## **Downend Health Group**

**Physiotherapist in General Practice**

**Person Specification**

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|  | **Essential Criteria** | **Desirable Criteria** | **Measured** |
| **Education and Qualifications** | * Completion of an undergraduate diploma / degree in Physiotherapy. * Registration with the Health and Care Professions Council (HCPC). * Able to demonstrate in practice portfolio experience in core physiotherapy and MSK physiotherapy. * Demonstrates self-development through continuous professional development activity. * Can demonstrate working towards a Masters level / Level 7. E.g., Masters modules. * Evidence of working as a clinical supervisor, designing, developing and delivering programmes of learning in line with evidence-based practice | * Member of the Chartered Society of Physiotherapy (CSP). * Can demonstrate working at a Masters level/ Level 7. E.g. Masters modules. * Completion of relevant Leadership and/ or management training course. * Evidence of referring for diagnostic investigations. * Post graduate training in Musculoskeletal Diagnostic Testing. * Post Graduate training in Musculoskeletal injection therapy. | Application – previous employment and evidence of training |
| **Knowledge and Experience** | * Highly specialised clinical reasoning skills. * Advanced manual therapy skills. * In depth knowledge of the management of spinal and peripheral MSK patients, including indication and considerations for conservative treatment while developing knowledge of surgical intervention. * Knowledge of national guidelines and developing knowledge of local commissioning policies. * Highly specialist knowledge and understanding of conditions and symptoms that may present and masquerade as an MSK condition. * Evidence of developing knowledge and understanding of evidence-based practice with respect to diagnostic investigations e.g. X-rays, MRI’s, Bloods, Ultrasound. * Experience of using technology and software integrated in MSK pathways e.g. electronic triage and records, image referral and review software. * Advanced knowledge and understanding of general physiotherapy care programmes for highly complex patients. * Highly developed skills in communication and education for effective patient/carer/stakeholder engagement in complex management pathways and often challenging/hostile environments. * Manage risk in unpredictable, uncertain situations to uphold patient safety. * Able to follow legal, ethical, professional policies, procedures, and codes of conduct. * Experience teaching, supervising, mentoring * Experience of effective clinical communication with multidisciplinary teams / professionals. * Report writing skills for onward referral. * Experience dealing with complaints and clinical incidents. * Experience of being involved in service audit and risk assessments. * Clinically competent to assess and manage both peripheral and spinal musculoskeletal patients within scope of practice of the MSK FCP physiotherapist. | * Knowledge and experience in delivering Musculoskeletal Injections. * Knowledge, understanding and experience of referring for and interpreting diagnostic investigations e.g. X-rays, MRI’s, Ultrasound. * Knowledge and experience of interpreting radiology and investigation reports in line with patient presenting condition and treatment options, using SDM to inform decision making. * Knowledge and experience of referring to specialist service including orthopaedics, neurosurgery etc. | Application – previous employment  Interview |
| **Skills and Abilities** | * Excellent communication and interpersonal skills * Able to work autonomously and within professional boundaries * Experience with clinical risk management * Able to seek support from peers as necessary * Good personal organisation * Excellent computer skills/knowledge of IT systems * Ability to support other members of the team when required * Evidence of excellent documentation, report writing and record keeping skills. * Effective time management skills * Knowledge of national standards that inform practice e.g. NICE guidelines etc | * Involvement in clinical audit/research * Knowledge of health promotion strategies * Experience with EMIS Web, Docman, ICE, NHS net etc. | Application – previous employment  Interview |
| **Personal Qualities and Attributes** | * An understanding, acceptance and adherence to the need for strict confidentiality * Ability to work without direct supervision and determine own workload priorities and those of others in the team * Ability to use own judgement, resourcefulness and common sense * Problem solving and analytical skills * Sensitive and empathetic in distressing situations * Knowledge of and ability to work to policies and procedures * Ability to work under pressure and to multi-task * Flexibility of working hours and commitment to team working |  | Interview |
| **Other** | * Satisfactory Disclosure Barring Service (DBS) check |  |  |