Job Description

Job Title:	Band 6 MSK Physiotherapist
Reports to (job title):	Locality Clinical Leads
Line Manager to:	Staff within the Outpatient Physiotherapy Team

Job purpose

The postholder will work as an integral part of the Outpatient Physiotherapy Team, providing team leadership and specialist assessment and treatment for patients with musculoskeletal (MSK) conditions. They will independently manage a caseload, delivering a range of treatments in line with best practice guidelines, participating in and coordinating the supervision and training of team members, and continually evaluating and improving the service.

Base

South Wiltshire. Localities include Amesbury, Salisbury and Wilton.

Key responsibilities

Main Responsibilities and Duties

- Provide a safe, patient-focused, effective and evidence-based physiotherapy service in collaboration with other team members, and actively lead on and contribute to ongoing service improvements.
- Assess, plan, implement and evaluate physiotherapy interventions and provide highly skilled, clinically effective treatment for patients.
- Undertake all aspects of clinical duties as an unsupervised, autonomous practitioner within own sphere of competence.
- Provide team and operational leadership for the specified site, including diary management, supervision, waiting list management, authorisation of leave and chairing meetings.
- Liaise with colleagues regarding managerial and clinical issues and cascade relevant information directly to the team.
- Provide a local physiotherapy service in satellite locations as a lone practitioner, as the service requires.
- Work in accordance with Chartered Society of Physiotherapy (CSP) standards, plus national and local guidelines, policies and procedures.
- Be professionally and legally accountable for all aspects of work, ensuring a safe and high standard of care and appropriate mandated record keeping.
- Ensure up-to-date, evidence-based knowledge and skills, with maintained competence in a range of physiotherapeutic skills.

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- Undertake and lead on audits, with evaluation of outcomes and formulation and completion of action plans.
- Integrate with the multidisciplinary teams throughout Wiltshire.
- Promote the patient's adherence to treatment and self-management, resulting in the best outcome for the patient.

Patient Care

- Undertake a comprehensive, holistic assessment of a patient's presentation, which may be complex.
- Effectively complete telephone and video consultations to assess patients, screen for risk and develop a treatment plan when possible.
- Formulate an appropriate working diagnosis through clinical reasoning, and deliver treatment in line with the diagnosis and collaborative patient goals.
- Demonstrate dexterity, coordination, palpation and sensory skills for assessment and manual treatment of patients.
- Assess and acknowledge psychosocial factors relevant to the patient's presentation, and use appropriate treatment techniques that take these factors into account.
- Evaluate patient treatment using subjective and objective markers and outcome measures in relation to the goals set.
- Liaise appropriately with colleagues regarding patient-specific clinical and management issues.
- Communicate clinical and non-clinical information to individuals with communication difficulties and individuals requiring an interpreter.
- Sensitively communicate information regarding diagnosis and prognosis to patients.
- Demonstrate empathy and understanding towards patients in stressful and emotional situations.
- Obtain consent for any treatment undertaken.
- Enable patients to reach their optimum level of independence.
- Take responsibility, where appropriate, for the assessment of equipment, and ensure its safe use by others through teaching, training and supervision of practice.

Budget Responsibilities

Not applicable. This is not a budget-holder post.

Responsibilities for People or Training

- Provide and receive clinical supervision, and provide high-quality leadership to ensure ongoing high standards.
- Develop and demonstrate clinical credibility through professional practice, supervision and regular updating of clinical skills.

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- Facilitate the development of individual team members.
- Provide peer support.
- Facilitate and provide teaching to patients, carers and team members.
- Promote best practice, and monitor and support junior staff and students.
- Provide an effective learning environment, information, education and advice to other health and social care professionals and patients.
- Provide clinical education placements for pre-registration students, and support that provision for other disciplines.
- Actively participate in promoting health (e.g. smoking cessation and healthy diet) and signpost to appropriate services or support groups.
- Develop and maintain skills required for patient care within an MSK setting.
- Undertake the supervision, appraisals and personal development reviews of staff within the team in line with service requirements.

Other Factors

- Support the senior staff with the day-to-day prioritisation, planning and delivery of a high-quality physiotherapy service.
- Organise and manage own time and that of junior staff and students, allocating work appropriately to achieve the patient's goals.
- Manage risks in diverse and sometimes challenging environments.
- Undertake the recruitment of physiotherapy staff in conjunction with the senior staff.
- Ensure high levels of effective communication between all team members.
- Assist in monitoring and protecting groups and individuals whose health and wellbeing may be at risk (e.g. vulnerable adults).
- Record daily outcomes for audit purposes and to improve the clinical management of patients.
- Highlight and report actual and potential risks.
- Work with and beyond the Outpatient Physiotherapy Team to promote service development and new ways of working.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our

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colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
• Inspire	• Challenge	• Accountability
• Understand	• Improve	• Involve
• Communicate	• Learn	• Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice, NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead

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- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

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Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a "non-smoking" policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company's intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy, and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

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Personal Specification

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Education, Qualifications and Training

Essential

- HCPC registered.
- BSc or equivalent in Physiotherapy.
- MSK work-based training.
- Evidence of ongoing CPD and reflective practice in line with job role.

Desirable

- MCSP (Member of the Chartered Society of Physiotherapy).
- Accredited MSK training.
- Accredited specialist training (e.g. acupuncture, clinical pilates).
- MSc-level learning.
- Management training.

Experience and Knowledge

Essential

- Band 5-level rotations/MSK working.
- Experience of NHS working.
- Experience of treating own caseload of MSK patients.
- Participation in delivering training, mentorship and supervision.
- Delivering class-based treatment.
- Clinical and/or operational audits.
- Supervision of students and Band 3–5 staff.

Desirable

- Experience of Band 6-level working.
- Experience of working as a sole practitioner in satellite clinics.
- Experience of working in a community hospital-based service.
- Experience in team leadership.

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Skills

Essential

- Excellent verbal and written communication skills, including the ability to keep legible and accurate records.
- Ability to communicate with individuals with communication difficulties and patients requiring an interpreter.
- Excellent organisational skills, including time management, appropriate delegation and integration of non-clinical work into a busy clinical schedule.
- Ability to manage a varied and sometimes unpredictable caseload.
- Ability to make clinically reasoned judgements and diagnoses on a variety of MSK conditions.
- Ability to work as a sole practitioner and seek appropriate advice and guidance when required.
- Ability to appropriately manage or onward refer patients with non-musculoskeletal presentations.
- Well-developed assessment and treatment skills, including manual therapy, exercise prescription and directing a class.
- Presentation and teaching skills which can be used for in-service training and external training.
- IT skills, including the use of Outlook, patient administration systems, imaging viewers, Word, PowerPoint, Microsoft Teams and video consulting.
- Ability to work as an integral member of a team, including taking direction and leading team activities where appropriate.

Desirable

- Ability to treat highly complex patient presentations autonomously.
- Knowledge of human resources policies and procedures associated with people management.

Other Job-Related Requirements

Essential

- Willingness to work in other areas of the organisation as and when required.
- Ability to travel between sites in a timely manner.
- Ability to attend service and departmental meetings held at various locations.

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Employee signature

Manager signature

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