Infusion Nurse

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| Job title: | Pain Specialist Physiotherapist |
| Department: | Pennine MSK Partnership |
| Location: | Oldham |
| Reporting to: (job title only) | Lead Physiotherapist |
| Direct reports: (job title only) | N/A |
| Job purpose: | * **This is a development role** progressing to be able to provide expert biopsychosocial assessment and treatment to persistent pain patients within Pennine MSK Partnership. This development role will allow you to acquire further knowledge and skills across the persistent pain pathway. It is supporting a wider pain MDT including specialist physiotherapists, specialist nurses, GPSI, Psychiatry, Psychology & CBT.

The post holder will acquire a high level of knowledge in the management of patients with musculoskeletal conditions and persistent pain, experience of liaison across various health care teams and evidence of autonomous decision making are essential. You will have excellent organisational skills, be an effective team player and have a flexible approach to service delivery. You will have a strong commitment to CPD and your clinical and professional development will be supported through regular appraisals and training. |
| Role and Responsibilities: | **Clinical Objectives:*** To develop the ability to complete complex, holistic biopsychosocial assessments of patients living in persistent pain.
* To explain persistent pain to patients, families and carers and its multifactorial nature.
* To learn how to lead patients through a functional educational programme including exercise and educational elements (which include sleep hygiene, pacing, understanding pain, managing flare ups, work advice, effects of mood on pain) in both 1 to 1 and in class environments.
* To learn to identify and refer on patients that would be appropriate for input with the persistent pain specialist nurses, talking therapists, GP with a special interest in pain and social prescribing. You will also identify patients who may be appropriate for procedural input with a pain consultant and formulate the appropriate information to make this referral.
* To be involved with the persistent pain MDT which includes pain specialist physiotherapist, pain specialist nurses, CBT therapist, psychologist, GPSI in persistent pain.
* To identify mental health risk in patients and refer/manage appropriately with the support of the wider MDT with appropriate training.
* To develop skills to give advanced clinical advice, support and training to patients, families, carers and professional colleagues to improve their journey and their health and wellbeing.
* To work autonomously to manage a increasingly complex caseload with time, whilst working as part of a multidisciplinary team
* To use highly complex communication skills and knowledge when working with patients, their families and external agencies
* To gain consent for treatment and motivate patients to comply with treatment plans, whilst complying with the mental capacity act, and gaining informed consent as and when required.
* To learn how to undertake and implement highly specialist clinical assessment and intervention, taking into consideration clinical reasoning, for patients with diverse presentations and highly complex needs.
* To provide appropriate verbal and written information and documentation for patients, carers and the wider multidisciplinary team in a timely manner, in line with professional standards and local procedures and policies
* To empower patients to effectively self-manage their conditions through advice, education and coping strategies.
* A willingness to develop knowledge and skills required to practice at an advanced level and to use an extended scope of practice beyond traditional physiotherapy
* To develop and maintain personal clinical skills through supervision and a personal development plan.
* To maintain an up to date knowledge of current developments within the NHS and Physiotherapy.
* To participate in working parties and developing policy changes within Pennine MSK Partnership.
* To be responsible for ensuring that quality standards and effectiveness of patient care are continually improved.
* To work with the team to develop the strategic and operational direction for the persistent pain pathway within the organisation.

**Educational, Research and Audit Objectives:*** Lifelong learning is an essential part of the service and participation in departmental and team education sessions.
* To deliver relevant training to patient, carers and other health care professionals within Pennine MSK.
* To supervise junior staff and assistants and students, providing timely verbal and written feedback.
* Provide opportunity for observation of therapeutic intervention within the clinical setting for medical students and AHP students.
* To attend and contribute to local and national conference and special interest groups within sphere of practice.
* To maintain own CPD, through reflective practice and extending external courses deemed necessary by Pennine MSK Partnership and support other staff through their CPD.
* To actively participate in Journal club and persistent pain MDT.
* To be HCPC registered and work within code of Conduct
* To work within local and national clinical guidelines and standards of care
* To participate in the assessment and evaluation of musculoskeletal services within Pennine MSK Partnership in line with current best practice guidelines
* To conduct yearly audits, actively participate in research and implement change as part of the audit cycle
* To network with colleagues within the trust, across the North West and nationally, to learn together and share good practice
* Participate in policy development and updating policies for the Physiotherapy care for patients with musculoskeletal conditions
* To complete mandatory training in a timely manner
* To attend MDT meetings

General Responsibilities* To establish, maintain and develop professional working relationships with colleagues.
* To participate in yearly appraisals with line manager, and complete with junior staff
* To be aware of and work within internal policies and protocols
* To gain appropriate support from senior colleagues and participate in supervision/peer review to enhance clinical practice.
* To ensure that risk is managed in all elements of work including the reporting of Critical Incidents, near misses and hazards in line with Pennine MSK Partnership Ltd policy and that appropriate actions are put into place where required.
* To maintain the highest standards of communication, written and verbal, with patients and colleagues ensuring satisfactory and timely resolution of queries whilst upholding confidentiality in accordance with Data Protection Act 1998.
* To demonstrate responsibility and leadership for promoting and championing all aspects of equal opportunities by valuing diversity in all areas of work.
* To maintain accurate and contemporaneous records in line with Pennine MSK Partnership Ltd policy.
* To take responsibility for ensuring and achieving the objectives of the Pennine MSK Partnership Ltd Health and Safety Policy.
* To undertake any other duties in order to meet personal, team and organisational objectives following consultation with your manager.

**Equality Diversity & Inclusion (EDI)**We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do.  Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal with all internal and external stakeholders. * Be aware of the impact of your behaviour on others.
* Ensure that others are treated with fairness, dignity, and respect.
* Maintain and develop your knowledge about what EDI is and why it is important.
* Be prepared to challenge bias, discrimination, and prejudice when possible, and raise with your manager, the EDI & Sustainability team, or the Freedom to Speak Up Guardians.
* Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination, or prejudice.
* Be prepared to speak up for others if you witness bias, discrimination, or prejudice.
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## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Registered Physiotherapist with HCPC
* Relevant degree
* Evidence of continuing professional development
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| **Experience** | * At least 2 years rheumatology/orthopaedic experience
* Awareness of clinical governance issues and initiatives
* Is aware of the ethical and legal issues involved in patient care
* Experience of supervision and team management
 | * Experience of working with patients with persistent pain using a biopsychosocial approach
* Experience in a senior post for at least 2 years
* Experience of supervision and team management
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| **Skills/knowledge** | * Good written and oral communication skills
* Computer literacy
* Manage own time effectively
* Understanding of common conditions within persistent pain, rheumatology and orthopaedics and the knowledge and skills to diagnose and manage these appropriately
* Use information effectively in decision-making
* Good motivator of people
* Problem solving and clinical reasoning ability.
* Good organisational skills
* Ability to undertake audit and research effectively and apply to practice
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| **Personal competencies and qualities** | * Diplomatic – sensitive to the needs of colleagues and employers.
* Ability to manage own workload and work independently when needed.
* Ability to work under pressure.
* Proactive, team orientated but is also able to work well on own.
* Should demonstrate self-confidence and be self-motivated.
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# Version Control

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| Owner: | Human Resources | Review: | Annually | Classification: | 1 (Proprietary) |
| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
| V1.2 | 06/08/20 | Updated to include diversity and inclusion statement |
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