

JOB DESCRIPTION

JOB TITLE: Musculoskeletal Physiotherapist
PAY BAND: Band 6. 20.25 hours per week
LOCATION: Dorset Healthcare – Blandford Community Hospital

ACCOUNTABLE TO: Specialist Services Manager
 Physiotherapy Team Leader
LINE MANAGER: Physiotherapy Team Leader
KEY RELATIONSHIPS: Physiotherapy staff, administration staff, referrers, service users
HOURS OF WORK:

The post holder may be required to work flexibly to meet the needs of the service.

JOB SUMMARY

To work as an autonomous practitioner to provide skilled assessment and treatment for a wide variety of musculoskeletal conditions within the physiotherapy department.

To be involved in the supervision and teaching of other physiotherapy staff and students.

To assist the Physiotherapy Team Leader with managerial duties e.g. triaging referrals, audit, clinical supervision.

Car driver is essential

SECTION A: MAIN DUTIES AND RESPONSIBILITIES

1. CLINICAL RESPONSIBILITIES

- 1.1 To undertake the comprehensive assessment of patients including those with complex pathologies and use clinical reasoning, judgment and analytical skills to plan agreed treatment and goals - seeking assistance and advice as appropriate.
- 1.2 To work within a legal framework and the Trust's policy to gain and record informed verbal consent from all patients and use clinical judgment where the patient's capacity to give consent is impaired.
- 1.3 Evaluate the outcome of treatment / intervention and plan further intervention accordingly following evidence-based practice.
- 1.4 Discharge patients and provide a discharge report in a timely manner.
- 1.5 Maintain comprehensive, accurate and contemporaneous documentation in line with professional, legal and local requirements
- 1.6 To be responsible for liaising with other agencies as appropriate in the total case management of the patients / client.
- 1.7 Responsible for ensuring the safety of equipment used in the course of treatment and that equipment issued is safe and fit for practice.
- 1.8 To be professionally and legally accountable and responsible for all aspects of own work

2 MANAGERIAL RESPONSIBILITIES

- 2.1 In turn with other senior staff, actively manage the waiting list including paper triage of referrals, prioritising the urgency of treatment required using clinical judgment and verbal assessment
- 2.2 Be actively involved in implementing any service improvements/changes.

3 ADMINISTRATION RESPONSIBILITIES

- 3.1 To manage own caseload: planning, prioritising and organising own diary in an efficient manner with regard to clinical priorities.

4. COMMUNICATION

- 4.1 To communicate with a diverse patient population with varying communication needs.
- 4.2 To use SOAP format for writing patient's notes.

5 PLANNING AND ORGANISING RESPONSIBILITIES

- 5.1 To manage own caseload of patients by planning, prioritising and organising own diary.

6 ANALYTICAL AND JUDGEMENT SKILLS

- 6.1 To further develop clinical reasoning ,on discussion with colleagues, to be able to develop a plan for physiotherapy management of patients, including complex patients.

7. RESPONSIBILITY FOR HUMAN RESOURCES / WORKFORCE

- 7.1 To provide day to day supervision for less experienced staff and students
- 7.2 To assist in the training and development of colleagues.
- 7.3 Act as a student educator

8 RESPONSIBILITY FOR FINANCE / RESOURCES

- 8.1 To utilise the trust resources efficiently and effectively.
- 8.2 To ensure that equipment used or issued is safe and fit for purpose following Trust policies and guidelines.

9. RESEARCH & DEVELOPMENT

- 9.1 To provide Physiotherapy advise and specialist knowledge through teaching both formally and informally to colleagues
- 9.2 To continually learn and develop good practice in order to perform own role including the provision of specialist assessments and interventions and assist in the development of the team/service.
- 9.3 To attend and keep up to date with mandatory training as per Trust policy.
- 9.4 To actively plan, source and participate in learning activities as agreed at annual Personal Development Review (PDR) .
- 9.5 To be an active participant in departmental and service audit programmes.

10. POLICY & SERVICE DEVELOPMENT

- 10.1 To implement Trust policies and local guidelines as required.
- 10.2 To propose changes, improvements, and service developments to the Physiotherapy Team Leader.

11 RESPONSIBILITY FOR INFORMATION / DATA

- 11.1 To maintain accurate and contemporaneous documentation in accordance with Trust policy and professional standards.
- 11.2 To collect data and information as required e.g., outcome measures, for the Physiotherapy Team Leader in a timely manner
- 11.3 To submit annual leave requests to the Physiotherapy Team Leader in order that accurate records are maintained and services to patients are minimally affected.

12 PROFESSIONAL RESPONSIBILITIES

- 12.1 To maintain Clinical Professional Development (CPD) by keeping abreast of any new trends, developments and evidence based practice and incorporating them into your own work as necessary
- 12.2 To always ensure Patient confidentiality following Trust policy.

13. ENVIRONMENTAL FACTORS**13.1 PHYSICAL EFFORT**

Requires high levels of dexterity , coordination and sensory skills for the assessment and management of patients.
The post holder will be able to demonstrate some physical exercises to patients.

13.2 MENTAL EFFORT

May be required to concentrate for sustained periods e.g. when assessing patients presenting condition and compiling a treatment plan.

13.3 EMOTIONAL EFFORT

May be required to have sensitive conversations with patients regarding their physical and mental health.

13.4 FREEDOM TO ACT

Will be working independently within well established procedures generally with supervision close by.
Will be guided by standard operating procedures with someone generally available for reference.

PERSON SPECIFICATION

1.	KNOWLEDGE, SKILLS AND TRAINING	ESSENTIAL	DESIRABLE
1.1	Diploma/Bsc(Hons)Physiotherapy degree State registration in UK as a physiotherapist.	Yes	
1.2	Evidence of relevant post graduate training in musculoskeletal physiotherapy.	Yes	
1.3	Evidence of knowledge of current best practice in musculoskeletal physiotherapy to inform clinical decision making.	Yes	
2.	JOB SPECIFIC EXPERIENCE		
2.1	Evidence of wide and varied experience in musculoskeletal physiotherapy assessment and treatment within the NHS	Yes	
2.2	Ability to work independently and responsibly as an autonomous practitioner without direct supervision	Yes	
2.3	Good assessment and treatment skills in musculoskeletal physiotherapy setting.	Yes	
2.4	Good understanding of own role in the multidisciplinary patient pathway.		Yes
2.5	Ability to communicate effectively despite potential barriers to communication.	Yes	
2.6	Ability to initiate and lead on service improvements		Yes
3.	MANAGERIAL/SUPERVISORY EXPERIENCE		
3.1	Experience of supervising others i.e., less experienced staff and students.		Yes
3.2	Experience of providing teaching for other physiotherapy colleagues and students.		Yes
3.3	Ability to be well organized and manage time effectively to manage a demanding workload to agreed timescales.	Yes	
3.4	Good understanding of the role of audit in improving services		Yes
4.	FINANCE/RESOURCES		
4.1	Good understanding of how to utilize resources in an effective and cost productive manner.		Yes
4.2	An understanding of the need to work within available resources		Yes
5.	INFORMATION TECHNOLOGY/RESOURCES		
5.1	Ability to achieve a pass mark (75%) in the ICT Basic Skills test. Confident in the use of Microsoft e-mail, word and web browsing skills.	Yes	
6.	PERSONAL QUALITIES/ATTRIBUTES		
6.1	Excellent communication skills with a wide variety of people	Yes	

6.2	Ability to work effectively as part of a team	Yes	
6.3	Motivated to update knowledge and skills.	Yes	
6.4	Ability to handle difficult or emotional situations sensitively, diplomatically and empathetically	Yes	
6.5	Enthusiastic and positive attitude with an ability to engage and motivate others	Yes	
7.	BUSINESS TRAVEL		
7.1	Subject to the provisions of the Equality Act, able to travel using own vehicle on Trust business.	Yes	
8.	ADDITIONAL REQUIREMENTS		
8.1	Demonstrable skills in written and spoken English to a standard which enables the post holder to carry out the full range of duties and responsibilities of the role effectively.	Yes	

***Essential / desirable car user definitions:** Level 3 (Desirable) non-essential car users who may exceptionally be required to travel on Trust business where such journeys could also be reasonably made by public transport.

Organisational Chart

