

## Job Description

**Job Title:** Generalist Musculoskeletal Practitioner

**Place of Work:** OASIS East, Abbey Manor Medical Practice

**Reports to:** Partners (Clinically); Practice Manager (Administratively)

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### Job Summary

Working as a Generalist Musculoskeletal Practitioner within the field of musculoskeletal medicine, the post holder will have a particular interest in either spinal (ideally), lower limb or upper limb conditions.

This post is outside the normal scope of physiotherapy. The post holder will:

- Undertake clinics, assessing new referrals from GPs, consultants and other physiotherapists
- Be able to instigate advanced investigations such as x-rays, blood tests and MRI scans
- Ensure patients are assessed, given a diagnosis and management options are discussed including appropriateness for surgery where only the most complicated cases will be discussed with peers and relevant consultant colleagues.

There is no operative / surgical role to this post.

### Key Relationships

- Clinical lead for OASIS East (currently Dr John Moore)
- OASIS Admin office and Practice Manager
- Patients and their relatives / carers in order to assess and treat them – daily contact
- Radiology, Pain Management, Orthopaedic, Podiatric and Spinal Consultants, and clinicians working within the Musculoskeletal Interface Service as part of the multi-disciplinary care of patients and in setting standards and developing care pathways
- GPs, physiotherapists and podiatrists and health care professionals who refer patients to or liaise with the Musculoskeletal Interface Service.
- Administrative support staff, medical secretaries, nurses and health care assistants involved in the service.

### Core Responsibilities

#### Clinical

In the Generalist Musculoskeletal Practitioner role in the OASIS East Service the post holder will:

1. Treat patients as a fully autonomous practitioner with full responsibility for, and legal accountability for, individual clinical decisions and actions
  2. Specialise in one area of work, namely spinal (ideally), upper limb or lower limb.
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**Partners:** Dr S Latimer, Dr M Ariaratnam, Dr H Cotton, Dr P Hine  
**Practice Manager:** Sian Edwards

3. Screen referrals into the service to assess appropriateness and urgency of care.
4. Ensure all patients understand the assessment process, and have given valid and informed consent for intervention. Where patients are not able to provide consent for treatment, for example, through mental incapacity the post holder will work within existing legal frameworks, practice guidelines and professional codes of conduct.
5. Provide an initial medical assessment and triage of patients referred into the OASIS East Service by GPs and hospital consultants, with a variety of diverse or complex musculoskeletal problems. The post holder will be expected to assess complex musculoskeletal patients. Complex because:
  - a. The clinical features of the patients
  - b. Long and frequently misleading history of the patient's condition
  - c. The patients pain state may lead to severe anxiety and possible aggressive behaviour
6. Take into account the psychological and social, as well as medical aspects of the patients' situation.
7. Request specialist investigation such as x-rays, blood tests, MRI scans etc., as appropriate.
8. Utilise the highest level of expertise in clinical reasoning skills to provide an accurate diagnosis of the patient's musculoskeletal problems, following a full analysis of the diagnostic findings, with the ability to analyse clinical and non-clinical facts, which may be contradictory and where expert opinion may be divided.
9. Sensitively explain the results of investigations and clinical diagnosis including the prognosis (of the musculoskeletal condition), the possible need for surgery; including (where relevant) be the clinician to inform the patients of the existence of very serious pathology, i.e. tumour / metastases.
10. Refer patients to other consultants, for example, for neurological or vascular opinion, to the Oncologist or to the pain clinic as necessary.
11. Instigate appropriate treatment programmes:
  - a. Directly list patients for surgery; both for major surgery requiring an inpatient stay and for smaller day cases, with the need only to discuss the most complex patients with the consultant
  - b. Provide specialised advice for patients to help them with self-management and acceptance of their chronic pain / reduced function, with an emphasis on an evidence based bio-psycho-social model of care
  - c. Provide advice on physiotherapy/podiatry management
  - d. Refer patients for physiotherapy, occupational therapy or podiatry as appropriate.
12. Follow up patients in clinics after investigations and/or surgery.

13. In addition to the extended scope role, the post holder will be required to work alongside orthopaedic consultants within their clinics (no surgery involved).
14. Regularly provide (approximately once a week) expert advice and second opinions to peers, medical colleagues and other health professionals. This will include the formulation of the prognosis and recommendations of the best course of intervention, this role may include the provision of written reports to medical colleagues.
15. Ensure all orthopaedic medicine interventions to follow locally and nationally recognised systems/treatment policies with an emphasis on evidence based practice.

The post holder may maintain a physiotherapy/podiatry caseload and will:

1. Maintain a clinical caseload with the ability to treat patients with complex musculoskeletal problems, i.e. those patients who:
  - a. Have multiple joint problems, or
  - b. Have complicated medical and social histories.
2. Treat patients as a fully autonomous practitioner with full responsibility for, and legal accountability for, individual clinical decisions and actions.
3. Plan and prioritise their own clinical workload, ensuring a prompt and efficient service using clinical judgement and practice guidelines.
4. Ensure all patients understand the physiotherapy treatment process, and have given valid and informed consent for treatment. Where patients are not able to provide consent for treatment, for example due to mental incapacity, the post holder will work within existing legal frameworks, practice guidelines and professional codes of conduct.
5. Complete a full and specialised musculoskeletal examination. The clinical examination will integrate information from a range of sources such as the patient, carers, medical/nursing records and the full clinical examination.
6. Take into account the psychological and social, as well as medical aspects of the patients' care, in order to provide a holistic, patient centred approach referring to other specialists as necessary.
7. Formulate a clinical diagnosis and appropriate patient centred goals, following a complete and thorough analysis and interpretation of the clinical examination.
8. Select appropriate and individual treatment pathways, where conflicting needs may be identified (conflicting needs would typically occur where treatments can have both adverse as well as beneficial effects at the same time in a patient).

9. Select highly specialised and individually tailored physiotherapy interventions / programmes of care, from a range of treatment options.
10. Complete highly skilled manual physiotherapy treatment with very high precision of movement and hand-eye co-ordination, in order to mobilise spinal and peripheral joints and to allow soft tissue to move normally.
11. Assess and evaluate the effects of the chosen physiotherapy treatment over time, altering the treatment technique/modality as necessary.
12. Teach therapeutic exercises, through verbal explanations, visual demonstration or the physical guiding of the patients movements, to patients and their carers.
13. Advise patients on self-help activities to either treat their condition or assist in coping with their situation.
14. Be able to use a wide variety of physiotherapy techniques, e.g. manual therapy, electrotherapy, exercise therapy and provision of orthotics as appropriate (The post holder may also use other treatment modalities they are trained in such as joint and soft tissue injection therapy).
15. Carry out all physiotherapy interventions within the scope of locally and nationally recognised physiotherapy approaches.
16. Provide specialised advice on the physiotherapy management of musculoskeletal conditions, to other physiotherapists and podiatrists as requested.

Additionally, the post holder will:

1. Promote evidence based practice.
2. Promote simple strategies for patient management of long term conditions for use by GPs and other physiotherapists and podiatrists.

### **Communication**

The post holder will:

1. Be required to communicate very complex clinical information both written and verbal, in an easily understood form, to patients, carers, and all members of the multi-disciplinary team. The information is very complex because of, for example:
  - a. The existence of problems in multiple joints, related to degenerative disease / osteoarthritis which may lead to a need to changes in functional activities / work / hobbies of patients.
  - b. The highly specialised nature of extended scope intervention and physiotherapy treatment which is not familiar to patients or other staff and needs to be explained in addition to being communicated.

2. Require significant tact and communication skills (with extended skills in verbal and non-verbal communication) in order to overcome the significant barriers to communication present in the majority of patients. These exist because of:
  - a. The older age of some patients
  - b. The unwillingness of some patients to accept that their condition cannot be cured / that no surgical or medical intervention is indicated
  - c. Difficulties in patients' acceptance of self-management strategies.
3. To defuse potentially hostile and antagonistic situations with staff, patients and relatives.
4. Develop a close professional working relationship with orthopaedic, medical and surgical teams, GPs and with other members of the multi-disciplinary team, through a respect for, and understanding of, their different roles and training.
5. Maintain contemporaneous written records to physiotherapy / orthopaedic department / OASIS East service standards of all clinical observations and interventions.
6. Write / dictate discharge summaries and letters as appropriate.

### **Management**

The post holder will:

1. Be fully responsible for planning and prioritising his/her own workload – OASIS East clinics are pre-booked.
2. Have input into the strategic development of OASIS East.
3. Promote the extended scope role in the management of musculoskeletal conditions.
4. Maintain an electronic record of patients' treatments for inclusion in the monthly returns and other statistical data, as required.
5. Carry out other professional duties that may be necessary as delegated by the Clinical Lead or Practice Manager.

### **Education**

The post holder will:

1. Be expected to develop and maintain all musculoskeletal clinical skills necessary for this position.

2. Provide relevant training to physiotherapy and podiatry peers and other Health Care Professionals including GPs, orthopaedic registrars, medical students etc. on musculoskeletal medicine.
3. Keep up to date with current developments in orthopaedic medicine and physiotherapy / podiatry.
4. Actively participate in teaching programmes for the OASIS East / Musculoskeletal Service through:
  - a. Attendance at in-service training sessions
  - b. Presenting sessions
5. Ensure ongoing use of CPD file / professional diary in line with current registration requirements.

#### **Research / Audit**

The post holder will:

1. Understand the service quality objectives.
2. To assist with auditing the work of the OASIS East service and write relevant reports.
3. Ensure the standards of clinical care for patients seen within OASIS East are in keeping with the agreed care pathways.
4. To identify and use appropriate outcome measures and service impact measures which accurately evaluate patient response, service efficiency and effectiveness.
5. Occasionally participate / assist in R&D activity. This would be less than 5% of a working year.
6. Take an active part (for example through the distribution, filling in and collating results of questionnaires and work sheets) in the OASIS Service quality assurance programme including standard setting, audit and peer review.

#### **Financial and Physical Responsibilities**

The post holder will:

1. Be responsible for the safe use of service/practice equipment and reporting if equipment is not working or in poor condition. There is no one piece of equipment that the post holder is solely responsible for.
2. To be responsible for monitoring the stock levels of equipment / orthotics used, i.e. splints, TENS machines, stationary and requesting the replacements are ordered as necessary.

### **Supervisory Responsibilities**

The post holder will provide mentoring and peer support to physiotherapists within OASIS East and will:

1. Provide clinical and emotional support for staff working in an exceptionally busy and demanding environment.
2. Provider supervision of staff to ensure good clinical standards of physiotherapy.
3. Assist in the recruitment for the teams including writing job descriptions, person specifications, and adverts, short listing and participating in appointment panels.
4. Be involved in annual individual performance review for staff including goal setting, monitoring and review, feedback and the updating of objectives (including career development advice).

Additionally, the post holder will be expected to assist, as an expert panel member, in the recruitment of specialist staff for the service.

### **Working Conditions**

The post holder will be exposed to the following environmental factors:

1. To carry out assessments and treatments of patients with musculoskeletal problems (who may have pain as they move their body) with moderate physical effort involved on a daily basis such as: assisting patients to move on to a plinth, lifting the full weight of patients' limbs, which may occasionally weigh up to 4 stone, during patient examination.
2. This job includes exposure to unpleasant working conditions, e.g. unpleasant smells (daily) such as from infected wounds/body odour and occasional (monthly) exposure to verbal aggression.
3. There is a need for the post holder to fully concentrate on patients during each consultation to ensure a full and thorough assessment is performed and diagnostic triage formulated. There are typically 6-7 half days clinics per week.
4. To concentrate fully between patient consultations to formulate an appropriate treatment/management plan, ensuring all the necessary paperwork to request investigation is completed accurately and dictate an accurate and concise clinical record.
5. Make sound clinical judgements, as poor clinical judgement may lead to the unnecessary worsening of a treatable condition.
6. The post holder will be in contact with patients with pain / disability many of whom have significant long term disability.

### **General Tasks**

The post holder will:

1. Help maintain good communication, liaison and working arrangements with OASIS East, Diamond Healthcare Group, other GP practices, hospitals and health care providers.
2. Keep up to date with all relevant guidance and NHS targets and ensure the effective dissemination of relevant information as directed.
3. Contribute to relevant projects in relation to the business development plan and service objectives as required or appropriate.
4. Comply with all practice policies and procedures in exercising the duties of the role.
5. Undertake any necessary skills training, professional updates and mandatory training as appropriate to the post.
6. Be able to accommodate change in a rapidly changing environment and encourage other team members to embrace necessary change. Have a positive attitude to challenges and devise ways to make them happen.

### **Changes to the job**

This post may be subject to changes/review as the needs of the service change. Any changes will be made following consultation with the individual before changes are made.

### **Health and Safety At Work**

It is the responsibility of all staff to be aware of their duties under the Health and Safety At Work Act and under specific practice policies. The service operates a smoke free working environment for all staff.

In order to protect the safety of the public, patients and staff safely, all employees are responsible for:

1. Completing a Significant Event Form every time an incident or potential incident occurs.
2. Reporting both clinical and non-clinical adverse incidents.
3. Reporting all defects.
4. Reporting all complaints.
5. Communicating a dangerous situation to anyone who could be at risk.
6. Attending mandatory or statutory training.



7. Within their own area of competence, assessing risk and appropriate reporting to the Practice Manager or Office Manager (Health and Safety lead).
8. Compliance with all practice policies, procedures, protocols and guidelines.

In addition to these responsibilities, managers and team leaders are responsible for considering the various activities of their department so as to:

- Manage risks within their area of influence
- Implement control measures and contingency plans
- Report risk management activities and concerns in with the practice Risk Management Strategy.

### **Control of Infection**

All employees will have an understanding of basic infection control principles and procedures during induction to the service. This will be supported through annual mandatory refresher training which is aimed at raising and maintaining awareness of infection control principles.

Staff throughout the organisation will be proactive in promoting and securing the implementation of best practice in the prevention and control of infection during their daily roles within the service.

### **Confidentiality / Data Protection**

Any matters of a confidential nature, including particular information relating to patients, their treatment and diagnosis, individual staff records, details of contract prices and terms must under no circumstances be divulged or made available to any unauthorised person(s).

Disclosure of confidential information or disclosures of any data of a personal nature can result in prosecution for an offence under the Data Protection Act 1998 or an action for civil damages under the same Act in addition to any disciplinary action taken by the practice which might include dismissal. You should consult the Practice Manager if you consider that there is a need to breach such confidentiality. You are advised that throughout your employment, the service will collate information to support performance management.

It is the responsibility of all staff to be aware of their obligations in respect of the Data Protection Act 1998.

### **Appraisal**

Employees are entitled to an annual appraisal identifying learning needs and reflecting on performance. Each employee should agree a personal development plan and ensure that they have access to mandatory training on an annual basis.

This role profile is designed to identify principal responsibilities only. The post holder is required to be flexible in developing the role in accordance with changes in the service's organisational



objectives and priorities. This role profile will therefore be subject to periodic revision following discussion with the post holder and in the light of any changes. It will be subject to major review when significant changes in staffing occur.

## Person Specification

### Generalist Musculoskeletal Practitioner, Musculoskeletal Medicine

Measurement	Evidence
<p><b>Qualifications and Training</b></p> <p>Degree/diploma level education leading to State Registration by the Health Professions Council (UK) as a Physiotherapist</p> <p>Competency assessment of extended scope skills in a specific area, i.e. lower limb, upper limb or spinal</p> <p>Attendance at both long and short courses post registration, and with a combined theoretical and practice/experiential learning equivalent to at least that of a Master's Degree.</p>	<p>Certificate &amp; interview</p> <p>Interview</p> <p>Certificate &amp; interview</p>
<p><b>Skills / Ability</b></p> <p>Mastery /fluency of one approach to musculoskeletal medicine and a good understanding of alternative approaches</p> <p>Excellent communication skills including talking and listening as well as being aware of non-verbal communication, i.e. motivational interviewing.</p> <p>Able to demonstrate the most advanced decision making / clinical reasoning skill in orthopaedic medicine through the analysis and interpretation of the clinical examination.</p> <p>Ability to cope with potentially distressing situations such as imparting unwelcome news.</p> <p>Responsible for own learning.</p> <p>Ability to work without supervision.</p> <p>Basic computer skills, e.g. word processing.</p>	<p>Application &amp; interview (all)</p>
<p><b>Knowledge</b></p> <p>Detailed and up to date knowledge of musculoskeletal pathologies within a defined speciality including indications for surgery</p> <p>Current knowledge of evidence base practice relevant to the position</p> <p>Knowledge of new ideas and theories in orthopaedic medicine</p>	<p>Application &amp; interview (all)</p>

Relevant and comprehensive evidence of lifelong learning and post-graduation training	
Knowledge and use of the bio-psychosocial approach	
<b>Experience</b>  Extensive experience and reflective practice in physiotherapy including substantial experience at a senior level in the surgical management of musculoskeletal conditions  Wide experience of management of a range of musculoskeletal problems with an emphasis on a particular specialty  Experience in teaching musculoskeletal medicine as part of clinical role  Experience of supporting staff and developing staff members and active performance management	Application & interview (all)
<b>Personal Characteristics</b>  Access to vehicle for travelling between and outside the practice premises.  Physically able to do the work described.  Ability to get on with and work closely with surgeons and musculoskeletal interface team.	Application & interview (all)