

Job Description and Person Specification

Advanced Musculoskeletal First Contact Physiotherapist (FCP)

Band 8a

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

Summary about the Service

An FCP Physiotherapist works as an extended part of the Bristol North Somerset and South Gloucestershire (BNSSG) Musculoskeletal (MSK) service (which includes MSK physiotherapy and podiatry, and the CATS/SATS orthopaedic interface services).

An FCP Physiotherapist is a physiotherapist that works at the first point of contact within the Primary Care setting in conjunction with GP services. They may be based within a GP surgery, or other Primary Care setting, such as local Health Centre or community-based hospital.

MSK FCP clinics will be based in primary care networks. Within their contracted hours an MSK FCP's maybe asked to deliver clinics, Monday to Friday 8am-8pm. Also as part of improved access FCP's may deliver clinics on weekends.

Within the Sirona care and health team, we differentiate between different levels of a practicing FCP physiotherapist by using the title 'MSK FCP physiotherapist', or 'Advanced MSK FCP physiotherapist'. This job description refers to that of an 'Advanced MSK FCP physiotherapist', banded at 8a on the Agenda for Change pay scale.

Job Purpose

The advanced MSK FCP will assess patients referred by means of self-referral, via their GP primary care service. They will be required to draw from expert clinical knowledge, use advanced differential diagnostic skills and expert pattern recognition to plan and execute highly skilled physical examination to further inform shared decision making and patients care plan in complex patients. Patients will frequently present with multiple pathologies and complex physical and emotional needs where adaption of routine assessment is required.

The advanced MSK FCP is required to independently refer for and demonstrate a specialist understanding of diagnostic investigations (e.g. blood tests, Imaging, diagnostic injections), including sensitivity and specificity of different investigations for specific conditions in the context of the individual patient. They will independently process results of test findings, both expected and unexpected, in the context of the clinical findings and patient pathway to make appropriate plans for best evidence based treatment with the patient.

The advanced MSK FCP should demonstrate highly specialised knowledge of the use of Injection therapy and medication in management of certain MSK and rheumatological conditions, able to

critique current evidence to clinically reason when to offer injection therapy as part for the shared decision-making process and when it is contraindicated or not recommended.

An advanced MSK FCP's will either be trained as a non-medical prescriber or working towards this qualification as part of their ongoing development to enable delivery of pain medication review and individual patient prescription delivery.

The advanced MSK FCP is required to refer through and demonstrate highly specialist knowledge of pathways for all MSK conditions, including Orthopaedic services, Neurosurgery, Neurology, Community therapy and volunteer Services, Rheumatology and Pain services. As part of this the FCP should provide highly specialist advice on the expected benefits, limitations and outline the risks of most common surgical and non-surgical interventions, used in the management of MSK conditions and involve the patient within a shared decision making process of their care.

The advanced MSK FCP should offer highly specialist advice in the management of persistent pain/ chronic conditions where the patient is seeking potentially inappropriate or unavailable surgical or medical intervention. They will be required to support patients in their self-management and promotion of health and wellbeing where appropriate, offering appropriate literature to the patient to supplement their education and treatment and facilitate behavioural change where required.

The advanced MSK FCP is required to be a leader within the FCP PCN team while offering highly specialist education and development for clinicians across professional and organisational teams within the PCN and Sirona MSK services to improve patient care and pathway management throughout BNSSG.

The advanced MSK FCP is to provide supervision and mentoring to the MSK FCP physiotherapists working within their PCN. The Advanced MSK FCP is to promote and facilitate a learning culture that identifies learning needs, encourages reflection, evidence-based practice and work-based learning in order that others may develop to their full potential. The advanced MSK FCP is directly responsible for the appraisal, development, clinical delivery and assessment of the Band 7 MSK FCP's working within the PCN. They will also support the recruitment process for any new MSK FCP staff members both within their PCN and across BNSSG MSK FCP contracts.

The advanced MSK FCP is required to lead the PCN FCP s on service audit, improvement plans, and organisational changes. They will have oversight for their PCN FCP service evaluation and population needs, and ensure links to the wider MSK and community system pathways (including community, MSK radiology, secondary care and other Sirona FCP services) in order to develop more effective and streamlined clinical pathways and services. To this end, as part of the wider Sirona MSK team, the advanced MSK FCP will engage in interpretation of clinical, professional and national evidence base, audit and policies including, but not limited to INN/CBA and PA and provide feedback to the MSK FCP Operational lead regarding service development and service improvement opportunities.

The advanced MSK FCP physiotherapist will develop and maintain local links / networks with other MSK FCP's to facilitate the integration of evidence and shared learning in to clinical practice.

The advanced MSK FCP is required to demonstrate evidence of advanced critical evaluation and adaptation of own practice in relation to new information and relevant research / evaluation and audit and use the results to underpin own practice and disseminate best practice findings to others.

Key Responsibilities

Clinical Reasoning:

The post holder:

- Demonstrates highly developed specialist knowledge across the range of work procedures and practice: surgical, medical and conservative within the MSK field, both spinal and peripheral. This is underpinned by theoretical knowledge and/ or relevant practical experience demonstrated at a postgraduate / Masters Level (e.g., portfolio/ CPD, Education, Post grad certificate)
- Demonstrates a specialist understanding of choice of diagnostic investigations (Including, blood tests, Imaging, diagnostic injections), including sensitivity and specificity of different investigations for specific conditions.
- Independently processes results of test findings (Both expected and unexpected) in the context of the clinical findings and patient pathway to make appropriate plan for best evidence based treatment with the patient, potentially directly from triage.
- Works within Scope of practice and Local IR(ME)R training. Recognise when further tests outside of the scope of practice are required and make appropriate onward referrals (e.g. MRArthrogram, CT head)
- Uses expertise and decision-making skills to inform clinical reasoning approaches when dealing with differentiated and undifferentiated individual presentations and complex situations, synthesising information from multiple sources.
- Is able to synthesise current literature/ evidence base and guidelines to inform clinical reasoning around the sensitivity/ specificity of the subjective assessment, physical examination, tests and diagnostics performed to determine a diagnosis
- Demonstrates learning towards developing an expert knowledge of common and rare MSK and rheumatological conditions and their clinical (Surgical and non-surgical) management including critical and analytical awareness of current evidence.
- Demonstrate the ability to process, critically evaluate / analyse and reflect on information in complex and normally specialised situations where information is incomplete / not available.
- Fully understands own scope of practice and clinical knowledge limitations and proactively engages in specialist advice e.g. orthopaedics to promote a safe, efficient and quality patient pathway

Assessment and Communication:

The post holder:

- Draws from expert clinical knowledge and uses advanced differential diagnostic skills and expert pattern recognition to plan and execute highly skilled physical examination to further inform shared decision making and patients care plan in complex patients, frequently with multi pathology patients and complex physical and emotional needs where adaption of routine assessment is required.
- Assess, diagnosis, triage and treat patients either via patient self-referrals or referrals from a professional within network, and take responsibility for managing a complex caseload (including patients with long term conditions, comorbidities and multi-factorial needs).
- Request investigations (e.g. x-rays/ MRI's/Bloods) following evidence based practice and local criteria to facilitate diagnosis and choice of treatment regime.

- Demonstrates use of sensitive and appropriate communication to work collaboratively with a variety of health professionals both internally and across local organisations to offer education, development, advice and refer highly complex patients with specific needs into appropriate community and secondary care services.
- Demonstrates a holistic approach working in partnership with individuals, families, and carers, using a range of assessment methods as appropriate, considering co-morbidities and the impact of MSK problems on general health and wellbeing including health promotion and promotion of self-management where appropriate.
- Demonstrates appropriate identification and action taken in the presence of red flags and potential risk factors.
- Has an advanced level of understanding of the impact of and adaptation in the presence of socioeconomic, psychological and occupational influences on patient management and health outcomes.
- Communicates highly complex, highly sensitive and often contentious information effectively at an advanced level demonstrating empathy via selection and adaptability of appropriate questions, utilising a variety of developed methods of communication to optimise interactions in complex situations with service users with potential barriers to understanding, acceptance and adherence. E.g. consideration of mental health issues, learning disabilities, specific communication needs, cultural or language requirements.
- Manages often aggressive, complex patients with varied communication barriers within a restricted time frame demonstrating adaptation to assessment and communication.

Patient Management and treatment:

The post holder:

- Offers highly Specialist, evidence based, advice to patients about their condition/prognosis and treatment options available, utilising shared decision making with aforementioned use of appropriate diagnostics to inform decision making/reasoning / facilitating effective individual patient management.
- Ensures care is proactive, preventive in focus and population based, with an emphasis on early intervention.
- Offers specialist advice in the management of persistent pain/ chronic conditions where the patient is seeking potentially inappropriate or unavailable surgical or medical intervention
- Demonstrates the ability to support patients in their self-management and promotion of health and wellbeing where appropriate, offering appropriate literature to the patient to supplement their education and treatment.
- Demonstrates highly skilled selection of conservative treatment options (e.g. exercise prescription, pharmacological, manual therapy, assessment and fitting of orthotic devices), where appropriate to enable patients to engage in self-care for long term conditions.
- Demonstrates case management for patients throughout the MSK pathway, offering support to other teams within this pathway to ensure effective care and patient safety.
- Demonstrates effective and appropriate MSK patient management in unpredictable settings with complex patients, who can be hostile, whilst lone working.
- Provides effective and safe Injection therapy and pharmacological management of MSK conditions as appropriate within the clinician scope of practice, utilising national and local guidelines

Referral and caseload management:

The post holder:

- Demonstrates specialised clinical reasoning, assessment skills and patient management in order to appropriately risk assess each patient, holding individual responsibility to recognise and act on indications for emergency and urgent referrals in a timely manner. This may include referrals to secondary care services including ED, medical and surgical teams to ensure patient safety.
- Delivers safe and effective referrals for routine / elective care e.g. community services including physiotherapy, rehabilitation teams and volunteers. Also secondary care services including diagnostics and surgical interventions, delivering patient choice through shared decision approach.
- Demonstrates in depth knowledge of the inclusion/ exclusion criteria and national guidelines impacting referral options.
- Demonstrates documentation/ EMIS notes documented to appropriate legal standard.
- Follow local procedures for review and following up of patients that require further management following investigations or treatments (e.g. physiotherapy/ injections) to ensure safe and efficient pathway delivery and enhance patient satisfaction.

Professional Behaviour:

The post holder:

- Practise in compliance with their respective code of professional conduct and within their scope of practice, being responsible and accountable for their decisions, actions and omissions.
- Demonstrates insight into own knowledge, capabilities and limitations, with an awareness of when to seek help, considering situations that may develop such that work becomes out of the scope of practice.
- Demonstrates a critical understanding of their broadened/ Advanced level of scope of practice, responsibility and autonomy and the limits of own competence and professional scope of practice, including when working with complexity, risk, uncertainty and incomplete information.
- Independently seek help and guidance where scenario falls out of scope of clinical practice, demonstrating critical reflection on own practice, self-awareness, emotional intelligence, and openness to change and development.

Leadership & Management:

The post holder:

- As part of the wider Sirona MSK and FCP service provides guidance and advice across professional and service boundaries (e.g. across PCNs) to influence clinical practice to enhance quality, reduce unwarranted variation and promote the sharing and adoption of best practice.
- Consistently demonstrates leadership behaviours including (but not exclusive to) autonomous practice, self-reflection and awareness, leadership, self-confidence, the ability to facilitate self-awareness in others, resilience and determination.
- Evaluates and audits own, and others practice, within the PCN. Linking outcomes and actions to the wider MSK/FCP service and MSK system pathway ensuring quality and effectiveness (i.e. outcomes of care, experience and safety).

- Actively engages in peer review to inform own and other's practice, formulating and implementing strategies to act on Masters level learning and make improvements to clinical practice.
- Directly supervises, manages performance and offers clinical mentorship to MSK FCP physiotherapists within their PCN.
- Supports locality B8a FCP leadership group in supervision of MSK B7 MSK FCP's e.g. in times of leave / long periods of absence.
- Engages with FCP networks within own service, linking to other PCNs across BNSSG and nationally, to develop opportunities to learn about and influence future developments.
- Acts as a positive role model / leader, offering highly specialist education, advice and treatment for patients across professional and organisational teams across BNSSG (e.g. Community MSK staff and PCN staff including GP's and Nurse practitioners).
- Actively seeks feedback and involvement from individuals, families, carers, communities and colleagues in the co-production of FCP service improvements.
- Contributes constructively to FCP and MSK service improvement plans, strategies and organisational changes in response to this feedback, service evaluation and population need.
- Ensures the delivery of current evidence base practice within the PCN, aligned with the Sirona MSK FCP service and that BNSSG referral criteria are delivered to an integrated delivery model to the wider BNSSG system (e.g. CBA and INNF).

Education:

The post holder:

- Critically assesses and address own learning needs, negotiating a personal development plan with service lead/ lead PCN GP that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice and in line with Band 8a role requirements..
- Recognises training and development needs of external services to provide specialist training and guidance to facilitate best patient care throughout the pathway (e.g. G.P, nurse practitioner and social prescriber training).
- Engages in self-directed learning, critically reflecting to maximise clinical skills and knowledge.
- Develop increased breadth of specialist knowledge base outside the traditional context of MSK to include wider medical knowledge and knowledge of orthopaedic management of MSK conditions to enhance individual patient management.
- As a result of peer review in the Sirona MSK FCP service, critically evaluates and identifies further developmental needs for FCP peers in own and local services and supporting them to address these. Including engaging in delivering highly specialist teaching, training and competency sign off for B7 Musculoskeletal FCP's.
- Promotes a culture of a healthy learning environment within the PCNs, which values being challenged clinically, learning, incorporating effective work based and inter-professional learning.
- Delivers effective patient education, responding to the patients' motivation, development stage and capacity, working collaboratively to support health literacy and empower patients to participate in decisions about their care and to maximise their health and well-being.
- Attends and is involved in appropriate local and national CPD courses, aligned with PDR's, and in In-service learning e.g. buddy clinics, clinical reflections and supervised practice.

Research and Development:

The post holder:

- Actively seeks feedback and evaluate effectiveness of PCN MSK FCP service and care delivery e.g. through clinical audit, service user feedback, communication with service users and families/colleagues/community. This will inform service improvement.
- Demonstrates awareness and participate in/ feed into, where available local and national FCP clinical trials and the potential impact on patient care
- Demonstrates evidence of advanced critical evaluation and adaptation of own practice in relation to new information and relevant research / evaluation and audit. Demonstrates using the results to underpin own practice and disseminate best practice findings to others.
- Demonstrates in depth knowledge of current literature, guidelines and research and critically analyse and synthesis complex information, often with no clear consensus in order to engage with and offer specialist advice on pathway and policies that impact the wider FCP/MSK clinical pathway.
- To develop local links / networks with research groups / professionals where appropriate to facilitate the integration of research in to clinical practice (eg FCP, PAM, outcome measures).
- Takes part / Undertakes regular, often complex Audits, looking at local PCN and wider Sirona MSK FCP clinical practice and activity to drive service and pathway improvement, determine clinical effectiveness, safety and quality assurance and act appropriately on the findings.

Scope of Accountability:

- Number of direct reports – Up to 4 B7 MSK FCPs within PCN
- Number of indirect reports – Support for other B8a FCP's within the locality in line management of B7 MSK FCP's
- Budget holder – N/A

Skills, Experience and Knowledge Required

Essential:

- Significant previous experience working in advanced practice post
- Advanced clinical reasoning skills.
- Musculoskeletal Injections.
- Advanced manual therapy skills.
- In-depth knowledge of the multi-disciplinary management of spinal and peripheral MSK patients, including indication and considerations for conservative and surgical intervention.
- In depth knowledge of national guidelines and local commissioning policies.
- Advanced knowledge and understanding of conditions and symptoms that may present and masquerade as an MSK condition.
- Advanced knowledge, understanding and integration of evidence-based practice with respect to diagnostic investigations e.g. X-rays, MRI's, Bloods, Ultrasound.
- Experience of using technology and software integrated in MSK pathways e.g. electronic triage and records, image referral and review software.
- Advanced knowledge and understanding of general physiotherapy care programmes for highly complex patients.
- Advanced decision making regarding complex patient pathways.

- Advanced skills in communication and education for effective patient/carer/stakeholder engagement in complex management pathways and often challenging/hostile environments
- A critical understanding of personal scope of practice.
- Integration of a broad range of highly skilled interventions into practice e.g. injection therapy.
- Manage risk in unpredictable, uncertain situations to uphold patient safety.
- Able to follow legal, ethical, professional and organisational policies, procedures, and codes of conduct.
- Experience teaching, supervising and mentoring others at an advanced practice level.
- Experience of high level clinical communication with multidisciplinary teams / professionals.
- Advance report writing skills for onward referral to Secondary care/ specialist centres.
- Experience dealing with complaints and clinical incidents.
- Able to complete complex service risk assessment.
- Able to work in lone working, stressful environments.
- Clinically competent to assess and manage both peripheral and spinal musculoskeletal patients
- Driver, holding a valid UK driving licence.
- Competent with word processing, email, internet and basic spreadsheets.

Desirable:

- Non-Medical prescriber
- Knowledge and experience of referring for and interpreting diagnostic MSK bloods

Qualifications and Training Required

Essential:

- Completion of an undergraduate diploma / degree in Physiotherapy.
- Registration with the Health and Care Professions Council (HCPC).
- Able to demonstrate in practice portfolio experience in core physiotherapy and MSK physiotherapy.
- Demonstrates self-development through continuous professional development activity.
- Can demonstrate experience of working to a Masters level/ Level 7. E.g. Masters modules
- Holds a Musculoskeletal injection therapy qualification.
- Evidence of current or previous completion of Ionising Radiation (Medical Exposure) Regulations (IR(ME)R) and experience of referring for diagnostic investigations
- Evidence of working as a clinical supervisor and educator, designing, developing and delivering programmes of specialised learning in line with evidence-based practice, to peers and junior staff.

Desirable:

- Member of the Chartered Society of Physiotherapy (CSP).
- Completion of relevant Leadership and/ or management training course.
- Post graduate qualification in delivering Non-Medical Prescribing.
- Post graduate training in Musculoskeletal Diagnostic Testing.
- Post graduate qualification in delivering ultrasound guided injection therapy.
- Post Graduate course in Musculoskeletal Bloods or equivalent evidence in CPD portfolio.

Collaborative Learning

Essential:

- Experience of working and communicating with Primary Care clinicians and teams
- Experience reviewing MSK Service performance data and KPI in order to effective plan service delivery
- Experience of reporting MSK data and associate recommendations to ensure appropriate stakeholder engagement.
- Experience of managing and co-ordinate the care of individual patients through liaison with multi-disciplinary teams in secondary care
- Experience on integrate work with public health and volunteer services related to healthy lifestyle management
- Experience of collaborative communication pathways using a variety of technologies e.g. email, virtual conferences
- Experience in operational and direct line management, including performance management of MSK staff.
- Experience in teaching a broad range of clinicians, GP's and other Advance practitioners.
- Experience in formulating personal development plans with others in order to facilitate personal and service development.

Leadership

Essential:

- Evidence of operational decision making related to staff and service development. E.g. course and study leave allocation, capacity and demand modelling
- Evidence of accountability for the delivery of services and projects. E.g. project planning and implementation.
- Experience of offering advice and facilitating service change across professional and service boundaries
- Evidence of leadership behaviours in portfolio including e.g. autonomous practice, self-reflection, promotion of cultural change.
- Experience in peer review to inform own and other's practice, formulating and implementing strategies to act on Masters level learning and make improvements to clinical practice.
- Experience in engagement with peer networks both locally and and nationally, to develop opportunities to learn about and influence future developments.
- Actively seeks feedback and involvement from individuals, families, carers, communities and colleagues in the co-production of FCP service improvements.
- Evidence of contribution to service improvement plans, strategies and organisational changes in response to this feedback, service evaluation and population need.

Desirable:

- Evidence of operational decision making related to staff and service development
- Using leadership behaviours (above) to contribute towards system wide change

Management

Essential:

- Demonstrates understanding of, and conforms to, relevant standards of practice
- Evidence of operational service management including capacity and demand management, diary management, waiting list management, staff leave etc
- Evidence of delivering staff appraisal following local policy and linking to wider service, company and national objectives.
- Evidence of delivering service performance evaluation and development, reporting to key stakeholders.

Desirable:

- Experience of managing effective resource allocation across different localities and providers e.g. staffing
- Experience of representing MSK services in strategic, system wide meetings, deputising for MSK service senior leadership

Research and Evaluation

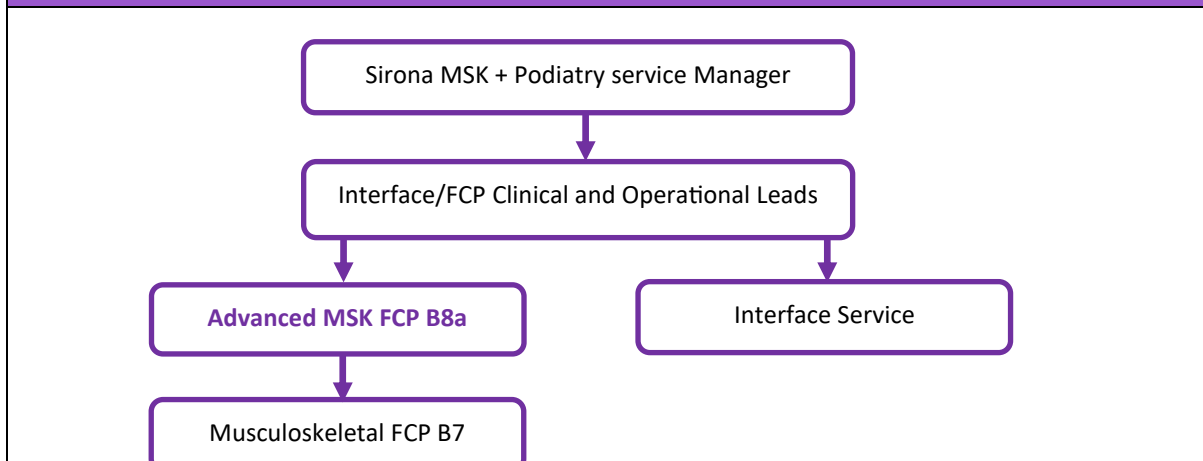
Essential:

- Experience of seeking feedback from service users and stakeholders regarding MSK service delivery
- Demonstration of knowledge of current evidence based MSK management including critical analysis of research and service data.
- Experience completing service audits within the MSK pathway
- Experience of developing evidence based MSK clinical pathways
- Experience of being involved in research trials within the MSK pathway e.g. data collection, participant recruitment

Desirable:

- Experience of being a primary investigator in a research trial and publishing the research
- Experience of developing, delivering and publishing evidence based system wide of clinical pathways / guidelines.
- Evidence of developing local links / networks with research groups / professionals where appropriate to facilitate the integration of research in to clinical practice.

Team Structure Diagram



Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support
- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families & communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services
- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC

staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.