

## Band 5 MSK Physiotherapist

<b>Location:</b>	South Wiltshire (Salisbury, Amesbury, Wilton)
<b>Responsible to:</b>	South Locality MSK Physiotherapy Leads
<b>Grade/Band</b>	Band 5

### Main Purpose of the Job

To work as an integral part of the Physiotherapy Team, to provide assessment and treatment of patients in the MSK Outpatient and Community teams. To manage a caseload by delivering a range of treatments in line with best practice guidelines. Participating in training and development, and continually evaluating and improving the service.

### Main Responsibilities and Duties

1. To provide a safe, patient focussed, effective and evidence-based Physiotherapy service in collaboration with other team members and actively contribute to on-going service improvements.
2. To assess, plan, implement and evaluate physiotherapeutic intervention and provide and clinically effective treatment for patients.
3. To undertake all aspects of clinical duties as an autonomous practitioner, seeking clinical support when required and working within sphere of competence.
4. To provide a local Physiotherapy service in satellite locations as the service requires.
5. Working in accordance with Chartered Society of Physiotherapy (CSP) Standards, plus national and local guidelines, policies and procedures.
6. To be professionally and legally accountable for all aspects of work, insuring a safe and high standard of care, and appropriate mandated record keeping.
7. To ensure up to date evidence based knowledge and skills, with maintained competence in a range of physiotherapeutic skills.
8. To contribute to undertaking audits, evaluation of outcomes, and formulation of and completion of action plans.
9. To integrate with the multi-disciplinary teams throughout Wiltshire.
10. To promote the patient's adherence to treatment and self-management, resulting in the best outcome for the patient.
11. To participate in on-call, extended hours and weekend working as service demands require.

#### **Patient Care**

1. To undertake a comprehensive holistic assessment of a patient's presentation.
2. Formulating an appropriate working diagnosis through clinical reasoning, and delivering treatment in line with the diagnosis and collaborative patient goals.
3. To demonstrate dexterity, coordination, palpation and sensory skills for assessment and manual treatment of patients

4. To have an awareness of psychosocial factors relevant to the patient presentation, and seek advice regarding appropriate treatment techniques considering these factors.
5. To evaluate patient treatment using subjective and objective markers and outcome measures in relation to goals set.
6. To liaise appropriately with colleagues regarding patient specific clinical / management issues.
7. Ability to communicate clinical and non-clinical information to individuals, with communication difficulties and at times with individuals requiring a translator.
8. Ability to sensitively communicate information regarding diagnosis and prognosis to patients.
9. Able to demonstrate empathy and understanding to patients in stressful and emotional situations.
10. To obtain consent for any treatment undertaken.
11. To enable patients to reach their optimum level of independence.
12. To be responsible when appropriate for the assessment of equipment and ensure the safe use of the equipment when treating patients.

### **Budget Responsibilities**

Not applicable – this is not a budget-holder post.

### **Responsibilities for People or Training**

1. Receive and engage in clinical supervision and operational leadership from senior staff to ensure on-going high standards.
2. To develop and demonstrate clinical credibility through professional practice, supervision and regular updating of clinical skills.
3. To facilitate the development of appropriate individual team members.
4. To provide peer support.
5. To facilitate and provide teaching to patients, carers and team members.
6. To promote best practice, monitor and progress own skills and abilities.
7. Provide an effective learning environment, information, education and advice to other health and social care professionals and patients.
8. To actively participate in promoting Health e.g. smoking cessation, healthy diet and sign-posting to appropriate services or support groups.
9. Develop and maintain skills required for patient care within MSK, Community, and the Acute setting.

### **Other Factors**

1. To support Senior staff with the day to day prioritisation, planning and delivery of a high quality physiotherapy service.
2. Organise and manage own time, allocating work appropriately, and escalating issues if required in order to achieve the patient's goals.
3. To manage simple risks in diverse and sometimes challenging environments and escalate if required.
4. To ensure high levels of effective communication occur between all team members.
5. Assist in the monitoring and protecting of groups and individuals whose health and well-being may be at risk e.g. vulnerable adults.
6. To record daily outcomes for audit purposes and to improve the clinical management of patients.
7. To highlight and report appropriate and potential risks.

8. To work with and beyond the Physiotherapy Team to promote service development and new ways of working.

#### **Flexibility**

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

#### **Supplementary Information**

This job description should be read alongside the Supplementary Information provided on NHS Jobs for applicants and alongside the Employee Handbook for current staff members.

## Physiotherapist – Person 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.

Criteria	Essential	Desirable
<b>Education, Qualifications and Training</b>	<ul style="list-style-type: none"> <li>HCPC Registered</li> <li>BSc or equivalent in Physiotherapy</li> <li>Completion of student placements</li> <li>Evidence of on-going CPD / Reflective Practice in-line with job role</li> </ul>	<ul style="list-style-type: none"> <li>MCSP</li> <li>MSK / Community / Acute work based training</li> <li>Accredited Training</li> </ul>
<b>Experience &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Experience in treating MSK, Respiratory and Orthopaedic Patients (student or qualified level)</li> <li>Delivering class based treatment</li> <li>Participating in clinical and/or operational audits</li> </ul>	<ul style="list-style-type: none"> <li>Band 5 Level Rotations</li> <li>Experience of NHS working</li> <li>Participating in clinical and/or operational audits</li> <li>Experience of working in a community based service</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Good verbal and written communication skills including the ability to keep legible and accurate records</li> <li>Ability to communicate with individuals with communication difficulties</li> <li>Good organisational skills including time management</li> <li>Ability to manage a varied caseload</li> <li>Ability to make clinically reasoned judgements and diagnosis on a variety of conditions</li> <li>Ability to work as an autonomous practitioner and seek appropriate advice / guidance when required</li> <li>Ability to identify patients with non-musculoskeletal presentations and seek support to appropriately refer on.</li> <li>Good assessment and treatment skills including manual therapy, exercise prescription, directing a class</li> <li>IT Skills including the use of Outlook, Patient Administration Systems, Imaging Viewers, Word, PowerPoint.</li> <li>Ability to work integrally within a team</li> </ul>	<ul style="list-style-type: none"> <li>Ability to communicate with patients who require a translator</li> <li>Ability to work as a sole practitioner and seek appropriate advice / guidance when required</li> <li>Ability to independently manage / onward refer patients with non-musculoskeletal presentations</li> <li>Presentation and teaching skills which can be utilised for In-Service Training / External Training</li> <li>Ability to direct and lead team activities where appropriate.</li> </ul>
<b>Other Job-Related Requirements</b>	<ul style="list-style-type: none"> <li>Willing to work in other areas of the Trust or Trust-wide as and when required to do so.</li> <li>Ability to travel between sites in a timely manner/valid drivers licence</li> <li>Ability to attend service and departmental meetings held at various locations.</li> </ul>	

