

## Job Description

**Title: Specialist Asthma Physiotherapist**

**Band: 6**

**Staff Group: AHP**

**Reports to: Respiratory Outpatient Lead**

### Job Summary:

- To provide specialist care, as part of the Asthma MDT, for patients with asthma, severe asthma and associated conditions to ensure delivery of high-quality, patient-centred care with a focus on education, self-management and personalised care.
- To work as an integral part of the Asthma MDT in the delivery of a comprehensive systematic assessment for all patients with difficult asthma, in an out-patient secondary and tertiary care setting, in line with the NHS England Severe Asthma Service Specification.
- To assess and manage common co-morbidities in asthma, severe asthma and associated conditions including breathing pattern disorders and upper airway dysfunction.
- To initiate, deliver and monitor advanced asthma therapies including biological therapies
- As an autonomous practitioner to provide a point of contact for asthma patients, their carers and other healthcare professionals to obtain advice, education and support with a focus on admission avoidance and supporting self-management.
- To deliver an expert and holistic asthma review for patients with poorly controlled asthma requiring hospital admission in line with the requirements of the National Asthma and COPD Audit Programme (including upload of data for the rolling audit programme) and to provide early follow-up reviews for these patients as well as those attending the Emergency Department with asthma attacks.
- To support the Asthma MDT in the delivery of all NHS England Specialised Commissioning requirements for the Portsmouth Severe Asthma Service including the NHS England Quality Surveillance Programme and the national Severe Asthma Registry.
- To ensure every patient is offered the opportunity to participate in high-quality clinical research working within a team that embeds research within the clinical pathway.

### Key Responsibilities

Participate as a member of the Asthma MDT in the delivery of care for patients with asthma, severe asthma and associated conditions at Portsmouth Hospitals NHS Trust.

#### ***Delivery of high-quality patient care:***

- As an autonomous practitioner ensure delivery of high-quality, patient-centred care with a focus on personalised care and education for patients (and their carers) to support them in the self-management of their condition and recognising changing health needs.
- Work as an integral part of the Asthma MDT in the delivery of a comprehensive systematic assessment for all patients with difficult asthma, in a secondary and tertiary care setting, in line with the NHS England Severe Asthma Service Specification.

- Assess and manage common co-morbidities in asthma, severe asthma and associated conditions including breathing pattern disorders and upper airway dysfunction as well as supporting patients to optimise airway clearance and physical activity levels.
- Review patients with asthma, severe asthma and associated conditions in physiotherapist-led asthma clinics including new referrals to the asthma service, post-hospital discharges and patients requiring close follow-up including those on steroid weaning programmes and pregnant women.
- Accept referrals to agreed criteria and work across professional boundaries and in partnership with other healthcare professionals to deliver co-ordinated programmes of care adapting practice to the needs of the asthma service.
- Support the triaging of referrals to the asthma service and out-patient clinic lists to best utilise available clinical resources.
- Implement and review changes in treatments for asthma and common asthma related co-morbidities in accordance with local and national guidelines and with the support of medical colleagues.
- Adopt a solution focussed approach and work flexibly to meet the needs of the service ensuring optimal patient care (this may include undertaking clinics at primary care and 'spoke' sites).

***The Asthma MDT and delivery of advanced asthma therapies:***

- Identify, collect and participate in the evaluation of information at the Asthma MDT meetings.
- Work closely with the Asthma Administrative team to make referrals to inter-dependent specialties as requested by Consultants and the Asthma MDT as well as triaging clinic lists and arranging necessary investigations prior to clinic review
- Initiate, deliver and monitor advanced asthma therapies including biological therapies in line with local and national guidelines ensuring cases are discussed at the Asthma MDT meeting where appropriate.

***Supporting patients with asthma exacerbations:***

- Provide an expert and holistic asthma review, in line with local and national guidelines, for patients with poorly controlled asthma within an in-patient setting (including some Emergency Department attendances) and to support discharge where appropriate.
- For patients hospitalised with asthma exacerbations this includes the delivery of admission and discharge care bundles in line with the requirements of the National Asthma and COPD Audit Programme (NACAP) incorporating elements of education, self-management planning and inhaler technique.
- Ensure the upload of data to the NACAP database in a timely fashion (this will be a combined responsibility).
- Provide early follow-up reviews for all patients with asthma discharged from hospital and the Emergency Department both by telephone and in the out-patient clinic setting.

***Working effectively with colleagues:***

- Liaise with patients and colleagues in primary and secondary care to ensure robust assessments of treatment adherence and clear understanding of the underlying reasons for this.
- Create and maintain effective communication between primary/secondary care and the Asthma MDT in relation to patient care always ensuring timely and accurate communication with patients and colleagues.
- Work with the paediatric services to provide a specialist asthma nurse service for adolescents transitioning into the adult asthma care service.

***Supporting patients and their carers:***

- Provide a telephone support and assessment service for patients with asthma, severe asthma and associated conditions acting as a point of contact for patients, their carers and other healthcare professionals working in a primary and secondary care as well as other Severe Asthma Centres with a focus on admission avoidance and supporting self-management.

- Support the wider MDT in the management of complex patients at high-risk of adverse asthma outcomes to ensure timely and appropriate management of these patients (this may include attendance at best interest meetings, case conferences and ward rounds).
- Facilitate patients and their carers taking an active role in their care. Undertake practice sensitive to the needs of patients, carers and relatives from multi-cultural backgrounds. Communicate in ways that empower them to make informed choices about their health and healthcare.
- Assess patients understanding of proposed treatments or investigations ensuring valid informed consent and where appropriate working according to local and national guidelines for patients who do not have capacity to consent to treatment.
- Act as the patient's advocate at Asthma MDT meetings particularly around the discussion of treatment options.

#### ***Severe Asthma Centre requirements:***

- Support the Asthma MDT in the delivery of all NHS England Specialised Commissioning requirements for the Portsmouth Severe Asthma Service including the NHS England Quality Surveillance Programme the national Severe Asthma Registry. This includes the collection and upload of data as well as obtaining consent for upload of data to the national Severe Asthma Registry.
- Work within the aims and philosophies of the Wessex Asthma Network and to develop guidelines, protocols, integrated care-pathways and educational materials in conjunction with the Wessex Asthma Network.

#### ***Maintaining knowledge and competencies:***

- Maintain core competencies for the role including being able to perform spirometry (with reversibility testing), exhaled nitric oxide measurements (and other airway inflammation techniques), skin prick allergy testing and venepuncture as required for patient care with the potential to develop new skills according to the needs of the Asthma Service.
- Work within the clinical guidelines of the Trusts and the Chartered Society of Physiotherapists with a good working knowledge of national and local standards and monitor quality of practice as appropriate.
- Maintain knowledge of the diagnosis and management of asthma, severe asthma and related conditions adhering to evidence-based practice.
- Keep accurate, legible and timely records of patients care and be professionally accountable for all aspects of your own work including the management of patients in your care.

#### ***Research:***

- Develop and support a research culture within the asthma service ensuring all patients are offered the opportunity to participate in research.
- Recognise research participation as part of standard care and to actively support the Respiratory research team in the delivery of research in line with the principles of Good Clinical Practice.
- Maintain a knowledge of the research studies being undertaken within the asthma service and to support delivery through the identification of patients for research participation and by undertaking some research study procedures.
- Promote a critical and analytical approach to the delivery of care ensuring this is both evidence-based and tailored to the needs of the patient.
- Support and contribute to respiratory research and service development projects, with an expectation to progressively assist in the facilitation, delivery, and dissemination of research activities within the department.

#### ***Management/Leadership:***

- Contribute to the delivery of recognised national standards of care for patients with asthma, severe asthma and associated conditions. This includes the delivery of all NHS England Specialised Commissioning requirements for the Portsmouth Severe Asthma Service including the NHS England Quality Surveillance Programme the national Severe Asthma Registry and the adult asthma component of the National Asthma and COPD Audit Programme.
- Work within competency level with an awareness of personal limitations.
- Manage clinical risk within your patient case-load
- Co-ordinate clinical cover and manage the variable and unpredictable caseload of patients on the wards and respond to urgent referrals as appropriate.
- Initiate change within the team to ensure staff are adequately supported, delivery of service is optimal, and that patient needs are being met.
- Manage, and help staff to manage, stressful, upsetting or emotional situations in an empathic manner.
- Take an active role in service development and embrace innovation to enhance patient care.
- To be involved in the proposal/development and implementation of departmental policies, and review unit practices with other senior MDT staff.
- Attend and actively participate in departmental meetings including governance meetings (complaints, morbidity and mortality and audit).
- Be proactive in the prevention and management of complaints and when these occur investigate and respond in a timely manner ensuring any learning is shared to improve patient care.

#### ***Education and Professional Development:***

- Maintain own levels of skill and knowledge and ensure all clinical practice is evidence based and follows local and national guidelines.
- Adhere to professional codes of conduct and maintain professional registration.
- Participate in the Trust appraisal scheme as an appraisee, identify training needs and develop an appropriate development plan taking responsibility for identifying any practice needs to maintain own specialist knowledge and recognising service needs.
- Maintain an up to date record of professional development (including attendance at relevant study days, conferences and visits to specialist units).
- Provide a resource of expert clinical knowledge and skills in the diagnosis and management of asthma, severe asthma and associated conditions and to actively engage in up-skilling other healthcare professionals including respiratory nurses and doctors in training disseminating best practice across the Trust and wider Wessex Region.
- Lead and evaluate professional development programmes to improve the delivery of patient care. Adopt a strategic approach to the development of education, training and clinical services.
- Use National guidelines as education tools for staff, where appropriate.
- Provide a positive learning environment, participate in teaching and act as a clinical resource/role model. Liaise with internal and external educational and training providers to develop information/education programmes for the patient, relatives/carers and other health care professionals.
- Demonstrate the mandatory competencies of the Trust, attending all required mandatory training.
- Support the training of students on clinical placement within clinical area.
- Maintain contacts with local and national clinical interest groups, to disseminate knowledge and standardise best practice within own team and wider clinical network.

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#### **Trust-Wide**

- Contribute to and inform the operational management of the unit and department whilst advocating patient focused services.

- Participation of the Trust staffing strategy is implemented within the unit and contribute to the Trust wide implementation.
- Awareness of the impact of computer technology and patient information systems and their application and role in improving patient care and pathways of referral.
- Implement communication mechanisms to ensure clinical teams have access to up-to-date information.
- Identify key areas of practice requiring development and prioritise, develop and implement change to improve the quality of care.
- Formulate departmental policies and procedures.
- Take part in staff development and performance review, producing annual personal development plan.
- Ensure clinical governance processes are in place at unit/departmental level.
- Ensuring robust systems of managing risk events and complaints within the department.

## **Other**

Job Holders are required to:

1. Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
2. Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
3. Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
4. Act in such a way that, at all times, the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.
5. Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect and conform to the requirements of the current Data Protection Act, including the responsibility to ensure that personal data is accurate and kept up to date and within GDPR requirements.

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## **Shared Core Functions**

- Proactively and positively contribute to the achievement of clinical outcomes through individual and team effort. Manage the patient experience and control risks.
- Support team members to deliver on their objectives through offering advice, guidance and support as appropriate.
- Ensure that resources are used effectively and in accordance with agreed procedures.
- Liaise with other healthcare professionals to ensure that work is neither overlooked nor duplicated.
- Build and sustain effective communications with other roles involved in the shared services as required to ensure good team working and collaborative working practices.
- Maintain and continuously improve in depth specialist knowledge relevant to the clinical area which significantly contributes to the Trust's stated objectives & aims
- Establish and maintain strategic links with a range of external partners/stakeholders and manage links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution and commitment to the successful delivery of your work.
- Undertake evidence based practice for either developments relating to Trust work or opportunities for Trust involvement around health issues and contribute towards the continuing development of professional nursing practice.

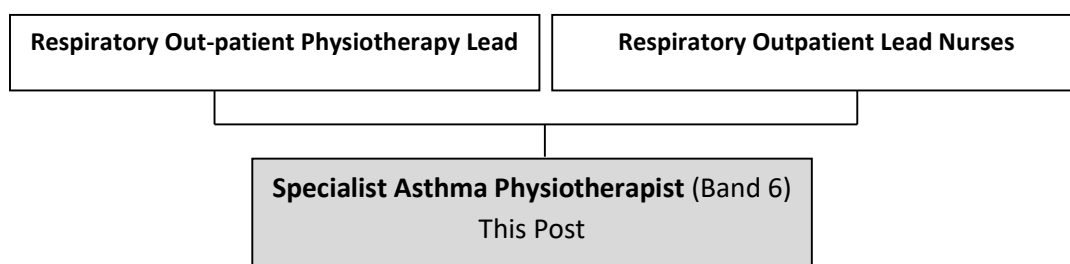
- Increase the level of knowledge & skills within the Trust through sharing best practice and supporting others to develop their professional abilities.
- Dissemination of knowledge through report writing, and reviewing, taking full responsibility for clinical accuracy and reliability and being sensitive to the wider implications of that dissemination.
- Ensure that expertise within your area is seen as a resource within and outside the Trust and form working partnerships with other health and social care service providers.
- Assist other clinical areas within the Trust if the clinical situation or staffing levels demand.

#### **Trust Organisational Expectations:**

The post holder will:

- Proactively and positively contribute to the successful overall performance of the Trust.
- Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.
- Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government's policies on Health.
- Develop an organisational culture that fosters collaborative working among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.
- Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.
- Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.
- Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government's policies on public health
- In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:
  - Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
  - Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.

#### **Organisational Chart**





## Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



## Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

## Person Specification

### Qualifications and Experience

#### **Essential:**

- BSc (Hons) Physiotherapy or equivalent, Health Care Professions Council Registration and Member of the Chartered Society of Physiotherapy.
- Minimum 2 years post registration experience including experience in Respiratory care.

#### **Desirable:**

- Demonstrable experience within specialty with respiratory qualification.
- Mentorship course.
- Evidence of leadership.
- Teaching qualification/experience including the supervision of students.
- Evidence of change management with relevant management/leadership course.
- Evidence of developing policy, guidelines and managing resources.
- Good clinical practice certificate and previous experience of clinical research.
- Research awareness.

### Skills and Knowledge

- Clinically competent.
- Knowledge and application of Physiotherapy assessments and interventions including outcome measures.
- Clinical decision-making skills.
- Good communication skills.
- Effective leadership skills.
- Organisational skills and forward planning,
- Responsive and flexible attitude/approach.
- Articulate and knowledgeable of current professional issues.
- Able to support development of others.
- Coaching and mentoring skills.



- Critical appraisal skills.
- Strong customer service skills.
- IT literate.
- Ability to present relevant written and visual educational material.
- Understanding of the theory and application of Clinical Governance.

**Working Together, For Patients, With Compassion, As One Team, and Always Improving.**

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Job holders are required to act in such a way that at all times the health and wellbeing of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**