## **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 employmentInterview  |
| **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 employmentInterview |
| **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
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