



JOB DESCRIPTION

JOB TITLE:	Physiotherapist	
DEPARTMENT:	Occupational Health and Wellbeing Centre	
EMPLOYER	North London Partners Shared Services	
SALARY BAND:	6	
ACCOUNTABLE TO:	Clinical Lead	
HOURS PER WEEK:	37.5	
CONTRACT	Fixed Term for 6 months	
LOCATION:	NCL	
MANAGES:	Directly:	0
	Indirectly:	0
JOB SUMMARY: <ul style="list-style-type: none">• To provide a specialised physiotherapy to NHS staff with a range of musculoskeletal problems including those presenting with highly complex problems.• To perform specialised musculoskeletal assessment of staff including those with highly complex presentations and from this to formulate a clinical diagnosis and treatment plan.• To provide specialist knowledge on musculoskeletal presentations in multi-disciplinary discussions.• To take part in case discussions and other occupational health multidisciplinary team activity.• To be able to consider workplace impact on health and the effect of health on work when formulating a treatment plan.• To contribute to audit and service development activities.		

MAIN DUTIES AND RESPONSIBILITIES

POST DUTIES

CLINICAL:

1. To carry out assessment of staff as an autonomous practitioner, including those with a range of complex presentations, using clinical reasoning skills, knowledge of evidence-based practice and specialised musculoskeletal expertise to determine appropriate treatment and rehabilitation plans.
2. To interpret and analyse clinical and non-clinical information to form specialist clinical diagnosis in a wide range of musculoskeletal conditions.
3. To establish priority through triage for staff referred for musculoskeletal physiotherapy intervention.
4. To occasionally co-ordinate intervention, this may involve regular liaison with other disciplines including managers, consultants and GPs.
5. To develop and implement health promotion activities in accordance with wider service initiatives.



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6. To be involved in case conferences and case discussions with other members of the multi-disciplinary Occupational Health and Wellbeing Centre team.

COMMUNICATION:

1. To communicate effectively with staff, managers, members of the multidisciplinary team and other professionals in order to maximise rehabilitation potential and ensure understanding of condition.
2. Occasionally to convey information, particularly in highly complex, contentious and emotive situations.
3. To demonstrate flexibility in communication and interpersonal skills to overcome barriers to communication such as:
 - a. illness beliefs
 - b. altered perception and cognition
 - c. loss of hearing/sight
 - d. language and cultural barriers
 - e. distressing information
 - f. environmental
 - g. highly complex information
 - h. long-term illness and/or uncertain prognosis.
4. To communicate effectively with other involved in a staff member's care, which will include written and verbal communication.
5. To contribute to team multidisciplinary meetings, including service information.
6. To assist in publicising the service through promotional activities e.g. intranet and wellbeing events.

PROFESSIONAL:

1. To progress own CPD by keeping up to date with key trends and developments by reading and attending external/internal courses and in-service training sessions.
2. To participate in the staff appraisal scheme and personal development planning (PDP).
3. To undertake monitoring and evaluation of work and current practice through the use of audit and outcome measures, making recommendations where required.
4. To demonstrate a sound understanding of Clinical Governance and Risk Management appropriate to the work situation.
5. To have knowledge and understanding of a variety of cultural backgrounds and beliefs in order to respect individual rights and dignity.
6. To be professionally and legally responsible and accountable for all aspects of the practitioner's professional activities.
7. To provide spontaneous and planned specialist advice, teaching and instruction to colleagues and other professionals.

GENERAL RESPONSIBILITIES

Infection Control

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of Healthcare Associated infections.

It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures which reflect the statutory requirements of the Hygiene Code.

Health and Safety at Work

The post holder is required to:

- Take reasonable care for the health and safety of himself/herself and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Confidentiality & Data Protection

The post holder has a responsibility to comply with the Data Protection Act 1998 and maintain confidentiality of staff, patients and Trust business.

If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

You should disclose information only to authorised persons or organisations as instructed.

Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary.)

Conflict of Interest

The service is responsible for ensuring that patients in its care meet the highest standards.

Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

Equality and Diversity

Equality and diversity in employment is valued in all services provided. It is our commitment to promote equality and diversity in employment and we keep under review our policies and procedures to ensure that the job-related needs of all staff working in the organisation are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that that Trust policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Vulnerable Groups

- To carry out responsibilities in such a way as to minimise risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).
- To demonstrate an understanding of and adhere to the Trust's child protection policies.