Job Description

Job Title:	Band 5 Physiotherapist - Musculoskeletal
Reports to (job title):	MSK Service Manager and Team lead Physiotherapist
Line Manager to:	N/A

Job purpose

To manage a clinical caseload of multiple musculoskeletal conditions

To provide a high standard of care

To be a clinical educator to undergraduate students

Base

St Martin's Hospital, Bath

This post is responsible for

To be responsible for assessing patients with a range of musculoskeletal conditions, planning and implementing a physiotherapy programme. A small number of patients may have a neurological or respiratory conditions.

Management will involve:

- Assessment and diagnosis, which requires assimilation, and interpretation of clinical and non-clinical facts.
- Planning, which requires agreeing goals with the patient to guide the rehabilitation programme and measure outcome within a time-frame.
- Implementation of a treatment plan, which requires knowledge of a range of therapeutic approaches and techniques
- These techniques include motivational interviewing or 'make every contact count' approaches for maximising engagement in rehabilitation.
- The use of exercise programmes and self-management strategies
- The use of other techniques such as manual therapy, facilitation techniques, gait re-education, posture correction, where part of a clinically reasoned and evidence-based package or rehabilitation.
- To keep comprehensive and timely records in line with Chartered Society of Physiotherapy and department standards and ensure that all staff do the same.

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Key responsibilities

Professional Responsibilities

- To identify your own training and development requirements in order to remain up-to-date and evidence-based in practice.
- To participate in Individual Performance Review, identifying SMART objectives, and maintaining a professional portfolio.
- To submit data and statistics as required.

Communication

- To communicate effectively with patients and carers to maximise the patients' rehabilitation potential, and ensure all parties' understanding of the condition. Communication skills of persuasion, motivation and explanation are needed to encourage patients to undertake their physiotherapy programme.
- To communicate effectively information of a complex nature and deal sensitively with that which may be perceived as negative by patients or carers.
- To communicate effectively verbally and in written form with other professionals involved in the management of the patient, keeping them informed of the patients' condition.

Training and Supervisory Responsibilities

- To participate in regular in-service training sessions.
- To be a clinical educator for physiotherapy students from University of West of England and other Universities.

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 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.

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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 1998 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
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

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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

Essential

- Possess HCPC (Physiotherapist) registration
- Diploma/Degree in Physiotherapy
- Motivation, adaptability and innovation
- Ability to work flexibly across specialities as need arises
- Ability to carry out a range of assessments and procedures in order to make a clinical diagnosis (in relevant clinical speciality)
- Ability to identify and set clinical goals with patient and / or carer
- Use of clinical outcome measures and awareness of relevant ones for speciality

Desirable

- Membership of relevant special interest group e.g. MACP
- Car driver
- Evidence of experience and CPD in relevant MSK clinical settings

Other requirements: N/A

Employee signature

Manager signature

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