# Hip Fracture Unit Job Planning

The REDUCE Study (REducing unwarranted variation in the Delivery of high qUality hip fraCture services in England and Wales) research programme identified a number of factors associated with patient outcomes post hip fracture. These research findings have directly informed the development of the following evidence-based job description essentials, which can be incorporated into individual hospital Trust/ board/ board job description templates. Text will need to be deleted, added and modified for use in individual Trusts/ boards.

## Specialist Trauma/Hip Fracture Physiotherapist job description essentials

* Take a major role in advanced assessment and treatment of inpatients with complex presentations requiring rehabilitation
* Co-ordinate and deliver local ward staff training on post hip fracture mobilisation
* Collaborate with ward nursing teams to prioritise early mobilisation
* Participate in, co-ordinate and develop trauma therapy weekend working
* Attend regular clinical governance meetings as a core MDT member, and feedback minutes and discussion to the wider rehabilitation team
* Liaise and communicate with all other healthcare professionals and professional networks concerning patient care
* Ensure good communications with community rehabilitation teams to coordinate ongoing rehabilitation post discharge

## Example layout of a Job Description for a Trauma/Hip Fracture Specialist Physiotherapist

Those elements highlighted in blue require modification for local use.

**XXX Hospital NHS Trust/ Board**

General Information

Job title: Clinical Specialist Physiotherapist (Trauma)

Area of speciality: Trauma and Orthopaedics

Grade: Band 7

Hours: 37.5 hours per week

Responsible to: Head of Physiotherapy/department

Accountable to: Head of Physiotherapy/department

## Section 1: Hospital Trust/ board overview

**Insert local information here**

## Section 2: Summary of the post

* Provide leadership in the advanced assessment and treatment of trauma and orthopaedic patients, including fracture clinic and day surgery patients
* Diagnose, treat, and maintain associated records as an autonomous practitioner
* Provide leadership, supervision and teaching of physiotherapists, physiotherapy assistants, students and MDT staff in physiotherapeutic care of orthopaedic patients
* Provide skilled team leadership and be responsible for operational management, team development, and implementation of policy and policy changes in own clinical area. Set and monitor standards of practice
* Supervise, initiate and participate in evidence-based projects, including recommendations for change in practice
* Lead in department research, service evaluations and audits in own clinical area

The postholder will develop and maintain key relationships with:

Clinical Specialist Physiotherapists, Orthopaedics, consultants within the orthopaedic and orthogeriatric departments, physiotherapy Band 7 staff, clinical nurse specialists within orthopaedics, MDT in trauma, orthopaedics and rehabilitation.

## Section 3: Clinical duties and responsibilities of the post

* Be professionally and legally responsible and accountable for all aspects of own professional activities
* Work as an autonomous practitioner, using investigative and analytical skills to undertake specialist assessment of patients on the orthopaedic and trauma wards who have multifaceted rehabilitation and/or postoperative respiratory complications, including those patients with a complex presentation
* Interpret and analyse clinical and non-clinical evidence to form accurate diagnoses and prognoses in a wide range of highly complex conditions, to recommend the best course of intervention, and to develop comprehensive discharge plans
* Formulate, evaluate and reassess individualised physiotherapy management and/or treatment plans, using clinical reasoning skills and utilising a wide range of treatment skills and options to formulate a specialised programme of care
* Be responsible for own and team patient care plans
* Provide advice on specialised physiotherapeutic care and treatment for orthopaedic and plastics patients, based on theoretical knowledge and relevant practical experience, and to be prepared to be consulted frequently for specialist advice and guidance by junior team members and other health care professionals both within and outside the Trust/ board.
* Be responsible for maintenance of accurate written records using the patient record/ management systems, supervision of team record keeping, including comprehensive progress and discharge reports
* Demonstrate the physical ability and palpation skills to carry out physiotherapy assessment and interventions, including manual physiotherapy techniques and therapeutic handling
* Ensure that a high standard of clinical practice and patient care is maintained and to ensure that other physiotherapists in the team do likewise, through ongoing competency assessment and evaluation of treatment outcomes
* Use evidence-based treatment plans
* Keep up to date with clinical developments, by analysing current research and discussing and implementing changes in clinical practice accordingly
* Stay informed of, and work to, the necessary standards in the specialty area, and ensure that junior members of the team are informed of and work to these standards
* Use specialist knowledge to refer patients to other health disciplines as appropriate
* Be highly competent in assessing a wide range of conditions experienced by orthopaedic and trauma patients, based on advanced theoretical knowledge of anatomy, physiology and pathology – often in situations where conflicting evidence is present
* Participate in the weekend duty rota as a lone practitioner within the Trust/ board
* Undertake any other duties as may be deemed necessary and appropriate, and be prepared to work at any location within the Trust/ board
* To undertake mandatory annual training (Fire, Manual Handling and Adult Basic Life Support)

## Section 4: Clinical governance, audit and research responsibilities

* Demonstrate a sound understanding of clinical governance and clinical risk
* Attend monthly hip fracture clinical governance meetings as a core MDT member
* Participate in and contribute to clinical audit in line with the requirements of departmental clinical governance
* Routinely review the Trust/ board’s NHFD audit data to monitor performance
* Strictly observe a personal duty of care in line with local and Trust/ board infection control policies when carrying out all interventions with patients
* Be aware of and comply with local risk management strategy, and ensure any incidents/ complaints are managed and reported according to Trust/ board policy
* Contribute to and develop innovations in areas of risk management, quality standards setting and clinical effectiveness as part of the multi-disciplinary system of clinical governance, as a specialist in liaison with the Clinical Specialist Physiotherapist
* Audit and monitor the use of equipment issued as an adjunct to physiotherapy and ensure compliance with all clinical risk management procedures
* Develop/take the lead in, as appropriate, physiotherapy and multi-disciplinary audits related to trauma and orthopaedics including data collection, analysis, and development of action plans as part of the physiotherapy annual audit programme/initiatives
* Participate as a Specialist Physiotherapy in appropriate research activity
* Undertake such other duties as shall be indicated by the Head of Department to meet the needs of the service and/or the patients

## Section 5: Managerial Responsibilities

* Provide an efficient and effective physiotherapy service within trauma and orthopaedics by appropriate management of the team members and their caseloads
* Deputise for the Clinical Specialist Physiotherapist in departmental management as required
* Deputise for the rehabilitation/trauma coordinator in patient and pathway management, including prescribing rehabilitation as required
* Assist the Clinical Specialist Physiotherapist in responding to and initiating service developments including implementing/developing guidelines and protocols, which may impact on wider service delivery
* In conjunction with other members of the physiotherapy team, to develop physiotherapy guidelines, protocols and/or research, with reference to physical dysfunctions of the trauma and orthopaedic patient population
* Be responsible for providing day-to-day clinical/professional supervision of junior physiotherapist staff and physiotherapy students. To carry out appraisals for team members as appropriate in line with Trust/ board policy and keep the Clinical Specialist Physiotherapist informed of any issues relevant to their clinical development/training needs.
* Advise the Clinical Specialist Physiotherapist of any changes to the service, ensuring quality and effectiveness of care for patients
* Carry out administrative duties in line with local standards and policies, ensuring that adequate patient records are kept and all requirements for data collection are met, including the maintenance of local/national databases
* Attend and contribute to all appropriate team meetings and in-service training sessions.
* Attend appropriate Specific Interest Groups to facilitate continuing professional development and offer peer support to colleagues in the multi-disciplinary team
* Participate in regular 1:1 meetings with the Head of Department

## Section 6: Communication skills and responsibilities

* Initiate and maintain contact with relevant parties, including local and national clinical interest groups, and community and intermediate care teams involved in the care of trauma and orthopaedic patients
* Share knowledge with colleagues working in the acute, community, and intermediate care settings
* Ensure close links with Schools of Physiotherapy
* Ensure timely and effective communication with the Head of Department on all professional matters
* Manage potentially stressful, upsetting, or emotional situations in a sympathetic manner

## Section 7: Educational and training responsibilities

* Keep up to date with current theory and evidence-based practice in the field of physiotherapeutic management of trauma and orthopaedic patients
* Offer regular placements and clinical training to physiotherapy students
* Participate in the development and delivery of training to any appropriate staff group e.g. Acute staff, Community staff, and Primary Care staff, with particular reference to trauma and orthopaedics
* Give talks/lectures to interested groups e.g. GPs, voluntary sector, patient and public involvement groups, etc

## Section 8: Local Trust/ board policies

The postholder is required to follow Trust/ board policies and procedures which are regularly updated including:

*List local Trust/ board policies if appropriate.*