

SPECIALIST PAIN PHYSIOTHERAPIST JOB DESCRIPTION

Job Title:	Specialist Pain Physiotherapist
AfC Band:	7
Directorate/Service:	Allied Health Professionals
Accountable To:	Operational & Professional Lead
Responsible To:	Assistant Director for AHPs
Base Location:	Bury Care Organisation
On-Call Requirement:	No
AfC Job Code:	Add Job Code

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

To enable patients to independently manage persistent pain conditions. This will involve performing specialist assessments and delivering interventions to support patients' physical and psychosocial needs. To support other senior staff in the training and supervision of junior staff and students.

Key Role and Responsibilities

Main Tasks & Overview of Responsibilities

- The post holder will work autonomously within Trust policy and professional practice and maintain accurate and comprehensive patient records.
- To perform specialist assessment and treatment of patients within the speciality who will have complex pain conditions.
- To triage, determine a clinical diagnosis, develop, implement, evaluate and modify individualised treatment programmes, ensuring appropriate pathways of care and communication via liaison and referral to other agencies as required.
- To educate and train physiotherapists and therapy assistants within the organisation, including other qualified and non-qualified healthcare staff.
- To comply with statutory requirements for physiotherapy and with the Chartered Society of Physiotherapy and HPC standards and codes of professional conduct
- To access supervision through peer support, clinical supervision and special interest group supervision.
- To take a major role in assisting the service leads in the clinical governance action plans and in the planning, co-ordinating, delivery and evaluation of the service. To deputise for the service lead when required.
- To work as a lone practitioner in a community setting without the support of therapy colleagues.

Communications and Relationships

- To ensure effective internal and external two-way communication with patients, carers and all other health, educational and social care professionals regarding all aspects of patient care: providing advice and support as appropriate to meet the patient or service needs. This also involves working with colleagues in a professional manner in order to provide the optimum service possible.
- To provide spontaneous or planned advice, teaching and instruction to patients, relative, carers and other professionals, including trainees, which may be in response to complex, sensitive or contentious situations. This requires empathy, motivation, persuasion and reassurance. Communication skills will be required where there are barriers to understanding, resistance or compliance e.g. where

English is the second language, patients who are dysphasic, visually or hearing impaired or patients who may be unable to accept the diagnosis.

- To provide specialist assessment and advice for the multi-disciplinary team and actively participate in MDT meetings as appropriate.
- To deal with verbal complaints in line with Trust complaints handling policy using effective communication and negotiation skills.

Partnership working

- To work in various locations, as agreed with the line manager, as per patient needs and service requirements.
- To represent the Trust externally at a local level regarding physiotherapy services within the speciality e.g. on specific working parties, partnership working with relevant external agencies.

Analytical and Judgmental Skills

- To interpret and analyse clinical and non-clinical findings using advanced clinical reasoning and problem solving skills to form accurate diagnoses and prognoses in a wide range of complex conditions and to recommend the appropriate intervention and develop comprehensive care management and discharge plans.
- To evaluate the effectiveness of treatment and modify accordingly.

Planning and Organisational Skills

- To accept clinical responsibility for a designated caseload of patients seeking advice as required and to organise this efficiently and effectively with regard to clinical priorities and use of time.
- To triage, prioritise referrals and manage waiting lists/designated workload as appropriate.
- To decide priorities for own work area, balancing other patient related and professional demands
- To provide the senior staff/managers with advice/information to assist the planning and development of the service, to achieve the departmental objectives.
- To take a lead for the designated speciality, being responsible for monitoring, audit and development opportunities. This may involve planning complex activities e.g. chronic pain rehabilitation groups.

Physical Skills

- To demonstrate physical ability to carry out physiotherapy assessment and interventions including manual therapy techniques and therapeutic handling.
- To use a wide range of specialised manual physiotherapy skills when implementing a programme of care, demonstrating highly developed dexterity,

co-ordination and palpatory sensory skills for assessment and manual treatment of patients.

Responsibility for Patient Care (including Freedom to Act)

- To work as an autonomous practitioner and be professionally and legally responsible and accountable for all aspects of work including the management of patients in your care in accordance with Trust and professional guidelines.
- To ensure a high standard of clinical care for patients with appropriate support from peers and senior physiotherapists, and to support more junior staff to do likewise.
- To practice within the CSP Code of Professional Conduct.
- To gain consent and undertake specialist physiotherapy assessment, clinically diagnose, and formulate and implement treatment plans/programmes using specialist knowledge and experience. This will include the treatment of complex patients in a manner that respects people's choice, privacy, dignity and individuality.
- To be the lead specialist within a designated area of physiotherapy e.g. Rheumatology, Neurology, Chronic Pain,
- To monitor the appropriateness of referrals, obtaining information relevant to patient care and ensuring appropriate discharge/ongoing care.
- To give specialist and highly specialist advice, teaching and training to patients, carers and other health education and social care professionals, as appropriate to ensure provision of good patient care.
- To participate in the provision of weekend, bank holiday and extended hours as appropriate to the post/clinical area. This work may be incorporated into contracted hours or may involve working additional hours.
- To ensure a high standard of patient care is provided assisting senior physiotherapy clinicians in implementing and reviewing clinical standards relevant to the work undertaken.

Every Contact counts

- Advise on appropriate areas of health and well-being (following agreed guidelines) and signposting to appropriate local services.

Responsibility for Policy/Service Development

- To comply with, write, develop and implement protocols, procedures and guidelines, both clinical and departmental as required. To give feedback on trust policies when required.
- To comply with national, professional, Trust and departmental policies and procedures and to be involved in the reviewing and updating of department policies and procedures with managers and senior physiotherapy staff as appropriate.

- To participate in clinical governance initiatives on a regular basis, measuring and evaluating individual and the team's clinical practice e.g. clinical effectiveness.
- To actively participate in the professional development programme of the physiotherapy department.
- To contribute to the team at an operational level to ensure efficient running of the service and effective dissemination of information.
- To comply with national, professional, Trust and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.
- To assist the Service lead in monitoring of professional, clinical and departmental standards and assist implementation of change as appropriate.

Responsibilities for Financial and Physical Resources

- To ensure that any equipment in need of repair, is taken out of service and reported to the the appropriate maintenance department. To be responsible for the issue and safe use of equipment used in carrying out patient duties and to adhere to the appropriate departmental policies.

Responsibilities for Human Resources

- To be involved in the organisation of; actively participate in; and lead the department in-service training programme e.g. delivery of in-service training programmes/tutorials to all staff working within the department using various formats e.g. power point presentations, practical demonstrations.
- To attend relevant training courses as identified through yearly appraisals and personal development plans. To incorporate acquired knowledge into working practice as appropriate and following discussion with peers and senior colleagues. To disseminate information from training effectively throughout the therapy team and MDT as appropriate.
- To participate in the appraisal system of the physiotherapy department taking responsibility to comply with an agreed personal development plan.
- To participate in clinical supervision and peer review and maintain an up to date CPD portfolio including evidence of experiential learning, reflective practice and any relevant training or experience. This should demonstrate responsibility for maintaining own competency to practice.
- To maintain and develop current knowledge of evidence based practice in the musculoskeletal speciality, developing specialist knowledge of particular conditions and patient types.
- To be responsible for clinical supervision and education of student physiotherapists to graduate level on physiotherapeutic skills and knowledge within core clinical areas.
- To decide priorities for own case load, balancing other patient related and professional demands with support and guidance as required from senior physiotherapy staff.

- To assume delegated responsibility in the absence of the line managers.
- To train, supervise and performance manage more junior staff which includes both informal supervision/peer review and appraisal. Assist in identifying and implementing appropriate learning opportunities.
- To facilitate regular training and mentoring sessions for designated staff, monitoring and developing clinical and professional standards.
- To participate in the staff recruitment process and in issues of staff retention.

Responsibility for Information Resources

- To generate, collect, analyse and disseminate data as required for the service, both manually and computerised.
- To maintain accurate, comprehensive and up-to-date documentation in line with legal and departmental requirements, and communicate assessment and treatment results to the appropriate disciplines in the form of letters and reports.

Responsibilities for Research and Development

- To regularly participate in clinical governance initiatives measuring and evaluating individual and the teams' clinical practice within the speciality e.g. to lead, develop and actively undertake clinical audit, some of it complex on a regular basis.
- To ensure specialised treatments offered to patients are based on the best available clinical evidence by keeping up to date with current literature, implementing research tools and liaising with other practitioners, both within and outside the department, in order to develop and maintain best practice.

Health & Safety

- Ensure they attend induction and regular update training on risk management policies and procedures.
- Ensure they identify through risk assessment, any risks they feel exist within their department or during the delivery of their service.
- Ensure they provide incident reports and supporting documentation for any unexpected event or incident they are involved in.
- This job may involve frequent exposure to unpleasant working conditions e.g. bodily fluids, unpleasant smells and occasional exposure to verbal and physical aggression.
- This job may involve having to deal sensitively with distressing or emotional circumstances regarding patient care.

Safeguarding

- The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share

this commitment. You will be expected to fulfill your mandatory safeguarding training at the level applicable to this role.

- DBS Disclosure checks are carried out for all new appointments who have access to children or vulnerable adults or other positions of trust which are exempt from the Rehabilitation of Offenders Act 1974. Disclosures are also requested for existing staff who voluntarily apply for a different job within the Trust, which is subject to DBS checks, and are successful.

Code of Conduct

- Professional staff that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Staff who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.
- This job description is intended to be a general guide to the duties and responsibilities of the post and not a rigid, inflexible specification. It will be subject to annual review in the light of changing circumstances and following consultation with the post holder.

PERSON SPECIFICATION

Job Title:	Specialist Pain Physiotherapist
AfC Band:	Band 7

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree in Physiotherapy or equivalent. • Evidence of CPD in the form of a detailed personal development portfolio. 	<ul style="list-style-type: none"> • Membership of relevant special interest group.
Professional Registration	<ul style="list-style-type: none"> • HCPC registration 	<ul style="list-style-type: none"> • Member of the Chartered Society of Physiotherapy.
Knowledge, Training & Experience	<ul style="list-style-type: none"> • Evidence of post-registration clinical experience in long term condition management. • Experience of using biopsychosocial consultation skills in the management of complex patients, and of applying advanced communication skills utilising techniques such as motivational interviewing, ACT, CBT. • Specialist knowledge of acute and chronic pain and the principles of Physiotherapy interventions in pain management. • Willingness to undertake training in specialist area to master's level or equivalent.. • Evidence of relevant post graduate training in speciality. • Good working knowledge of all areas of clinical governance including 	<ul style="list-style-type: none"> • Specific advanced clinical courses in relevant specialist area e.g. CBT, ACT or similar psychologically informed treatment • Evidence of leading and delivering a long-term condition management programme. • Research and Development experience. • Knowledge / Involvement of project working. • NHS Leadership courses or programmes • Previous experience undertaking band 7 role.

	<p>knowledge of clinical guidance for relevant conditions.</p> <ul style="list-style-type: none"> • Experience of liaison with other professionals and partnership working. Ability to work within a multidisciplinary and interdisciplinary approach. 	
<ul style="list-style-type: none"> • Skills & Abilities 	<ul style="list-style-type: none"> • Advanced clinical reasoning skills (in specific clinical area.) • Basic understanding of computers and their applications: Word, Excel, Outlook • Effective communication and negotiation skills. Active listening and counselling skills. Highly developed interpersonal skills. • Ability to demonstrate tact/diplomacy and empathy within clinical/team settings. • Ability to think quickly and utilise high level clinical decision making. • Group facilitation, presentation and educational skills. • Ability to work within a stressful and unpredictable environment. • Self-motivated and able to lead and motivate others within a team. 	

	<ul style="list-style-type: none"> • Ability to work autonomously within specialist clinical area. Able to manage a complex and demanding workload. • Physically fit and able to comply with the Trusts moving and handling guidelines subject to reasonable adjustments under the terms of the Equality Act 2010. • Able to travel between sites. • To comprehend and work within the Trusts policies of data protection, equal opportunities and Health and Safety to meet the differing needs of patients. 	<ul style="list-style-type: none"> • Access to a car/assisted driver.
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Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.

	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
<p>All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.</p> <p>Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:</p> <ul style="list-style-type: none"> eliminating discrimination, harassment and victimisation

- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This job description is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.