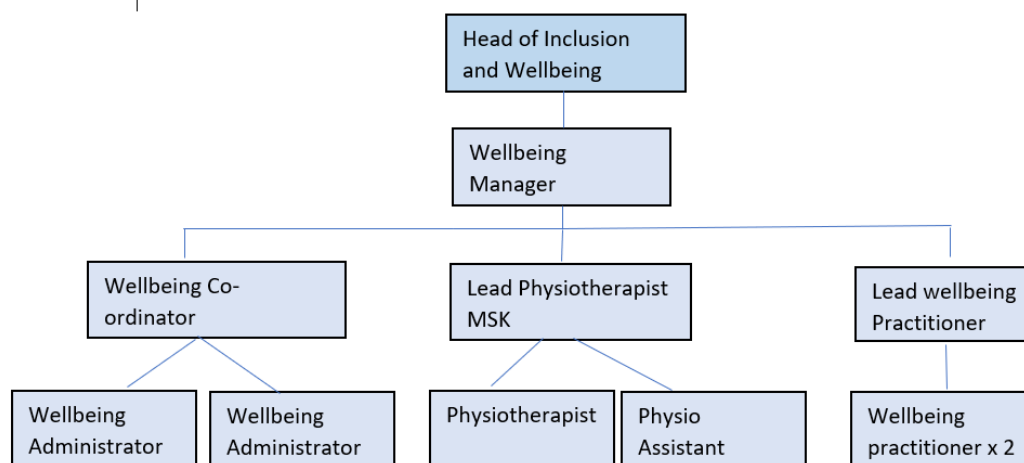




## JOB DESCRIPTION

<b>1. Job Details</b>	
<b>Job Title:</b>	Physiotherapist MSK
<b>Pay Band:</b>	Band 6
<b>Reports to (Title):</b>	Lead MSK Physiotherapist
<b>Accountable to (Title):</b>	Lead MSK physiotherapist
<b>Location/ Site/ Base:</b>	Crawley, with requirement to travel Trust wide .
<b>2. Job Purpose</b>	
<p>To take a leading role in the planning and delivery of a Physiotherapy service within South East Coast Ambulance Service NHS Foundation Trust. To provide highly developed specialist assessment and treatment of staff with diverse and complex presentations. To provide expert advice to staff, management teams and HR as required. Applicants should have the determination to make a difference to the lives of others, and be motivated and confident in contributing to a team that makes a difference to the lives of their colleagues, enhancing their experience and positively influencing employee satisfaction.</p>	
<b>3. Role of Department</b>	
<p>With an overall focus on achieving an outstanding wellbeing experience for employees, the Wellbeing Hub provides access to a wide range of wellbeing services and support. We are committed to promoting and developing a high quality and sustainable service in an inclusive and supportive environment across the Trust. Innovative ideas and collaborative working will be prioritised in order to ensure improved health and wellbeing outcomes and experience for our employees.</p>	
<b>4. Organisation Chart</b>	
<p>The organisation chart shows the reporting and direct line responsibilities for the Wellbeing Hub.</p>	



\*MSK - Musculoskeletal

5. Duties & Responsibilities
Be professionally and legally responsible and accountable for all aspects of your own work, including the management of patients in your care. Ensuring a high standard of clinical care.
Provide highly developed specialist assessment and treatment of staff with diverse or complex presentations/ multiple pathologies. To provide expert advice to staff, management teams and HR as required.
Work closely with Occupational Health (OH) staff in the implementation of appropriate rehabilitation programmes and with Managers across the Trust to minimise incidences of musculo-skeletal problems.
Formulate comprehensive individual treatment programmes, using highly developed specialist skills in assessment, analysis and clinical reasoning. Using both clinical and non-clinical facts and knowledge of a range of evidence based treatments.
Provision of clinical advice and guidance on case management to other members of the Wellbeing Team, OH Service, HR and Managers. Be responsible for maintaining accurate and comprehensive patient treatment records in line with Trust protocols and the Chartered Society of Physiotherapy [CPS] Service Standards.
Provide specialist expertise within musculoskeletal physiotherapy and multi-disciplinary colleagues, through specialist advice and education.
To be able to motivate and persuade clients to work with treatment/ management programmes and work towards agreed goals.
Be responsible for equipment used in carrying out therapy duties. Be aware of Health & Safety aspects of the role and implement protocols which may be required to improve the safety of your work area, including your prompt recording of accidents to senior staff and ensuring equipment use is safe. The Physiotherapist must be able to manage clinical risk within their own patient caseload.
Accept clinical responsibility for designated caseload of patients and to organise this effectively and efficiently with regard to clinical priorities and time

availability.
Demonstrate physical ability to carry out physiotherapy assessments and intervention including manual therapy techniques, therapeutic handling and manual handling equipment. Treatments may necessitate working in restricted positions or limited space.
Ability to use computerised record systems to access staff information and to record data accurately in line with the data protection act and Trust guidelines.
Adhere to CSP Code of Professional Conduct and Practice at all times.
Responsible for maintaining own competency to practice through CPD activities, and maintain a portfolio which reflects personal development.
Demonstrate a sound understanding of Clinical Governance and risk management and apply to the work situation.
Supervise, initiate and participate in evidence-based projects, including recommendations for change in practice and to lead in departmental research and audit within clinical area.
Communicate effectively and work collaboratively with colleagues in the Wellbeing Hub, Occupational Health Service, and with providers to develop a holistic approach to Health & Wellbeing and the development of a healthier workplace.
Lead and be proactive in seeking transformational change within the service to benefit patients and staff
Use specialist knowledge to refer to other health disciplines as appropriate.
Ability to manage potentially stressful, upsetting or emotional situations in an empathetic manner.
Deal with people suffering from illnesses or pain states that may lead to anxiety and aggressive behaviour.

### **Values**

The Post holder will be required to demonstrate compassionate care in their daily work and adopt the 6 Cs - NHS values essential to compassionate care: **Care, Compassion, Competence, Communication, Courage and Commitment**. Post- holders will also be required to understand and work in accordance with the NHS constitution and put the patient at the heart of their work.

### **Safeguarding Children, Young People and Adults**

South East Coast Ambulance NHS Trust is committed to safeguarding and promoting the welfare of children, young people and adults at risk of abuse and neglect, and expects all staff and volunteers to share this commitment. All staff are required to adhere to the trust's safeguarding policy and understand their individual safeguarding responsibilities

### **Equality and Diversity/Equal Opportunities**

The Trust recognises the need for a diverse workforce and is committed to Equal Opportunities. It seeks to eliminate unlawful discrimination against colleagues, potential employees, patients or clients on the grounds of sex, marital status, disability, sexual orientation, gender identity, age, race, ethnic or national origin, religion, pregnancy/maternity, political opinion, or trade union membership and to promote equality of opportunity and good relations

between staff and clients. Individuals, including volunteers, contractors and temporary workers, must at all times indicate an acceptance of these principles and fulfil their responsibilities with regard to equality legislation and the Trust's Equality Diversity and Human Rights Policy and protocols. Similarly, all individuals have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations, ensure that they treat everyone with respect and consideration and attend relevant mandatory training.

**Corporate governance:**

High standards of governance are vital in healthcare organisations. Good governance sets the boundaries and structures in which we are able to function safely and provide the most effective care to our patients. We ask all employees to:

- Familiarise yourself with and apply Trust-wide and local policies, procedures and other formal instructions;
- Act within the scope of your authority and/or practice at all times. Limits of financial authority are set out in our Standing Financial Instructions;
- Undertake the statutory and mandatory training suitable to your role and maintain any relevant professional registration(s);
- Maintain accurate and timely records wherever required; and
- Notify the Trust if you identify any areas for improvement in any areas of corporate governance so that we can learn and improve.

**Infection Prevention and Control**

The prevention and control of infection is recognised as everyone's responsibility. All staff, bank workers, volunteers and contractors, both clinical and non-clinical are required to make every effort to maintain high standards of infection control in accordance with the Trust's Infection Prevention and Control Policy and The Health and Social Care Act 2008

**Financial Management**

- Ensure that the Trust's funds are properly used, represent value for money and can withstand public scrutiny.
- Where applicable, provide strong budget management for the defined area of management responsibility and monitor expenditure against those budgets.
- Act within Standing Orders and Standing Financial Instructions of the Trust.

**Health, Safety and Security**

- Meet Health and Safety legislation and move towards an environment where health and safety considerations are firmly embedded in the planning and decision making processes and the 'culture' of own area of responsibility.
- Promote, monitor and maintain best practice in health, safety and security
- All individuals have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied

with to maintain a safe working environment for patients, visitors and employees. All staff have a duty to protect their own health and safety and that of others persons who may be affected by their acts or omissions.

- In addition, managers have specific responsibilities relating to health and safety activities including consenting to breaches; conniving to breach legislation or neglecting their duties under the legislation. Trust's objectives in accordance with the Trust's risk management strategy and policies.

**Policies**

- The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of the Trust, which may be amended from time to time.
- Patient Safety is a key priority for the Trust. It is your responsibility to ensure that you are fully compliant with SECAMB policies and procedures in respect of patient safety, for example Risk Management, Infection Prevention and Control, Safeguarding children and vulnerable adults.

**Confidentiality / Data Protection / Freedom of Information:**

Individuals (including volunteers, contractors and temporary workers) must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act 1998. Individuals must not, without prior permission, disclose any information regarding patients or staff. If any individual has communicated any such information to an unauthorised person that individual(s) could be liable for disciplinary action which could result in dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, individuals must apply the Trust's FOI procedure.

In addition, managers have specific responsibilities to ensure that their staff maintain the confidentiality and security of all information that is dealt with in the course of performing their duties it is in accordance with the requirements of the Data Protection Act 1998 and the principles of Caldicott. Managers should also ensure that their staff are aware of their obligations under legislation such as the Freedom of Information Act 2000; Computer Misuse Act 1990, and that staff are updated with any changes or additions relevant to legislation.

**Review**

This document provides an outline of the main responsibilities of the post. It is not intended to be an exhaustive list of duties. Its content will be subject to regular review in conjunction with the postholder.

Date Reviewed:	09.03.21	
Reviewed By:	Manager: Jade Bennett	Signature
	Postholder:	Signature:

**PERSON SPECIFICATION**

<b>Factors</b>	<b>Essential</b>  <i>The essential criteria are those which the role cannot operate without.</i>	<b>Desirable</b>	<b>Assessment</b>  • Application Form (App) • Interview (I) • Assessment (Ass)
<b>Qualifications/ Training</b>	Diploma/Degree in Physiotherapy  HCPC registered Physiotherapist  Evidence of CPD		<b>App/I</b>
<b>Knowledge</b>	Practical experience to post graduate diploma level or equivalent.  Up to date with professional practice and research  Experience of working autonomously and unsupervised.  To demonstrate a sound understanding of clinical governance, including ability to audit own and teams' practice.		<b>App/I</b>
<b>Aptitudes / Attributes</b>	Ability to assess, manage & treat musculoskeletal conditions effectively.  The ability to discuss clinical reasoning in the management of MSK conditions.  Ability to collect and analyse complex data to assist in managing performance.  Highly developed dexterity, co-ordination and palpatory senses for assessment and manual physiotherapy treatment.  Ability to produce clear written documentation of intervention & reports. Good interpersonal and		<b>App/I</b>

	<p>organisational skills</p> <p>Ability to communicate complex and sensitive information to patients and other health professionals</p> <p>Ability to plan, prioritise and deliver work within strict time scales.</p> <p>Accuracy and attention to detail and concern for quality. Ability to work under pressure with competing and changing demands.</p> <p>Ability to work with regular interruptions and exposure to prolonged intense concentration due to the unpredictable nature of the job.</p> <p>Requirement to prioritise, especially in times of client crisis and remain flexible within daily working arrangements, demand constraints and limited time and resources.</p>		
<b>Personal Qualities</b>	<p>High level of work organisation, self-motivation, drive for performance and improvement, and flexibility in approach and attitude.</p> <p>Strong sense of commitment to openness, honesty and integrity in undertaking the role.</p> <p>Ability to change communication style and approach.</p> <p>Confident manner and approach.</p>		<b>App/I</b>
<b>Other</b>	<p>Ability to travel between and work out of other sites for work purposes</p>		<b>I</b>

**NOTE:** Candidates should meet all the essential criteria if they are to be shortlisted

Date Reviewed:	
Reviewed By:	