

## Job Details

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Job Title: Specialist Physiotherapist  
Hours of Work: 37.5  
Band: 7  
Department: Community Respiratory Team  
Division: Community  
Base: Borough Wide/Agile Working

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## Reporting Arrangements

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Managerially Accountable to: Clinical Service Manager

Professionally Accountable to: Therapy Lead

Responsible for: Provision of a high standard service for respiratory patients within WWL NHS Foundation Trust

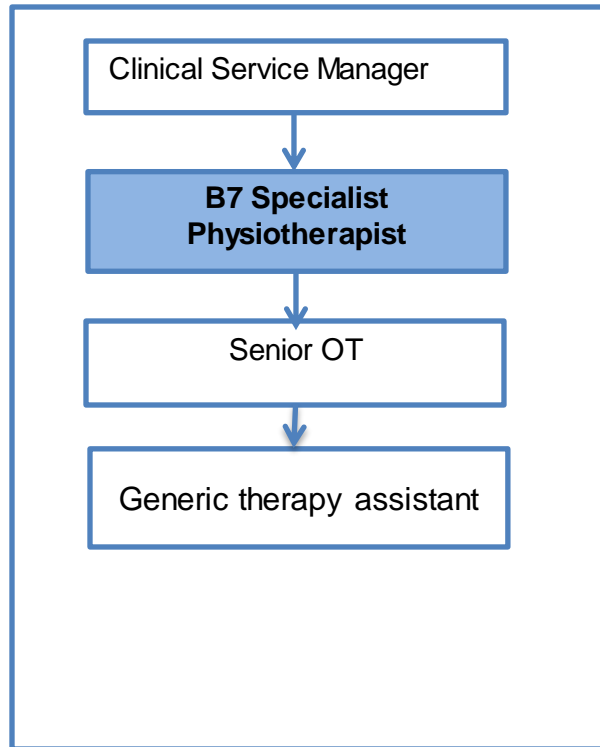
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## Job Purpose

- Provide physiotherapy respiratory assessment, diagnosis, treatment and management of patients under the care of the respiratory team.
- To act as a source of expertise on the management of complex and general respiratory patients providing an advisory service to patients, relatives, therapists and other healthcare professionals and medical staff.
- To take a major role in the advanced assessment and treatment of patients within the speciality who may have complex and or chronic presentation, and to determine clinical diagnosis and physiotherapy treatment indicated.
- To maintain records as an autonomous practitioner.
- To undertake a leadership role in the planning, co-ordinating, delivering and evaluation of the therapy service provided to the patients within the speciality across the sites on a day to day basis.
- To educate and train physiotherapists, other health professionals, medical staff and physiotherapy students in the management of respiratory conditions.

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## Organisation Chart



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## Duties and Responsibilities

### Key results from the job holder

- To provide clinical leadership for a designated area of work and to plan and organise efficiently and effectively with regard to patient management and use of time.
- To maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments, and incorporate them as necessary into the work of the team.
- To establish priorities for own work area, balancing other patient related and professional demands, and ensure that they remain in accordance with those of the service as a whole.
- To ensure excellent standards of evidence based care are delivered in specialist area of responsibility.
- Provide day to day management for designated staff.

### Planning and Organisational Duties

- To be responsible for a designated area of work, as agreed with the Therapy Lead/Clinical Lead, and to plan and organise efficiently and effectively with regard to patients management and use of time.
- To decide priorities for own work area, balancing other patient related and professional demands, and ensure that these remain in accordance with those of the service as a whole.
- To be responsible for ensuring the effective selection and use of all treatment resources available.
- To be responsible for ordering, monitoring and maintaining equipment used in carrying out therapy duties, and to adhere to departmental policy, including competence to use equipment and to ensure the safe use of equipment by others through, teaching, training and supervision of practice.
- To deputise for the Therapy Lead/Clinical Lead in terms of operational issues as required.
- 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 form of reports and letters.
- To be actively involved in the collection of appropriate data and statistics for the use of the therapy department.

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- To comply with the organisational and departmental policies and procedures and to be involved in the reviewing and updating as appropriate.
  - To be actively involved in the recruitment and selection of lower grade staff.
  - To maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments, and incorporate them as necessary into your work.
  - To participate in the staff appraisal scheme and Personal Development Plan (PDP) as both appraiser and appraisee.
  - To undertake the measurement and evaluation of your work and current practices through the use of Evidence Based Practice projects, audit and outcome measures, either individually or with Therapy Lead/Clinical Lead. Use information gained to make recommendations for change.
  - To demonstrate a sound understanding of Clinical Governance and Risk Management and apply to work situation
  - To undertake any other duties as considered appropriate by the Therapy Lead/Clinical Lead for respiratory.

### **Communications and Key Working Relationships**

- To be professionally and legally responsible and accountable for all aspects of your own work including the management of patients in your care. To ensure high standards of clinical care for the patients under your management, and support more junior staff to do likewise.
- Post holders are required to work independently, within broad clinical and professional guidelines. Work is supervised rather than managed and this supervision may be provided by peers who may be internal or external to the organisation
- To interpret and analyse clinical and non-clinical facts to form accurate diagnosis and prognosis in a wide range of highly complex conditions, to recommend the best course of intervention, and to develop comprehensive discharge plans.
- To produce informative and detailed information for out of Trust patient transfers for continuing physiotherapy management.
- To deliver the physiotherapy element of care for patients within the orthopaedic units, and on occasions to deliver appropriate elements of care normally undertaken by medical, nursing or other therapy colleagues.
- To represent the Trust externally (locally and regionally) regarding physiotherapy services provided to patients within the speciality.

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- To undertake the comprehensive assessment of patients, including those with a complex presentation, using investigative and analytical skills and to formulate individualised management and treatment plans, using clinical reasoning and utilising a wide range of treatment skills and options to formulate a specialised programme of care.
  - To accept clinical responsibility for a designated caseload of patients, and to organise this effectively and efficiently with regard to clinical priorities and use of time.
  - To demonstrate highly developed dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients.
  - To participate in the development of policy and practice changes within the respiratory and Therapy services which will impact on service users.
  - To communicate complex patient-related information (as well as non-patient information) effectively and work collaboratively with medical, nursing and therapy colleagues to ensure delivery of a co-ordinated multidisciplinary service.
  - To communicate effectively with patients and carers to maximise rehabilitation potential and to ensure understanding of condition. Use communication skills such as persuasion, motivation explanation to encourage patients to undertake their management programme.
  - To use communication tools (verbal and non-verbal) to gain informed consent with patients where there will often be barriers to effective communication e.g. loss of hearing, altered perception, expressive and receptive dysphasia, pain, fear etc.
  - To assess capacity, gain valid informed consent and have the ability to work within a legal framework with patients who lack capacity to consent to treatment.

### **Responsibility for Health & Safety**

- Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

### **Responsibility for Human Resources**

- Provide day to day supervision, management and development for designated staff,
- To work with Team Leaders within the Therapy service to ensure smooth running of the overall service.
- To participate in the staff appraisal scheme and personal development plan (PDP) as both appraiser and appraisee This will include the use of formal appraisal documentation

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- To accept appropriate responsibility for any tasks delegated to less senior qualified or unqualified staff.
  - To ensure that designated staff implement policy and service development changes.
  - To work with the Therapy Lead/Clinical Lead and other staff in developing the strategic and operational management of the Hand Therapy service.

### **Responsibility for Teaching**

- To provide spontaneous and planned advice, teaching and instruction to relatives, carers and other professionals, to promote understanding of the aims of physiotherapy, and to ensure a consistent approach to patient care.
- To provide specialist and highly specialist advice to physiotherapy colleagues working within other clinical areas (outpatients departments, sub-acute sites and other in-patient specialities etc) re: patients with upper limb conditions.
- To provide specialist advice, teaching and training, including presentation to other members of the IDT/MDT regarding the physical and medical management of patients with upper and lower limb conditions.
- To educate, supervise and performance manage more junior staff, trainee assistant practitioners, physiotherapy assistants and students. This will include the use of formal appraisal documentation.
- To educate, supervise and performance manage via the use of competencies qualified and unqualified nursing staff, in specific areas of physiotherapy management.

### **Standard Duties & Responsibilities**

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the Data Protection Act 1998 and Information Governance – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust

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or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

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This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

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## Person Specification & Scoring Sheet

<b>Job Title</b>	Specialist Physiotherapist	<b>Band</b>	7
<b>Candidate</b>			

**Top Tip for candidates!** Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Score</b>
<b>Qualifications</b>	Diploma/degree in Physiotherapy HCPC registration Evidence of relevant post graduate clinical education and CPD	Active member of relevant special interest group Clinical Educators course	
<b>Candidates: Please be aware that you will be asked to present your original qualifications at interview.</b>			
<b>Experience</b>	Significant experience at Band 6 level or above in relevant areas of practice Experience of supervising qualified staff Experience of participation in service improvements	Experience at Band 7 level or above in relevant areas of practice. Post Graduate Experience in a variety of specialities in range of settings. Experience of delivering training relevant to area of practice Experience of Clinical Audit Member of CSP	
<b>Skills</b>	Self-directed learning Evidence of ability to work independently Evidence of ability to provide leadership Ability to pass on skills/knowledge to others within both formal and informal environments Able to maintain judgement under pressure	Presentation skills Research skills	
<b>Knowledge</b>	Knowledge of a wide range of respiratory conditions and their management relevant to caseload. Knowledge of a wide range of physiotherapy interventions and treatment modalities relevant to caseload.	Knowledge of audit/critical appraisal Knowledge of national policies	



	<p>Knowledge of professional ethics and their application in practice.</p> <p>Knowledge of the principle elements of clinical governance.</p>		
<b>Additional</b>	<p>Commitment to deliver high standards of care in line with WWL objectives.</p> <p>Ability to work collaboratively within the multi-disciplinary team</p> <p>Committed to personal and team development</p> <p>Commitment to speciality/ area of practice</p> <p>Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation</p>		
<b>WWL Behaviours</b>	<p>When we are:</p> <p><b>4ward Thinking</b> We seek out new and creative way of working to make a positive difference.</p> <p><b>Working together</b> We actively seek opportunities to work in partnership with others</p> <p><b>Accountable</b> We take personal responsibility for ourselves and our actions</p> <p><b>Respectful</b> We recognise that everyone counts and makes a valuable contribution</p> <p><b>Demonstrate Compassion</b> We take time to show kindness and care to others</p>		

<b>Total Score:</b>	
<b>Out of total possible score:</b>	

<b>Comments</b>	
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<p><b>Scoring Key:</b></p> <ol style="list-style-type: none"> <li>1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria</li> <li>2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria</li> <li>3. Showed more positive than negative evidence of meeting the essential criteria</li> </ol>
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|---|--|--|
| 4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria |  |  |
| 5. Showed multiple clear evidence of meeting all of the essential and desirable criteria              |  |  |

<b>Signature:</b>		<b>Date:</b>
<b>Print name:</b>		<b>Position:</b>