

Advanced Clinical Practitioner–Adult Trauma and Orthopaedics

| | |
|--------------------|------------------------------------|
| Department: | Health and Community Services |
| Section: | Trauma and Orthopaedics |
| Reports to: | Consultant Trauma and Orthopaedics |
| JE Ref: | HCS1134.1 |
| Grade: CS12 | JE Date: 01/08/2022 |

Job purpose

The Advanced Clinical Practitioner practices independently and in collaboration with the multi-disciplinary team, as an expert Advanced Practitioner who is responsible and accountable for the management of a complex patient caseload within a specialty.

Leads in providing comprehensive clinical assessment and diagnosis for the delivery of effective treatment for patients presenting with undifferentiated and undiagnosed primary/urgent health care problems.

Job specific outcomes

To work within the four pillars of Advanced Clinical Practice:

- Clinical Practice
 - Leadership and Management
 - Education
 - Research
1. Diagnose and perform appropriate treatment according to local and national protocols, as an independent autonomous practitioner (historically performed by a doctor). Perform diagnostic and therapeutic interventions to agreed competency level, as agreed by the clinical lead of the specialist area.
 2. Use highly developed specialised knowledge to take Informed Consent from patients by informing them of the benefits, risks, complications and effects of the intended management regime or procedure, and any alternative treatments. Perform a comprehensive patient-focused holistic health history and physical examination. Critically analyse and interpret history, presenting symptoms, physical findings, and diagnostic information to develop the differential diagnosis within the Specialist area

3. Recognise and deal with highly complex clinical situations, recognising and initiating treatment in patients experiencing deterioration in clinical condition (physical & psychological)
4. Communicate highly complex and highly sensitive information to patients at the appropriate level of understanding about issues surrounding their medical condition, whilst maintaining patient confidentiality. Ensure that they understand the rationale for the proposed treatment, its consequences and any alternatives. As far as is possible, ensure that the patient understands the information given to them, overcoming any communication barriers such as deafness, learning difficulties, language skills, and demonstrate excellent levels of verbal and non-verbal communication skills. Utilise sensitive communication styles to provide reassurance, counselling and support to patients and relatives, especially when breaking bad news.
5. Communicate and liaise with primary care colleagues regarding patient care, management and monitoring, ensuring clarity of information to ensure that patient care is continued seamlessly between secondary and primary care.
6. Work collaboratively with other professionals and agencies in relation to patients' on-going care needs, liaising with a wide remit of agencies, multi-disciplinary teams in both local and UK hospitals and the community. Possess a wide knowledge of the services offered and have the ability to refer to other health care providers as appropriate – Consultants, Physiotherapists, Clinical Nurse Specialists, Radiologists, GPs and community services.
7. Provide a Physio-led service for patients giving advice, support and counselling for complex patients with acute, chronic and life-limiting T and O conditions. Determining, leading on the development of complex, individualised evidence-based care pathways. This will include the whole patient journey and will be undertaken in consultation with the multi-professional team and likewise, where relevant, primary and secondary care providers. This may include the admission rights for patients requiring secondary care services. This role will also be pivotal in developing public health initiatives to promote patient safety and high standard patient care outcome.
8. Responsible for receiving and disseminating highly complex information to all grades of staff, relating to patient care management. This includes in-patients as well as out-patients and daycase patients, and therefore the post holder must be highly visible in the clinical area, acting as a role model delivering high standards of patient-centred care.
9. Develop and maintain professional networks, actively seeking opportunities to promote, publicise and disseminate the ACP role and integrated working. Provide clinical leadership, expert practice and advanced knowledge, integrating research evidence into practice and contributing to/leading on research in their clinical field. Act as a resource and teach on under and post graduate educational programmes relevant to the role

10. Challenge colleagues in specific aspects of practice contributing to the support and development of others through collaborative working, planning and delivering interventions that meet the learning and development needs of the wider team.

Statutory responsibilities

Active engagement, participation, and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

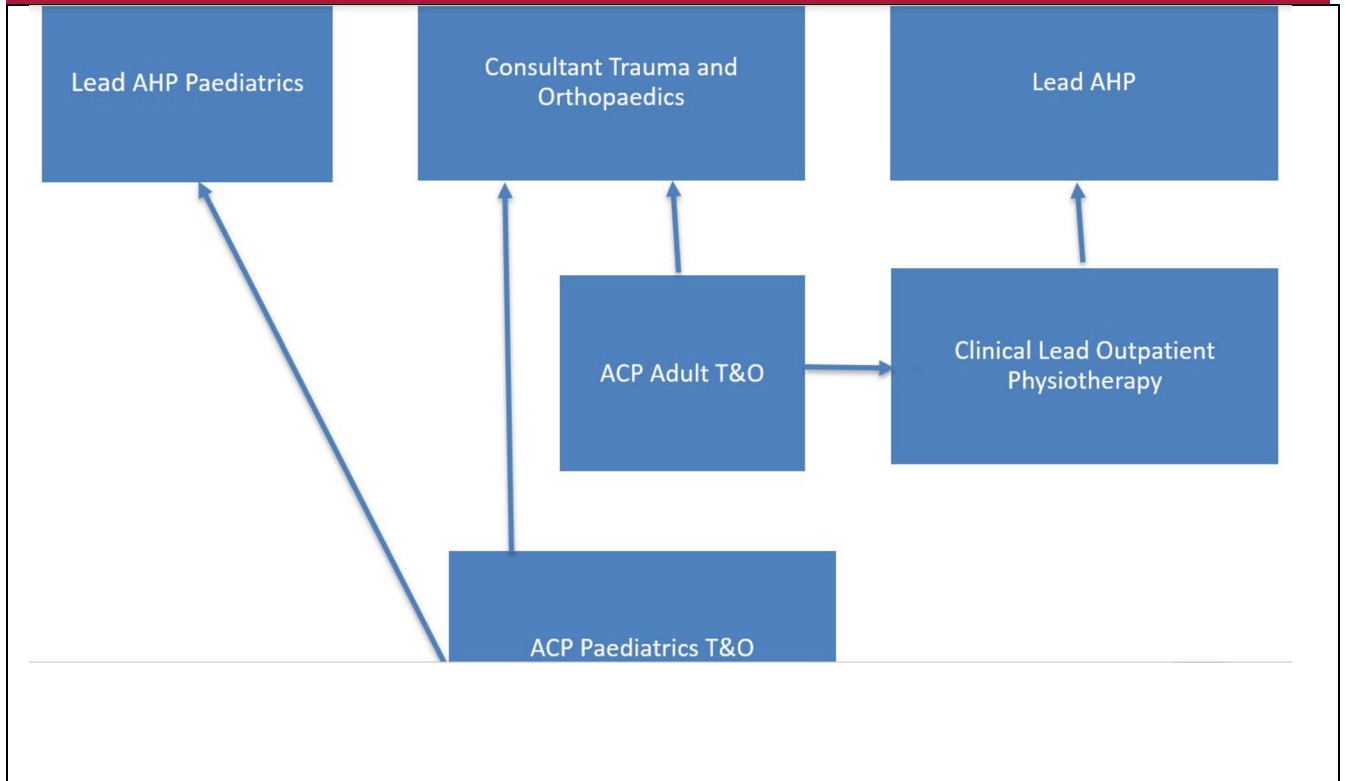
This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisational structure

One Government Departments



Organisation chart



Person Specification

Specific to the role

| ATTRIBUTES | ESSENTIAL | DESIRABLE |
|-----------------------|--|---|
| Qualifications | <p>The post holder will have, or be working towards, a relevant MSc or equivalent that identifies the four pillars of advanced Clinical Practice.</p> <p>Degree and/or diploma of Physiotherapy or Chartered Society of Physiotherapy accredited Masters.</p> <p>Qualified member of the Chartered Society of Physiotherapy.</p> <p>Registered as a Physiotherapist with the Health Care Professions Council and the Jersey Care Commission.</p> | <p>Post graduate advanced practice qualifications i.e injection therapy, imaging modalities and non-medical prescribing</p> |
| Knowledge | <p>Advanced theoretical and practical knowledge of Musculoskeletal conditions and ability to apply this to inpatient, outpatient, and community settings across the entire clinical pathway.</p> <p>Broad professional knowledge & experience in the rehabilitation of a wide range of health conditions within specialist clinical area, including pathology, disease and impairments</p> | <p>Ability to undertake ethically compliant research</p> |

| | | |
|--|---|--|
| | <p>in order to assess and treat patients safely and effectively.</p> <p>Requires in depth clinical knowledge within their specialist clinical area, utilising this to assimilate and critically analyse relevant literature and service data to inform service evaluation and clinical audit.</p> <p>In depth understanding of the role of other health professionals within H&CS, and across the Island, to facilitate effective collaboration in developing strategy for the delivery of safe, effective and cohesive clinical care.</p> <p>Advanced understanding of clinical governance, research methodology and service evaluation, including clinical audit.</p> <p>Advanced knowledge and experience of delivering quality improvement within healthcare settings.</p> <p>Knowledge of current HCS strategic objectives and direction. Knowledge of Health and Social Care legalisation and current practise.</p> | |
|--|---|--|

| | | |
|--------------------------------------|---|--|
| | Requires in depth clinical knowledge within their specialist clinical area, utilising this to assimilate and critically analyse relevant literature and service data to inform service evaluation and clinical audit. | |
| Technical / Work-based Skills | <p>Excellent leadership, motivational, communication and interpersonal skills are required, as is the ability to work confidently in order to meet the needs of their specific team and associated patient groups.</p> <p>The post holder will possess advanced presentation and teaching skills.</p> <p>High level assessment skills to provide a working diagnosis based on the appropriate use, interpretation and assimilation of highly complex strands of data from a variety of sources. These will include diagnostic tests, self-report measures, information gained from family, carers and other healthcare professionals, as well as objective detailed physical and functional observational measurement and testing, involving highly developed dexterity, co-ordination,</p> | |

| | | |
|--|---|--|
| | <p>movement analytical skills.</p> <p>Advanced specialist experience of treatment modalities.</p> <p>The post holder is expected to have acquired and maintained specialist expertise in Musculoskeletal for the delivery of physiotherapy input into specialist clinical area programmes, demonstrating appropriate CPD activity</p> <p>Excellent computer skills that enable use of word processing, data collection and analysis, literature searching and presentation production.</p> <p>Committed to continuous service evaluation and improvement.</p> <p>Responsible for critical appraisal, adaptation and implementation of relevant national and international guidelines for specialist area.</p> <p>They will have skills necessary to undertake service evaluation and clinical audit as well as research relevant to their specialty area.</p> | |
|--|---|--|

| | | |
|----------------------------------|---|--|
| | They will have a proven track record of delivering service redesign and of managing significant organisational change | |
| General Skills/Attributes | <p>Effective and efficient negotiating and interpersonal skills.</p> <p>The post requires the holder to be able to effectively communicate complex clinical information in spoken and written form for patients, carers, including through interpreters, and fellow professionals and outside agencies.</p> <p>To be able to engage patients in rehabilitation and active self-management of their specific Musculoskeletal condition types where they are often emotionally distressed, ambivalent or resistant to this.</p> <p>Barriers to overcome may include fear or misunderstandings about their condition, previous negative experiences of healthcare, or previous negative life experiences such as physical, emotional or sexual abuse.</p> <p>Excellent problem solving and analytical skills, undertaking ongoing risk</p> | |

| | | |
|-------------------|---|---|
| | <p>assessment and clinical reasoning for highly complex patients with multiple co-morbidities.</p> <p>Able to remain professional and work effectively under pressure</p> | |
| Experience | <p>Significant post qualification working experience in order to have developed consolidated practice to lead the staff teams.</p> <p>Experience of working in an autonomous practitioner role at a Senior level with relevant clinical and management experience</p> <p>Experience of developing business cases/business planning</p> <p>Experience of implementing, managing and achieving changes in clinical practice</p> <p>Demonstrable experience of developing staff and teams</p> <p>Experience of designing and delivering training to colleagues at all levels</p> <p>Experience in analysing and providing comment on professional and ethical issues</p> | <p>Clinical supervision/coaching skills</p> |

Personal Attributes

Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.