

Sample Role Profile

The Sample Role Profile is designed to assist organizations in hiring a qualified healthcare professional in Musculoskeletal Central Intake, Assessment and Management. While each organization has its own template for roles, the Sample Role Profile provides the key content specifically for this role. There is a large body of evidence supporting the role typically filled by physiotherapists; references are available upon request.

**Advanced
Practice
Provider**

1. Role – Position Identification

Position Title: Advanced Practice Provider (APP)
Musculoskeletal Central Intake, Assessment and Management

Department:

Reports to: APP Team Leader, Allied Health Manager, Surgeon Champion

Date Completed:

Summary of Advanced Practice Role

The Advanced Practice Provider (APP) in Musculoskeletal (MSK) Central Intake, Assessment and Management is typically a physiotherapist registered with the College of Physiotherapists of Ontario who has acquired **a combination of advanced knowledge, skills, and attitudes enabling them to address complex problems and manage risk in unpredictable contexts.** The APP has the necessary skills, competencies and complex decision-making capacity to address the needs of patients presenting with a range of MSK conditions.

The APP is a leader within the team and applies their leadership skills to develop and deliver coordinated patient care and influence positive improvement in service delivery, patient outcomes and population health. **The advanced practice role in MSK is supported by a body of evidence and recognized as an established role in Ontario.**

The core function of the position is expert clinical practice grounded in evidence, advanced education and experience. The APP, in collaboration with the orthopaedic surgeons and other members of the interprofessional team, provides clinically effective and efficient care to individuals referred for MSK assessment and management. Patients may have co-existing diverse medical presentations and complex physical and psychological conditions. **The APP is expected to work autonomously using advanced skills to assess, investigate, diagnose and manage patients** with MSK conditions referred to the program.

The core components of the role are referral triage, assessment, diagnosis and management and may include additional activities, processes and interventions based on the needs of the patient, service and care continuum. The initial focus is on Hip and Knee Arthritis with potential to expand to additional MSK patient populations.

The APP contributes to excellence in patient care through each of these 4 domains understood to be standard domains of advanced practice roles. The emphasis on each aspect may vary in response to the evolving priorities of the service.

- A. Expert clinical practice
- B. Program Evaluation and Research
- C. Leadership and Consultancy
- D. Professional Development and Education

2. Areas of Responsibility

Description of the major activities or responsibilities with estimate of the amount of time per year spent on each.

A) Expert Clinical Practice (70-80 %)

- Performs criteria-based referral triage, assessing urgency and severity of the patient's condition and determines the appropriate care pathway with a range of options
- Performs the clinical assessment, taking an accurate medical history and performing a relevant and appropriate physical examination, incorporating standardized outcome measurement (Patient Reported Outcome Measures, Functional Tests)
- Integrates advanced assessment and diagnostic skills
- Selectively orders and incorporates results of diagnostic tests through appropriate delegation mechanisms as required
- Follows up on the results of any tests, discusses these with the surgeon where necessary, communicates results with the patient where appropriate and arranges further management
- Uses critical thinking and analysis to guide decision making in unpredictable and dynamic situations; makes appropriate referral
- Consults with orthopaedic surgeons and other members of the team to establish appropriate care for patients with complex presentations and needs
- Applies evidence into practice
- Provides a diagnosis and management plan in collaboration with the patient and their family
- Interacts effectively with individuals of all backgrounds and orientations and supports them to make informed choices
- Collaborates with the orthopaedic surgeons, increasing productivity and efficiency in the system
- Liaises with the primary care team and community providers
- Exercises a high level of professional autonomy in the provision of clinical care and takes a lead role

B) Program Evaluation and Research (5-10 %)

- Contributes to program evaluation and monitoring the performance of the model of care in terms of Structures, Processes, Outcomes (i.e. efficiency, safety, quality) to achieve a model of care that responds to the health system and patient needs
- Contributes to achieving services that improve the patient experience, reduces unnecessary referrals and investigations and shortens the patient journey
- May contribute to research and other forms of evaluation

C) Leadership and Consultancy (5-10 %)

- Participates in processes to gather information and data required to support practice changes and MSK care delivery
- Engages in clinical, organizational, regional, national and international networks to influence, share practice and drive change
- Participates in organizational strategic planning
- Develops and delivers coordinated patient care; maximizes productivity of the health care team
- Creates a positive working environment and enhances staff development
- Coaches and mentors staff, community colleagues and trainees
- Effective at teambuilding
- Initiates and influences quality improvement activities impacting the organization and health system
- Presents information to a variety of forums

D) Professional Development and Education (5-10 %)

- Identifies individual learning needs and plans to address gaps
- Develops a structured approach to continuing professional development
- Use of mentoring and peer support to ensure competency for the advanced practice role
- Collaboration with the broader team to identify opportunities for shared learning
- Pursues academic linkages
- Engagement in local clinical, regional and international networks
- Advances program's academic mandate through teaching and education
- Participates in the design and delivery of learning opportunities for various healthcare providers such as Family Practice Residents and other trainees within and outside the organization

3. Education, Experience and Training Requirements

- Advanced formal education beyond entry to practice degree and/or able to demonstrate the ability to work at an advanced level of practice
- Examples of advanced formal education include: a Master's degree in a Health/Rehabilitation Sciences Graduate Program (research-based or course-based in a related area), post professional formal education with competency evaluation
- A minimum of 5 years of clinical experience in musculoskeletal care, preferably in an advanced practice capacity.
- Experience in research and quality improvement
- Successful completion of a 3 month Residency with surgeons and other members of the team and passes minimum competency evaluation after Residency.

Required professional certification / professional membership

- Professional registration in good standing with the applicable regulatory body, for example: College of Physiotherapists of Ontario
- Membership in the applicable professional association, for example: Canadian Physiotherapy Association

Required annual evaluation/Recertification:

- Annual renewal of licensure with the applicable regulatory body, for example: the College of Physiotherapists of Ontario
- Annual renewal of membership in professional associations
- Annual Performance Evaluation with Development Plan
- Recertification in CPR