

## Gordano and Mendip PCN

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| <b>JOB TITLE:</b>      | <b>First Contact Physiotherapist (FCP) MSK Lead Band 8a</b> |
| <b>REPORTS TO:</b>     | <b>Lead MSK GP</b>  |
| <b>ACCOUNTABLE TO:</b> | <b>Lead MSK GP</b>  |
| <b>HOURS:</b>          | <b>37.5 per week</b>  |

### Job Summary:

To be Lead 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 lead, mentor and train the FCPs across the Group.

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
- Head of Operations
- 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 lead on the complex MSK clinical caseload supported by Lead MSK GP
- To lead mentor and train healthcare colleagues in this area of clinical expertise.
- 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 and Operations Management on relevant matters.

### Other Responsibilities:

- To lead, promote and maintain effective FCP service communications with GP Practices, as well as other specialties and disciplines, promoting/developing good working relationships to provide patient-centred care.
- Lead the regular Physiotherapy Team meetings to gather, disseminate and impart relevant information relating to service delivery and actively attend/participate peer group meetings.

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- Lead on 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 seamless services for patients.
- 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 identify clear benefits, goals and processes for developing knowledge, ideas and working practices and to communicate these effectively to others across the Primary care teams and within the MSK Service Specialism to provide peer support across professional boundaries.
- 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 clearly convey complex knowledge of biomechanics, anatomy and physiology to patients, carers and staff, where evidence underpinning practice may be conflicting, ensuring sensitivity to the audiences level of understanding and prior knowledge.
- Able to confidentially utilise a full range of communication methods to disseminate information to large numbers of people
- Able to confidently adapt communication style and content to reflect different type of people when making contact.
- Ability to receive highly complex, sensitive or contentious information and process appropriately; and where needed translate this information into a delivery message or plan for the wider team.
- Lead in positivity and effective working relationships with commissioners, other health care providers and other key health care providers and other key partners 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.

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## 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

- 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, careers 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 the 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 the 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

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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: \_\_\_\_\_

Last updated: June 2020

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### Person Specification

|                                    | <b>Essential</b>  | <b>Desirable</b>   |
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| <b>Qualifications and Training</b> | <p>Degree / Diploma in Physiotherapy</p> <p>HCPC Registration</p> <p>Evidence of "M" level CPD or PgDip/MSc in appropriate subject</p> <p>Evidence of CPD including specialism specific postgraduate courses, reflective practice, in-service training and experiential learning relevant to post</p> <p>Member of Clinical Interest Groups relevant to post</p> <p>Independent prescribing qualification</p> <p>Injection therapy qualification</p>  | <p>Post Graduate accredited courses/training relevant to Clinical Practice and Service Specialty</p> |
| <b>Knowledge and Experience</b>    | <p>Advanced Musculoskeletal physiotherapist with at least 6 years specializing in Musculoskeletal management</p> <p>Advanced assessment skills, clinical reasoning and management planning for patients with complex needs with skills in interpreting investigation findings to guide management plans</p> <p>Ability to see both Peripheral and Spinal MSK patients</p> <p>Demonstrates current advanced postgraduate knowledge, evidence based practice and experience within the Physiotherapy Services MSK Specialism</p> <p>Understanding and implementation of Clinical Governance and the implications for physiotherapy services including experience of quality issues, risk and audit</p> <p>Knowledge of health legislation</p> <p>Previous experience in the ability</p> | <p>Previous experience of working as a Senior Band 7 MSK clinician</p>                               |

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|                                  | <p>to pass on MSK skills/knowledge to others and multi-professional groups within both formal and informal environments</p> <p>Experience / competencies in referring for specialist opinion e.g. orthopaedics, Rheumatology, pain services etc.</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>Competencies in referring for investigations with up to date IRMER (2017) to include:</p> <ul style="list-style-type: none"> <li>o X-ray</li> <li>o MRI</li> <li>o NCS</li> <li>o Ultrasound</li> <li>o Bloods</li> </ul>  |   |
| <p><b>Skills and ability</b></p> | <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>Previous experience of teaching and supervising therapists, students, healthcare professionals</p> <p>Evidence of developing advanced clinical practice techniques / administrations</p> <p>Evidence of teaching clinical handling administrations as an MSK FCP Lead</p> <p>Physically fit and able to comply with Practice Manual Handling Guidelines</p> <p>Able to self-direct clinical work and delegate clinical work, appropriately</p> <p>Able to work autonomously with</p> | <p>Extensive experience of clinically leading/teaching MSK handling skills</p> <p>Proven Clinical Leadership achievements</p> |

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|                                  | <p>individuals and in groups</p> <p>Able to physically instruct clinicians in therapeutic handling skills.</p> <p>Skills in shared decision making</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> |  |