**JOB DESCRIPTION**

**JOB TITLE: Musculoskeletal (MSK) Physiotherapist**

**LOCATION: St Austell Healthcare PCN Sites**

**(CRHH, Wheal Northey, Park and Foxhole)**

**REPORTS TO: Lead GP**

**HOURS: Full time or part time considered**

**SALARY: tbc (dependent on experience)**

**JOB SUMMARY:**

The role is to deliver a First Contact Physiotherapist Service to patients of St Austell Healthcare PCN, providing a clinical judgement on the best route of care for the patients. This involves seeing patients without prior contact with their GP to enable a swift and accurate diagnosis and management plan. The post holder will request investigations, interpreting and acting on results to assist diagnosis and choice of care pathway. The post holder will also provide patients with self-management advice.

Salary and progression will depend on current experience and skills and willingness to undertake further training. Supported by practice lead physiotherapist and GP.

**MAIN DUTIES AND RESPONSIBILITIES:**

The duties and responsibilities of the post holder are detailed below, although the precise accountabilities of any job may be expected to change over time. Job holders would be contacted over any proposed changes before implementation.

* Construct detailed treatment and care plans for each patient, supporting patients with their care plans and own goals.
* Communicate with patient’s physicians to ensure a consistent level of care.
* Assess, diagnose, triage and refer patients for onward treatment.
* Contribute to the development of the service and its delivery.
* Use a range of clinical skills which may include
  + non-medical independent prescribing
  + joint/soft tissue injections
  + joint aspirations
* Communicate accordingly with patients and carers sensitive information regarding their care.
* Provide care that is tailored to the individual’s needs.
* Accountable for arrangement and management of HCPC registration.

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| **Collaborative Working**   * Is able to plan, manage, monitor, advise and review general physiotherapy care programmes for patients in core areas, including disease states / long term conditions identified by local Needs Assessment * Demonstrates accountability for delivering professional expertise and direct service provision * Exercise a critical understanding of personal scope of practice and to identify when a patient needs referring on and where there are opportunities for developing the scope and competence of the wider MDT to meet patient care needs * Integrates a broad range of interventions into practice, including injection therapy and independent prescribing (or able to demonstrate a willingness to learn these skills), while also promoting non-pharmacological solutions to patient care * Through patient assessment and working in partnership with patients and their carers, make decisions about the best pathway of care, informed by the urgency and severity of patient need, patient acuity and dependency, and the most appropriate deployment of resources * Manage risk in unpredictable, uncertain situations to uphold patient safety, including by referring on to other primary care team members and to specialist services, as needed |

* Able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct
* Involves patients in decision making and supporting adherence as per NICE guidance

**Leadership**

* Operate as a full member of the primary care team, including contributing to leadership, service evaluation/improvement and research activity
* Manage and co-ordinate the care that individual patients receive, including through liaising with other members of the MDT and with patients' carers
* Lead primary care activity, with a strong emphasis on prevention and early intervention, including through the delivery of public health advice (e.g. relating to physical activity, weight management and smoking cessation)
* Contribute to the use of healthcare technologies to optimise the integration of service delivery (across teams, sectors and settings) and patients’ access and continuity of care
* Contribute to the development of primary care teams, including through contributing to others' learning
* Demonstrates understanding of the physiotherapy role in governance and is able to implement this appropriately within the workplace
* Demonstrates understanding of, and contributes to, the workplace vision
* Demonstrates ability to improve quality within limitations of service

Reviews last year’s progress and develops clear plans to achieve results within priorities

**Clinical Governance**

* Contribute to the development and maintenance of sound clinical governance and risk management.
* Support the development/implementation on any new ways of working/policies that need to be introduced across the SAH.
* Support SAHC in operating a quality assurance but no blame culture that adheres to best practice around incident reporting and whistle blowing.

**Engagement with Patients, Internal and External Stakeholders**

* Initiate, develop and maintain excellent third party relationships e.g. with CCGs, NHSE Area Teams, sub-contractor providers, patient groups, local community health teams and other stakeholders to grow, maintain and support service and performance delivery.
* To ensure patient surveys are undertaken, analysed and action plans are developed and acted upon

**Confidentiality**

* In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately.
* In the performance of the duties outlined in this job description, the post-holder may have access to confidential information relating to patients and their carers, practice staff and other healthcare workers. They may also have access to information relating to the practice as a business organisation.  All such information from any source is to be regarded as strictly confidential.
* Information relating to patients, carers, colleagues, other healthcare workers or the business of the practice may only be divulged to authorised persons in accordance with the practice policies and procedures relating to confidentiality and the protection of personal and sensitive data.

**All such information from any source is to be regarded as strictly confidential.**

**Equality and Diversity**

* The postholder will support the equality, diversity and rights of patients, carers and colleagues to include:
* Acting in a way that recognises the importance of people’s rights, interpreting them in a way that is consistent with practice procedures and policies and current legislation.
* Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues.
* Behaving in a manner which is welcoming to and of the individual, is non-judgemental and respects their circumstances, feelings priorities and rights.

**Personal/Professional Development**

* The postholder will participate in any training programme implemented by the practice as part of this employment, such training to include:
* Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development.
* Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work.

**Health and Safety**

The postholder will assist in promoting and maintaining their own and others’ health, safety and security as defined in the practice health & safety policy, the practice health & safety manual and the practice infection control policy and published procedures.

**Appraisal/ Objective setting**

The post holder will participate in an annual review of their performance during the previous year and agree objectives to be met in the next year. These will be reviewed at agreed points during the year. The annual appraisal will be undertaken by the line manager and a designated GP Partner may be present.

**Communication**

The postholder should recognise the importance of effective communication within the team and will strive to:

* Communicate effectively with other team members
* Communicate effectively with patients and carers
* Recognise people’s needs for alternative methods of communication and respond accordingly.

**Quality**

The postholder will strive to maintain quality within the practice, and will:

* Alert other team members to issues of quality and risk.
* Assess own performance and take accountability for own actions, either directly or under supervision.
* Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team’s performance.
* Work effectively with individuals in other agencies to meet patients’ needs.
* Effectively manage own time, workload and resources.

**Contribution to the implementation of services**

The postholder will:

* Apply practice policies, standards and guidance.
* Discuss with other members of the team how the policies, standards and guidelines will affect own work.
* Participate in audit where appropriate

**Working hours will be between 8am and 8pm Monday to Friday and will involve some weekend working (especially Saturdays) at the agreed standard rate. Thirty minutes unpaid break must be taken at lunchtime.**

**Social Media and designated other websites cannot be accessed on SAHC Computers. Personal mobile phones should not be accessed during working hours.**

**The details contained in this Job Description are not exhaustive and may change as the post develops.**