

# Gordano and Mendip PCN

<b>JOB TITLE:</b>	<b>First Contact Physiotherapist (FCP) MSK Band 7</b>
<b>REPORTS TO:</b>	<b>Physiotherapy Team Lead</b>
<b>ACCOUNTABLE TO:</b>	<b>Lead MSK GP</b>
<b>HOURS:</b>	<b>37.5 per week</b>

## **Job Summary:**

To act as a First Contact Physiotherapist Practitioner in Primary Care providing clinical expertise, diagnostics and decision making to manage MSK patients older than 18 years of age. This will involve seeing patients without prior contact with their GP.

To support self-management, facilitating: behavioural change in line with public health; mobility and physical activity; personal goal achievement and minimising the need for pharmacological intervention.

To operate according to the FCP MSK Memorandum of Understanding / Agreement in GP practices, managing the GP MSK patient workload through independent assessment, diagnosis and ongoing management of the Patient's musculoskeletal concern.

The Post Holder will develop good working relationships with:

- Lead GP
- Surgery Manager
- Physiotherapy Team Lead & Physiotherapy team
- MDT's to include Colleagues/GPs/APs/Nurses/Pharmacists/Consultants/Other
- Patients and their relatives/carers

## **Key Responsibilities:**

- To provide highly skilled Musculoskeletal Clinical assessment, diagnosis, advisory, triaging and onward referral for patients presenting with MSK concerns demonstrating Specialist Practice, ensuring the services are delivered in line with current trends in health care delivery, following current evidence based practice and skills in keeping with the Specialist Practice and MSK Frameworks.
- Taking professional responsibility to flexibly, independently and safely manage own Primary Care complex MSK clinical caseload supported by a GP / Physiotherapy Lead mentor.
- To maintain a high level of expertise within this specialty, ensuring implementation of evidence-based practice and auditable standards accountable for decisions and actions through HCPC registration.
- To ensure timely and effective communication with the Lead GP, Physiotherapy Team Lead and Team Leaders / Practice Management on relevant matters.

## **Other Responsibilities:**

- To promote and maintain effective FCP service communications within GP Practices, as well as other centred care.
- To meet regularly with the Physiotherapy Team Lead and GP practice leads to gather, disseminate and impart relevant information relating to service delivery and actively attend/participate in departmental staff and peer group meetings.
- To develop a close collaborative liaison with primary and secondary care services working with MDT colleagues across health and social care sectors, as required, ensuring the delivery of co-ordinated care and a seamless services for patients.

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- To articulate effectively the specialist physiotherapeutic prospective relating to a patients' condition with medical colleagues and members of the MDT and negotiate/advocate where various patient options are available.
- To provide highly specialised MSK advice for general and complex MSK conditions, ensuring good links are maintained with the necessary healthcare professionals. This will be achieved by using highly developed clinical skills, theoretical knowledge and relevant practical experience, independently seeking support, as required, from other Team members and colleagues/GP Mentors/APs.
- To keep abreast of EBP, maintaining current specialist knowledge and supporting clinical outcomes.
- To be aware of the boundaries of own extended practice and manage associated risk effectively. Where the post holder has extended scope of practice for example: Independent Prescribing, Injection Therapy, Diagnostic Requisitions - the post holder will operate within the parameters of the advanced skills for the safety and benefit of the patient.

### Communication

- Able to confidently adapt communication style and content to reflect different type of people when making contact.
- Ability to receive complex, sensitive or contentious information and process appropriately; and where needed translate this information into a delivery message or plan for patients.
- Promote positivity and effective working relationships with other FCPs and key health care providers to support an integrated approach to high quality patient care.

### 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
- Whilst performing the duties outlined in this Job Description, the post-holder may have access to confidential information relating to patients and their carers, surgery staff and other healthcare workers. They may also have access to information relating to the Surgery as a business organisation. All such information from any source is to be regarded as strictly confidential.
- Information relating to patients, careers, colleagues, other healthcare workers or the business of the Surgery may only be divulged to authorised persons in accordance with the Surgery policies and procedures relating to confidentiality and the protection of personal and sensitive data.

### Health & Safety

- Implement and maintain the standards required for the health, safety and security knowledge & understanding as defined in the PCN Health & Safety Policy
- Use personal security systems within the workplace according to Surgery guidelines
- Identify and mitigate the risks involved in work activities and undertaking such activities in a way that manages those risks
- Make effective use of training to update knowledge and skills of the team and for your own personal development.
- Use appropriate infection control procedures, maintaining work areas in a tidy and safe way and free from hazards
- Report potential & actual risks identified, plans to minimise risk to PCN, its patients and staff.

### Equality and Diversity

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- Supporting the equality, diversity and rights of patients, carers and colleagues, and challenge behaviours that fall below the standards required
- Behave in a way that recognises the importance of people's rights, interpreting them in a way that is consistent with Surgery procedures and policies, and current legislation
- Respect the privacy, dignity, needs and beliefs of patients, carers and colleagues
- Behave in a manner which is welcoming to an individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

### Personal/Professional Development

- Participate in any training program implemented by PCN as part of this employment
- Identify personal development and training needs
- Participate in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development
- Take responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work.
- Participate in continuing education to maintain a contemporary level of professional knowledge and skill

### Quality

- Strive to improve quality within PCN
- Assess own performance, ensuring competence, and being accountable for own actions, either directly or under supervision
- Contribute to the quality assurance process and effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team's performance
- Effectively manage own time, workload and resources.
- Recognise people's needs for alternative methods of communication and respond accordingly

### Contribution to the Implementation of Services

- Work to relevant PCN policies, standards and guidance to ensure compliance with national and local guidelines.
- Participate with members of the team on how the policies, standards and guidelines will affect their work
- Participate in audits & meetings where appropriate

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to can be found on the Intradoc system, or alternatively copies can be obtained from your line manager.

Signed Employee \_\_\_\_\_

Print \_\_\_\_\_

Signed Line Manager \_\_\_\_\_

Print \_\_\_\_\_

Date: \_\_\_\_\_

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## Person Specification

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications and Training</b>	<p>Degree / Diploma in Physiotherapy</p> <p>HCPC Registration</p>	<p>Member of Clinical Interest Groups relevant to post</p> <p>Independent prescribing qualification</p> <p>Injection therapy qualification</p>
<b>Knowledge and Experience</b>	<p>Demonstrates current advanced postgraduate knowledge, evidence based practice and experience within the Physiotherapy Services MSK Specialism</p> <p>Understanding of professional ethics and their application in practice</p> <p>Knowledge of health legislation</p> <p>Previous experience in the ability to pass on MSK skills/knowledge to others and multi-professional groups within both formal and informal environments</p> <p>High level assessment skills, clinical reasoning and management planning for patients with complex needs</p> <p>Ability to see both Peripheral and Spinal MSK patients</p> <p>Ability to implement outcome measures and incorporate current validated EBP within professional practice</p>	<p>An understanding of the patient's perspective of NHS healthcare</p> <p>Previous experience of teaching and supervising therapists, students, healthcare professionals</p> <p>Previous experience of working as a Senior MSK clinician</p>
<b>Skills and ability</b>	<p>Able to carry out manual therapy interventions and administer MSK practice interventions</p> <p>Able to undertake therapeutic handling of patients, including those who are heavily dependent physically</p> <p>Physically fit and able to comply with Practice Manual Handling Guidelines</p>	<p>Evidence of building clinical /professional relationships to share knowledge and best practice to enhance quality patient care</p> <p>Evidence of developing advanced clinical practice techniques / administrations</p>

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	<p>Training to develop skills in Investigation referral, Report management and Secondary Care specialist referral.</p> <p>Skills in shared decision making</p> <p>Skills in social prescribing and evidence based self-management</p> <p>Able to self-direct clinical work and delegate clinical work, appropriately</p> <p>Able to work autonomously with individuals and in groups</p> <p>Able to physically instruct clinicians in therapeutic handling skills.</p> <p>Experience of working in General Practice</p> <p>Experience of clinical IT systems (EMIS)</p>	
<p><b>Other requirements</b></p>	<p>Patient focused and compassionate about delivery of safe and effect care.</p> <p>Ability to demonstrate commitment to PCN ethos and values</p> <p>Resilient and flexible to meet service needs.</p> <p>Ability to travel to meetings in the interests of PCN as required</p> <p>Ability to attend meetings outside core hours as required</p>	

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