

Job Title:	Physiotherapist Musculo skeletal Band 6 - 0.5 FTE
Reports to (job title):	Physiotherapy Team Leader
Line Manager to:	

Job purpose

To be part of a motivated team providing a high standard of physiotherapy care in an outpatient musculoskeletal setting. You will use your knowledge and experience to undertake assessments, diagnosis and treatment to patients with a wide range of musculo skeletal conditions You will help guide planning, provision and improvements in physiotherapy and contribute to the development of the service, ensuring team objectives are met.

You will be based In the Musculo skeletal Outpatient Physiotherapy Department within Farnham Hospital . Your caseload will be a mixture of GP referrals and orthopaedic referrals from local acute Hospitals. Your caseload will also include paediatrics over the age of 5 years with musculoskeletal disorders.

Key responsibilities

Key Responsibilities This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

- Assess, diagnose and manage a caseload of complex musculo skeletal patients.
- Formulate individualised management and treatment plans using evidence based clinical reasoning skills.
- Utilise a wide range of assessment and treatment skills and options.
- To develop specialised skills treating certain patient groups – eg orthopaedic trauma patients and children over the age of 5 years old with musculo skeletal disorders
- To evaluate clinical outcomes of your interventions
- To work as part of a clinical team
- To ensure effective communication with service users and the wider multi-disciplinary team.
- Encourage independence and enable service users and their cares to manage their condition.
- To maintain professional accurate and accountable patient records.

- To understand and apply policies and procedures for the service, but also contribute to the development of local policies and procedures.
- To be part of a training and development programme and audits.
- Participate in the training of junior staff
- To provide leadership and support in the absence of senior staff
- To continue professional development and keep up to date with relevant professional practice

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.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • 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
- 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.

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.

Personal Specification

The **essential qualities** we are looking for in our Physiotherapy applicants are:

- Physiotherapy Degree
- Registered with HCPC
- Post graduate experience in treating musculo skeletal disorders
- Good organisational skills
- Experience in managing your own caseload
- Able to work well in a team and be a flexible adaptable clinician
- Ability to work under pressure and prioritise workload
- Basic IT skills
- Good verbal communication skills often relaying information to patients.
- Have a responsible, professional and caring attitude.
- Evidence of continuing professional development
- Ability to carry out moderate to intense physical effort during the working day

The **desirable qualities** we are looking for in our Physiotherapy applicants are:

- Experience working in a variety of clinical environments including post graduate musculo skeletal experience
- Experience of a clinical notes systems (eg. EMIS).
- A knowledge of audit to develop clinical practice including clinical outcome measurement tools
- A willingness to learn and develop their skills
- Evidence of being innovative and pro active and motivated person

Employee signature

Manager signature

Job Description