

## JOB DESCRIPTION

### Physiotherapist

<b>Title:</b>	Senior Physiotherapist
<b>Clinical Speciality / Band:</b>	Musculo-skeletal / Band 6
<b>Accountable to:</b>	Clinical Lead / Director - HTC Ltd
<b>Reports to:</b>	HTC Ltd Assistant Manager &/or Senior Therapist On Site

**Revised:** December 2020

**By:** Company Director / Clinical Lead

### **Generic Person Specification**

Essential Professional Qualifications:

- Member of the Chartered Society of Physiotherapists (MCSP)
- Member of the Health & Care Professions Council (HCPC)
- BSc (hons) Physiotherapy (2:1 or above)

Desirable (Non-Essential) Profession Qualifications:

- Acupuncture Qualification(s).

Personal Attributes:

- Ability to work under pressure.
- Adaptable, and able to communicate effectively.
- Good team member with sound judgement and decision-making skills.
- A maintained commitment to personal, patient and team welfare.
- Engaging, professional and reflective approach to employment activities.

### **Brief Job Summary**

Professional Physiotherapy role.

Responsible for the management of an independent clinical caseload. Responsible for ensuring personal professional development continuation as per governing professional body guidelines.

Responsible for the administrative management of involved clinical caseload, medical records & auditing requirements in line with standards of practice. Ensuring the provision of a comprehensive and professional physiotherapy / rehabilitation services for all attending patients.

**Fulltime**

**Hours:** 37.5 hours per week excluding meal breaks

**Parttime**

**Hours:** Per contractual agreement, excluding meal breaks

**Overtime:** May be required but will be agreed, authorised and requested in advance.

**Holiday:** Per government standard requirements and including bank holidays.

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**Conditions Applicable to Maintaining Employment Position**

- CSP membership
- HCPC registration
- Regular IT User
- Equal Opportunities policy awareness
- Health & Safety policy awareness
- Local No Smoking Policy awareness
- Successful completion of Pre-employment Checks (DBS Enhanced Level)
- Hepatitis B Immune Status
- Behaviour policy awareness
- GdPR policy awareness
- Business data policy awareness

**Job Purpose**

To provide a high standard of physiotherapy service to patients including work with musculo-skeletal, orthopaedic & sports injury conditions.

Use clinical reasoning skills to provide support and advice to the physiotherapy team and other centre staff, whilst maintaining a clinical caseload of patients.

To provide a positive caring environment, in which patients can expect a high quality, professional service.

To participate in the department's ongoing audit and appropriate work-related research/ evaluation projects in areas relevant to the clinical field.

Professional and clinical support in the development and implementation of a CPD plan for all physiotherapy and other centre staff.

**Principle Duties and Responsibilities**Clinical

- To perform competent evidence based physiotherapy assessments and treatments of patients.
- To use clinical reasoning skills to provide an accurate clinical diagnosis.
- Referring to other medical and health care professionals.
- To assess, develop and implement physiotherapy treatment for caseloads.

- To formulate, develop and deliver individualised treatment programmes based upon evidence-based practice, manual assessment and appropriate clinical reasoning.
- To communicate effectively with patients to ensure informed consent for assessment and treatment, providing the patient with good understanding of their conditions and maximise their rehabilitation potential. Patients may have a barrier to communication e.g., English as their second language.
- To keep abreast of evidenced based practice in the musculoskeletal and sports injury training area by use of relevant reading, attendance at in service training, external courses and database searches
- To ensure good working knowledge of national and local standards and monitor quality as appropriate
- To have effective communication with all other centre personnel and with external medical personnel from other agencies / units.
- To work as physiotherapist in musculo-skeletal clinics where assessment, treatment recommendations, outcome evaluations and prognoses are developed under the lead of a consultant physiotherapist and other senior physiotherapists.
- To support any appropriate research in developing the centres evidence-based practice.
- To manage and prioritise own clinical caseload efficiently and effectively.
- The provision of clinical reports to supply clinical prognoses and comprehensive discharge planning for authorised external requesting entities and / other health professionals.

#### Professional

- To have professional and legal accountability to the Health & Care Professions Council and the Chartered Society of Physiotherapy (CSP) ‘Standards of Practice, Health Professions Council Standards of Proficiency, Conduct, Performance and Ethics’ and tort law in all aspects of practice.
- Development and maintenance of your own personal, Service and Professional Standards at the highest attainable levels through continuing professional development activities and maintenance of a portfolio.
- To actively seek and initiate projects to enhance the status and standing of the centre.
- Use evidence-based practice, audit, and outcome measures and published research to inform, measure and evaluate your own work and current practice.
- To take part in and support any relevant audit and research activity.
- To act as an ambassador for the physiotherapy profession at all times.
- To maintain a high standard of confidentiality at all times.

#### Organisational

- To be responsible for the safe and competent use of all electrotherapy and gym equipment, patient appliances and aids and ensure that other members of the multi-disciplinary team attain competence prior to use. The identification and reporting of work service requirements and repair needs within the centre.
- Ensure high standards of administration of physiotherapy care within the centre.
- The care, maintenance and proper use of materials, equipment and stationery and the accurate administration of any allocated inventories.
- Ensure maintenance of high standards of recording, filing and storage of patient and statistical information in accordance with local policy and CSP standards.
- Ensure that processes are in place to guarantee the safety of both patient and therapist and manage clinical risk within the work area in line with policies and guidelines
- To deal with complaints in line with local policy.
- To undertake any additional duties, appropriate to the post as may be delegated by the Centre’s Assistant Manager or Clinical Lead.

### Teaching/Clinical Supervision

- Supervise work of less experienced physiotherapists/students; train and appraise junior staff; train other professions.
- Be an active member of the in-service training programme by attending and occasional leading tutorials and training sessions.
- Active participation within the Centres multi-disciplinary team environment.
- Participate in teaching and guiding physiotherapy undergraduate students, junior colleagues, remedial instructors, and workplace students.
- To contribute to identifying training needs and organisations related to in service training.
- To contribute to developing protocols to enhance the clinical development and efficacy of the clinic / centre.
- To take the lead in ensuring more junior colleagues are assisted with specialised assessments of more complex and diverse clinical conditions.
- To teach relatives and other health care workers when required.

### Effort

- The job involves frequent exposure to a wide range of demographics in regard to potential patients, which, may affect working processes on a daily basis e.g., language capabilities, age, DDA requirements or gender identity diversity.
- There may be a daily requirement for physically demanding work e.g., manual therapy techniques and / or exercise demonstration.
- There may be a regular requirement for periods of concentration with risk of interruption.
- There is a requirement to discuss long term outcomes where rehabilitation potential may be limited and have an effect upon career options and promotion.

### Policies and Procedures

- To be aware of, keep up to date with and adhere to the following at all times:
- All local Centre / Company policies and procedures.
- H&S at Work Act.
- Data Protection Act (1998)
- Other relevant introduced legislation and agreed practice/policy. It is the responsibility of all staff to attend / complete mandatory training as outlined by the Company Director.
- Hempstead Therapy Centre is an Equal Opportunity Employer. There must be no unfair discrimination on the grounds of gender, marital status, race or ethnic origin, sexual orientation, age, religious belief, physical or mental disability against any eligible person whether in recruiting, training or staff appraisals, promotion or in any other way.

### Confidentiality of Information / GdPR

The employee / holder of the herein described employed position has an obligation under law to safeguard the confidentiality of personal / medical information that they may have access to during the course of duties, which must not be communicated to other persons except as per current legislation. Any breach of confidentiality will result in disciplinary action being invoked and provide grounds for complaint / & / or potential dismissal as also the reporting of such events to their related, professional governing body.

A job description is a working document and the duties stated above might evolve with the post and/or as the post holder acquires further expertise, knowledge or occupational responsibilities.

**Signature of Job holder:**

..... Date: .....

Name: .....

**Signature of Line Manager:**

..... Date: .....

Name: .....

Title: .....

**Jobholder Contact Details:**

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