health needs, referring to social prescribing when appropriate.
- Communicate effectively and appropriately, with patients and carers, complex and sensitive information regarding diagnosis, pathology, prognosis and treatment choices supporting personalised care.

Team working

- Develop relationships and a collaborative working approach across the PCN, supporting the integration of pathways in Primary Care.
- Work responsively and collaboratively to establish the role of an MSK First Contact Practitioner effectively with General Practice teams, this may include specific role elements such as:
 - Triage into colleague's appointments
 - Undertaking joint injections
 - Supervision of some colleagues
- Liaise with secondary care and community care MSK services to support the management of patients in Primary Care Develop and make use of a full scope of practice, including skills relating to independent prescribing, injection therapy and investigation.

Learning and service development

- Provide learning opportunities for Primary Care colleagues in different disciplines.
- Be accountable for decision and actions via HCPC registration, supported by engagement in evidence-base practice and in local peer network and review.
- Implement all aspects of effective clinical governance for own practice, including:
 - Design and completion of regular audit and associated improvement work.
 - A commitment to regular supervision and case discussion.
 - A responsive approach to training opportunities identified in self and in colleagues.
- Support local quality improvement work to tangibly improve service performance outcomes.
- Support regional and national research and audit programmes to evaluate and improve the effectiveness of the FCP programme. This will include communicating outcomes and integrating findings into own and wider service practice and pathway development.
- Participate in the training of students including working with GP trainees in training practices.

The above list of duties is not exhaustive and may be subject to change as deemed necessary

PERSON SPECIFICATION

Essential requirements
Undergraduate degree in physiotherapy
Current HCPC registration
Membership of the CSP or appropriate professional body
Masters level qualification or equivalent specialist musculoskeletal knowledge, skills and experience
Level 7 modules in MSK related areas of practice (advanced assessment, diagnosis, treatment)
Hold credentials in imaging (diagnostic or procedural)
Strong interpersonal and communication skills

Desirable Requirements
Qualification and ability to prescribe
Experience in line management of colleagues
Experience in structured teaching

Confidentiality

In the course of seeking treatment, patients entrust us with, or allow us to gather sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.

In the performance of the duties outlined in this job description, the postholder may have access to confidential information relating to patients and their carers, practice staff and other healthcare workers. They may also have access to information relating to the practice as a business organisation. All such information from any source is to be regarded as strictly confidential.

Information relating to patients, carers, colleagues, other healthcare workers or the business of the company may only be divulged to authorised persons in accordance with the company policies and procedures relating to confidentiality and the protection of personal and sensitive data.

Health & safety

The post-holder will take responsibility for their own and others' health, safety and security as defined in the company's health & safety policy, the staff handbook and the infection control policy and procedures. This will include (but will not be limited to):

- Using personal security systems within the workplace according to company guidelines
- Identifying the risks involved in work activities and undertaking such activities in a way that manages those risks
- Using appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards, and initiation of remedial / corrective action where needed
- Actively identifying, reporting, and correcting health and safety hazards and infection hazards immediately when recognised

Equality and diversity

The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:

- Acting in a way that recognizes the importance of people's rights, interpreting them in a way that is consistent with practice procedures and policies, and current legislation
- Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues
- Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings, priorities and rights.

Personal/professional development

The post-holder will participate in any training programme implemented by the company as part of this employment, such training to include:

- Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development
- Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work

Communication

The post-holder should recognize the importance of effective communication within the team and will strive to:

- Communicate effectively with patients, carers and colleagues
- Recognize people's needs for alternative methods of communication and respond accordingly
- Apply company policies standards and guidance