

# Advanced Physiotherapist MSK US and Injection Clinic

## Candidate Pack



## Job Summary

*\*\*This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone.\*\**

- This role involves providing advanced care for patients with musculoskeletal problems, using specialist skills in ultrasound and guided injections.
- You will work independently to assess, diagnose, and manage your own caseload, following professional standards.
- The position requires expert knowledge gained through extensive training and experience.
- You will support and advise colleagues, share specialist education, and help improve services through audits and evidence-based practice.
- The role also includes influencing clinical policies and ensuring Trust values are followed in all aspects of work.

## Job Description

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|------------------------|--|
| <b>Job title:</b>      | Advanced Physiotherapist MSK US And Injection Clinic |
| <b>Grade:</b>          | 8a   |
| <b>Site:</b>           | The Princess Royal Hospital, Telford                 |
| <b>Accountable to:</b> | Centre Manager and Professional Lead                 |
| <b>DBS required:</b>   | Yes  |

## Main Duties

- To use highly developed specialist knowledge to deliver an advanced practice (extended scope practice) service to musculoskeletal patients presenting to the diagnostic musculoskeletal ultrasound and guided injection clinic.
- To act as lead expert therapist to assess, diagnose / interpret and manage own highly specialist caseload as an autonomous practitioner in accordance with Professional Standards and Code of Conduct and Health and Care Professions Council Standards of Physiotherapy Practice.
- To have developed, through extensive experience and specialist postgraduate training, the advanced knowledge and clinic skills required for this extended scope role.
- To act as a source of expert advice and support to colleagues within the Therapy Centre and across the Trust and the wider health economy.
- To have highly effective communication skills and demonstrate these on a continual basis with patients, carers, colleagues and the wider Multi-disciplinary Team (MDT) and across agencies / providers.

- To provide specialist education and training to the Therapy Centre and colleagues within the Trust and the wider health economy and evaluate its effectiveness.
- To implement and disseminate evidence based practice.
- To undertake audit projects as a regular part of the role to evaluate service effectiveness and implement continuous service improvements.
- To influence the development of clinical policies, procedures and guidelines within speciality area that may impact upon the wider MDT whilst adhering to Trust and Professional policies and procedures regarding own extended scope role, for example patient group directive documentation or IRMER regulations.
- To provide diagnostic ultrasound scans and ultrasound guided interventions as clinically appropriate.
- To use the Trust values at all times as a framework for own behaviour and encourage others to do likewise, ensuring the values underpin all that is done by the Therapy teams.

## Clinical

- The post holder will work as a highly experienced autonomous advanced practice physiotherapist to perform advanced assessment including requesting, performing and interpretation of appropriate diagnostics for patients with diverse presentations.
- To use expert clinical reasoning to provide a diagnosis and then develop, deliver and adapt individualised treatment plans for patients within a specialist clinical area.
- To be responsible for the delivery of core and highly specialist training on a range of subjects relating to the clinical specialism.
- To assess patients understanding of treatment offered, gain consent and have the ability to work within the legal framework with patients who lack capacity to consent to treatment as outlined in the Trust's consent guidelines.
- To ensure the contemporaneous treatment records, discharge summaries and activity data are maintained in accordance with Trust and Professional standards for both own practice and that of all Therapy staff within the team.
- To be responsible for organising and planning own caseload and where appropriate other members of the team, to ensure the needs of the service are met, readjusting plans as situations and priorities change.
- To maintain a professional portfolio for own continuing professional development to demonstrate own advanced practice competencies and compliance with Trust policies and Professional body code of conduct.
- To create an environment that supports life-long learning through the provision of advanced pre and post registration training.
- To participate in student training, liaising with student coordinators and providing evaluation and feedback to the Higher Education Institutes (HEI) as appropriate.



## **Service Improvement**

- To regularly undertake clinical audit as part of role in order to review service effectiveness and present findings.
- To network with HEI and / or Professional Bodies to keep abreast with and critically evaluate current research and apply where appropriate to further develop evidence based practice.
- To participate in randomised controlled trials led by HEI and / or Professional Bodies to support the development of a wider body of evidence within specialist area.
- To demonstrate knowledge and understanding of national guidelines and legislation and ensure this is disseminated to the Therapy Manager, Professional Head, Consultants and the wider MDT.
- To lead specific service and pathway reviews and improvements within the Therapy Centre according to the priorities defined by the strategic objective of the Trust and Therapy Centre

## **Management**

- To act as an experienced extended scope practitioner within Therapy Centre for musculoskeletal patients involving the provision of specialist advice, guidance and training.
- To influence the development of Trust and Professional policies and Procedures regarding own extended scope role and contribute to their on-going development and review.
- To ensure all aspect of clinical governance are dealt with effectively and efficiently e.g. Datix reports are completed when required, patients complaints are processed in a timely manner and all mandatory training is completed.
- To propose service improvements for own service areas where appropriate and liaise with other disciplines when these changes impact on other clinical areas and professions.
- To work collaboratively with the Therapy Manager and Quality Improvement Leads to evaluate activity, outcomes and effectiveness to ensure the service delivery is of the highest standard possible.
- To participate in recruitment and selection process when required.
- To work collaboratively with the Centre Manager and Professional heads to contribute to the professional development of Physiotherapy staff

## **Decisions, judgements and Freedom to Act**

- To use advanced clinical reasoning skills to interpret and make independent judgments in line with best practice.
- To make complex decisions e.g. when undertaking service reviews and making recommendations for service improvement being aware professional scope practice and opportunities to develop roles.
- To receive management supervision from the Support Services Centre Manager – Therapies and fully participate in appraisal.

- To advise colleagues on clinical and service issues, assisting them in complex decision making regarding clinical and operational decisions.
- To contribute to strategic planning for Therapy Centre in line with National, Trust, Commissioner, Therapy Centre and Professional requirements, putting the welfare of patients at the centre of the planning process.

## **Communication and Relationships**

- To communicate complex information using well developed motivational and negotiating skills, sometimes working where barriers to communication / acceptance exist, to individuals or teams involved in service reviews, improvements and change programmes and portray a “compelling” need to change when appropriate.
- To be guided by ethical consideration and where patients confidentiality is paramount at all times.
- To communicate with patients and carers educating, motivating and conveying empathy and understanding where appropriate to gain optimal benefit throughout the therapeutic process.
- To chair relevant meetings within areas of management and represent the Therapy Centre at Therapy, Trust and external meetings including deputising for the Support services centre manager – therapies and giving presentations eg therapy strategy board.
- To communicate, either independently or with the Support Services Centre Manager – Therapies / Therapy Centre Manager highly complex and / or highly sensitive information to the whole team e.g. change management issues, and to individualised, e.g. performance management issues.
- To facilitate team working across professional and organisational boundaries to ensure pathways are integrated to the benefit of the patient experience. • To be an advocate for all of the therapy professions within the Therapy Centre and maintain an appropriate network of external contacts.
- To develop and maintain effective communication, feedback and engagement with customers of the service, including Consultants, GP`, patients and carers. The focus will also include promotional work with referring agents, other trust services, community / primary care, social care, voluntary and private sectors.
- To communicate with patients, patient representatives and patient groups and ensure that patient and carers needs are central to service improvement and change.
- To work with Support Services Centre Manager – Therapies to manage any complaints regarding the service ensuring that they are dealt with in a prompt and professional manner.
- To develop and maintain adequate IT skills to support communication requirements.

## **Working Conditions, Physical, Mental and Emotional Demands**

- To develop and maintain an ability to cope with and prioritise many unexpected work demands and deadlines.
- To develop own competencies in handling the complexity of issues relating to the management of people and occasionally be required to deal with distressed or unpredictable behaviour from patients, their carers and staff members, for example, when dealing with complaints and patients / carers.
- To maintain intense concentration for prolonged periods.
- To be sensitive to the prevailing cultures and working practices, demonstrating leadership skills to harmonise where appropriate whilst also allowing for divergent practices when relevant.

## Person Specification

|                       | Essential  | Desirable |
|-----------------------|--|-----------|
| <b>Qualifications</b> | <ul style="list-style-type: none"> <li>• As required for entry into University for professional training.</li> <li>• Degree or equivalent in Physiotherapy.</li> <li>• Registered with Health and Care Professions Council</li> <li>• Post-graduate certificate in diagnostic musculoskeletal ultrasound and guided injections</li> </ul>  |           |
| <b>Experience</b>     | <ul style="list-style-type: none"> <li>• Evidence of broad range of pre and post qualification experience</li> <li>• Evidence of extensive experience in relevant area of clinical practice</li> <li>• Evidence of teaching/ student experience</li> <li>• Experience in audit and research</li> <li>• Evidence of CPD (portfolio) detailing clinical experience relevant to the post.</li> <li>• Knowledge of current NHS strategy and plans</li> <li>• Knowledge and understanding of Clinical Governance</li> <li>• Evidence of Specialist level of clinical reasoning</li> <li>• Knowledge of current Evidence Based Practice relevant to post.</li> </ul> |           |

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| <b>Knowledge and skills</b> | <ul style="list-style-type: none"> <li>• Highly developed effective communication skills</li> <li>• Evidence of effective people management and leadership skills</li> <li>• Evidence of involvement in the development of programmes of care, protocols and clinical audit</li> <li>• Excellent clinical reasoning/clinical decision making</li> <li>• Organisation, planning, prioritisation and decision making skills</li> <li>• Ability to work under pressure and meet deadlines</li> <li>• Ability to cope with working in a stressful environment</li> <li>• Flexibility</li> <li>• Evidence of involvement and leadership in teaching and mentoring learners</li> <li>• Ability to use own initiative appropriately</li> <li>• Empathy and understanding</li> <li>• IT Skills relevant to the role</li> </ul> | <ul style="list-style-type: none"> <li>• Example</li> <li>• Example</li> <li>• Example</li> </ul> |
| <b>Other</b>                | <ul style="list-style-type: none"> <li>• Ability to meet the travel requirements of the post and the Trust requirements for business insurance if using own vehicle.</li> </ul>  |   |



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|  | <ul style="list-style-type: none"> <li>• Flexible working including working across 7 days / week to meet service requirements</li> </ul> |  |
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## General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

## Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

## Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself;
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff;
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development;
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

## Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the

creation of a personal development plan in line with the KSF outline for the post.

## **Safeguarding Children and Vulnerable Adults**

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
  - you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
  - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

## **NHS Sexual Safety Charter**

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

## **Social Responsibility**

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

## Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust aims to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

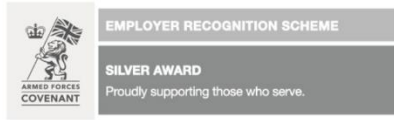
You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

## Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.



Proud to have signed  
The Pregnancy  
Loss Pledge

