



JOB DESCRIPTION

1. General information

JOB TITLE: Physiotherapist

GRADE: Band 5

DIRECTORATE: Planned Care

HOURS OF WORK: 37.5 hours per week (Flexi-time)

RESPONSIBLE TO: Clinical Lead Adults MSK team
(Line manager)

ACCOUNTABLE TO: Service Manager Planned Care – Bexley


RESPONSIBLE FOR: Own clinical caseload
Contribution towards delivery & development of the
physiotherapy service of the MSK team, students and
assistants.

BASE: Queen Mary's Hospital or Erith Hospital with travel to other locations as
service needs predict.

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing, and therapies.

Oxleas is a great place to work. It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers. Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."



Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

2. Overview of the Post

The Adults MSK Service is an assessment, triage and treatment service which receives referrals from Bexley borough GPs who may otherwise have directed the same referrals to Secondary care. Patients are seen in a clinic setting within the borough and are given a full assessment and treatment as required at initial appointment. The post holder will work as an integral part of this team responding to the needs of the service and its stakeholders.

3. Key Task and Responsibilities

To provide a high standard of musculoskeletal physiotherapy to patients referred to the Musculoskeletal pathway as an autonomous practitioner. The post holder will be responsible for their own caseload providing highly specialised clinical assessment, diagnosis, planning treatment and review adapting practice to suit the needs of the patient of who may have acute, complex and/or chronic presentations.

To monitor, review and re-assess clients care plans and objectives against outcomes measured in order to facilitate modification/ progression of packages of care/targets as appropriate to enable achievement of their goals.

To supervise, appraise and advise Bands 2-5 therapy and support staff working in this area and to supervise/ assist students allocated to the speciality, assisting the clinical educators as required. Supervise, educate, and assess the performance of therapy students; this will be to a graduate level and may be to a post graduate level, with support from band 7 and Extended Scope Practitioners.

To contribute towards operational aspects of the musculoskeletal physiotherapy service as directed by team lead and senior staff and report back to/seek support as required.

To work in a co-ordinated, multi-disciplinary manner, communicating effectively with other team members and the wider clinical network involved in client care.

To contribute to service developments/ expansions within the context of the team as required by the team lead/ service manager.

To be an active member of the weekend working rota

To carry out other duties commensurate with the grade in line with the requirements of the post as agreed by the Clinical Lead for the Adults MSK Team.

Computer literate including use of electronic notes systems, data analysis and reporting systems. Competent in use of spreadsheets and word documents as methods of recording/ analysing data.

Experience at post graduate level within the Musculoskeletal specialty.

Experience of teaching/ developing other members of staff.

Able to apply frequent moderate effort for short periods of time in the treatment of patients and use of manual techniques.

Able to apply concentration for prolonged periods of time during patient assessment and treatment and manage occasional distressing or emotional circumstances or impart unwelcome news regarding rehabilitation prospects.

Management responsibilities

Analytical and judgemental skills

To negotiate with carers, clients, and others around individuals case management.

To recognise potential breakdown and conflict when it occurs and seek advice and support to resolve.

To use knowledge to inform sound clinical judgements/decision making for case management.

To make clinical decisions on the basis of evidence from assessment seeking advice as appropriate.

To develop clear plans based on best practice and functional goals negotiated with the client.

To demonstrate the ability to reflect on practice with peers and mentors and identify own strengths and development needs.

To reflect on and evaluate training provided with a view to implementation into own practice.

To adapt practice to meet individual patient/client circumstances and needs.

To monitor own and others quality of practice as appropriate. E.g., Clinical Outcome Audits/ competencies.

To be responsible for the safe and competent use of therapy equipment, appliances, and aids. Ensure that Band 5 staff / support staff/ students attain competency prior to use. To undertake duties at all times with regard to the Health & Safety at Work Act 1974.

Planning and organisational skills

To manage and prioritise own caseload/workload independently.

To assist in training programmes for others as requested to in line with line manager or personal goals.

To comply and remain up to date with all legislation and organisational policies and procedures related to Physiotherapy practice.

To ensure that services are provided in accordance with the Trust's standards and guidelines and objectives of quality assurance, and they are consistent with best professional practice.

To actively identify service improvement needs to line managers and team leads where identified and engage in change where able.

To manage own workload, time management and transport needs in line with Trust and departmental guidelines and demonstrates an ability to prioritise tasks.

To undertake any appropriate additional duties as required by the Physiotherapy professional lead and Service Clinical lead.

Policy/service development/implementation

To demonstrate a sound working knowledge of and adherence to existing Trust and Service policies/standards.

To demonstrate a sound working knowledge and adherence to national Physiotherapy Standards (Chartered Society of Physiotherapy).

To engage in service developments relating to specialist area in liaison with line manager and the Clinical Team Lead to improve patient care e.g., development of care pathways.

To assume delegated tasks as requested by the Clinical Team Lead.

To use specialist knowledge to inform service/policy developments as appropriate.

To feedback information that arises as a result of working in a wider interagency/multi-disciplinary setting, contributing to service development.

To contribute to the planning, co-ordinating, delivering and evaluating of the Physiotherapy Service provided to Musculoskeletal outpatients throughout the Trust and on a day-to-day basis.

Contribute towards the management of risk within the department including review of policies and standards.

Financial and physical resources

To be responsible for the security, care and maintenance of equipment ensuring standards of infection control and safety are maintained.

To monitor stock levels and advise necessary individuals regarding restocking as appropriate.

Human resources

To support administrative staff during the day to day running of the department, helping to deal with clinical issues and patient related issues.

To participate in in-service training programmes, providing training and presentations on skills and practice.

To provide expertise and knowledge of specialist skills to support students from other professional groups as appropriate.

Assist in providing full student placements, as appropriate with support from senior staff.

To monitor own and others quality of practice as appropriate. E.g., Clinical Outcome Audits/ competencies/ notes audits with a view to continual improvement.

To mentor the implementation of individual therapy programmes carried out by more junior staff and provide advice and support in clinical practice as appropriate.

Facilitate the development of problems solving/negotiation skills of others in a peer review context and able to provide support and additional opinions to junior staff as necessary.

To explain and promote awareness of Physiotherapy to patients, carers, agencies, visitors, students, and volunteers as appropriate.

To represent the Physiotherapy department and Trust, where required, in any internal or external groups and meetings.

To identify and build working relationships with other agencies in and participate in the development of joint projects.

To maintain a current CPD portfolio in line with CSP guidelines.

To co-ordinate the development of others within CPD team profile reflecting organisational and service priorities.

Information resources

Work within Oxleas NHS Trust clinical guidelines and professional guidelines, and to have a good working knowledge of national and local standards e.g., CSP/ HCPC.

To maintain up to date, accurate and comprehensive written and electronic records, including case notes, in line with trust policies and CSP / HCPC standards.

Ensure correct storage of records and comply with filing and computer systems which support case management in line with IG policies and standards.

To share information with others observing guidelines related to Confidentiality, Data Protection, Caldicott principles.

To gather data, for example, activity data, punctually and maintain statistics, providing accurate information following departmental and local trust guidelines.

To remain up to date with local, regional, and national trends/initiatives demonstrate and ability to set priorities and targets to respond to these at a local level as necessary.

To prepare and present reports for the MSK Service as appropriate with support from the team lead.

Leadership

This post is accountable to the Service Manager, Professional Lead for Physiotherapy and Clinical lead for the Adults MSK Team with line management from Band 7 Physiotherapist.

To maintain continuing professional development by participating in regular in-service training, supervision, reflective practice and attending study days and training, giving feedback to the team where appropriate to disseminate learning.

To be responsible for teaching and supervising student physiotherapists to graduate level on therapeutic skills and knowledge within core clinical areas. Also, to assist in the support of students from other professional groups as appropriate.

To be an active member of the in-service training programme by the attendance and delivery of presentations and training sessions at staff meetings, tutorials, in-house

training sessions, and by attending external courses as appropriate and practising reflective practice.

To undertake all aspects of clinical duties and manage risk as an autonomous practitioner with escalation to senior staff when outside scope of own practice/ knowledge.

Ensure that your own practice and that of Band 5 staff under your supervision meet the required professional standards/ competencies of physiotherapy practice as well as those required by the service and escalate to senior team when this falls outside of scope/ knowledge.

To be responsible for the safe and competent use of all therapy equipment, appliances, and aids. Ensure that Band 5 staff / support staff attain competency prior to use. To undertake duties at all times with regard to the Health & Safety at Work Act 1974.

Clinical

To provide physiotherapy assessment and treatment of patients within the speciality who may have acute, complex and or chronic presentations. To provide the physiotherapy treatment indicated and seek advice from senior staff as indicated.

Formulate and deliver a specialised individual physiotherapy treatment programme based on a sound knowledge of evidence-based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills, e.g. manual physiotherapy techniques, patient education, exercise classes, electrotherapy techniques and other alternative options.

To initiate evidence-based management or appropriate referral / discussion for patients requiring management within another specialty following discussion with more senior team.

To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. To ensure a high standard of clinical care for patients under your management, and support Band 5 staff to do likewise.

To assess and manage new and follow up patients within specialist clinics throughout the borough seeking advice from senior staff regarding patients not progressing in response to treatment, showing concerning symptoms or outside of scope of practice.

Evaluate patient progress and outcomes with appropriate reassessment and alteration of treatment programmes as required.

To be responsible for maintaining own competency to practice through CPD activities and maintain a portfolio which reflects personal development in accordance with Health Professions Council's recommendations.

To manage clinical risk within own patient caseload and that of Band 5 / assistant staff for whom they are responsible.

To be professionally and legally accountable for all aspects of own work, including the management of patients in your care. To ensure a high standard of clinical care for patients under your management, and support Band 5 staff to do likewise.

To accept clinical responsibility for a designated caseload of patients and organise this effectively and efficiently with regard to clinical priorities and use of time. To assist Band 5/ assistant staff in this.

To assist/ contribute to service development/ expansion projects under the supervision of the senior team.

Research

To undertake the collection of data for use in service audit and research projects.

Provides feedback to the Service Manager and participates in departmental innovations with regard to development of risk management, quality standards and clinical effectiveness as appropriate.

To comply with Trust and national guidelines in all audit and research activities, ensuring appropriate procedures and assurances are in place.

To carry out and present findings of designated audit activities to the team in order to contribute to service and professional development. Where appropriate to present information to other therapy teams or outside agencies.

To assist/ contribute to research projects carried out within the department.

Communication

Assess patient and carers' understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.

Discuss and agree in collaboration with patients the most appropriate assessment and treatment options which balance the complex relationships of risk, safety, client choice, independence, areas of conflict, clinical effectiveness and cost effectiveness.

Be skilled in a range of verbal and non-verbal communication tools, including the use of interpreters, to communicate effectively with patients and carers/guardians to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, blind, unable to accept diagnosis or whose first language is not English.

To utilise highly developed communication and teaching skills to educate the diverse and multicultural population in a range of disease specific physiotherapeutic techniques, principals, and guidelines.

To explain and promote awareness of the Physiotherapy role to patients, carers, agencies, visitors, students, and volunteers as appropriate.

To communicate complex condition related information from assessment to clients, carers, families, and members of the multi-disciplinary team/other professions considering widely differing understandings and expectations of disease status and outcomes.

To seek opinion from other relevant professionals to inform analysis and reasoning where appropriate, discussing own and others input around patient/carer needs to ensure a well-co-ordinated care plan.

To work closely with clients, carers, and families, agreeing decision making relevant to the patient/client management.

To demonstrate empathy with clients, carers, families, and colleagues, ensuring that effective communication is achieved, particularly where barriers to understanding exist.

To demonstrate skills in motivating clients and/or carers to engage in the therapeutic process.

Demonstrate excellent interpersonal and communication skills.

To deal with initial complaints and conflict sensitively and in line with Trust / department policy, escalating to senior staff when indicated.

To build productive relationships with others who may be under stress or be experiencing complex difficulties.

To communicate effectively via a range of methods (email, phone, face to face) whilst working in community locations away from other professionals to ensure safety and maintain day to day running of the department/ team.

Be engaged in the PDR and supervision process involving regular communication and discussion of own caseload and day to day working activity with a senior physiotherapist at intervals dictated by trust policy.

To maintain robust communication networks with clients, carers, and other agencies.

To liaise with colleagues in other specialties regarding necessary onward referral or management e.g., secondary care, GPs after discussion with senior team.

To liaise with relevant agencies regarding safety of patients e.g., child protection, adult protection, A&E, social services.

Maintain timely patient electronic records in line with Trust and departmental standards.

To complete specialist reports regarding patient care to a high standard in a timely fashion as dictated by department guidelines.

Liaises with Consultants, secondary care, GPs, carers, Physiotherapists Clinical Leads for Bexley MSK team, Bexley MSK Team Podiatrists, Hand Therapists, Service managers and outside agencies.

On Call/Unsocial Hours

To participate as a member of the Saturday working MSK clinic rota.

The following statements are mandatory for all job descriptions:

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST. This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff, and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections.

Equality, Diversity and Human Rights

Oxleas is an organisation which values difference and promotes equality, diversity, and inclusion. Our Equality and Human Rights Policy and Strategy are designed to ensure that all our staff (including agency, bank, students, volunteers, and contractors) as well our service users, carers and members of the public are treated with dignity and respect. The Trust policies, procedures and practices are reviewed regularly to ensure that everyone who falls under the list of Equality Act 2010 protected characteristics does not suffer discrimination, either directly or indirectly. The current list of protected characteristics includes Age; Disability; Gender Re-Assignment; Marriage and Civil Partnership; Pregnancy & Maternity; Race; Religion and Belief; Sex and Sexual Orientation.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

Sustainability

Demonstrate social and environmental responsibility and help establish Oxleas NHS Foundation Trust as a sustainability leader. Collaborate to contribute to or lead change management towards Oxleas NHS Foundation Trust goal of reaching Net Zero by 2040 as stated in the Green Plan.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

3. Our Values

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care.

Our values are very important to us. They help Oxleas to be a great place to work. We want everyone who works at Oxleas to live our values and we will expect this of all our new joiners.

Our Values and Behaviours framework describes what it means for every one of us in the Trust to put our values into action. The framework can be found on our Trust Website: [Our values - Oxleas NHS Foundation Trust](#)



Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.



PERSON SPECIFICATION

JOB TITLE: Physiotherapist

DEPARTMENT: Bexley Musculoskeletal Team

GRADE: Band 5

Education/Qualifications	How measured
Diploma/Degree in Physiotherapy. Member of the Health Professions Council. Member of the Chartered Society of Physiotherapy (Desirable)	Application Form
Experience	
To have recent broad clinical experience as an undergraduate student or recent clinical experience as a Physiotherapist. Appropriate post registration NHS experience. Documented evidence of CPD, in accordance with HPC recommendations. Experience of working as part of a team uni-professional and multi- professional team (Desirable)	Application Form/Interview
Skills/Abilities/Knowledge	
Basic assessment skills Basic treatment skills Basic evaluation skills Good communication skills Able to work as part of a team.	Application Form/Interview

Able to motivate, influence and persuade other professionals and patients.

Prioritise and manage own clinical caseload.

Ability to demonstrate time management skills.

Ability to work without direct supervision.

Ability to demonstrate clinical reasoning skills.

Ability to demonstrate knowledge of limitations of own clinical practice.

Ability to demonstrate skills in assessment and treatment of patients.

Understand the legal responsibilities of the Profession.

Understand clinical governance and its implications for service delivery.

Understanding and application of risk management.

Understand legal responsibilities of the profession and the associated code of ethics.

Ability to work autonomously and set own priorities.

Demonstrate understanding and previous participation in activity to support the clinical governance agenda.

Be able to demonstrate flexibility and reliability.

Excellent interpersonal skills.

Committed to lifelong and self-directed learning.

Committed to personal and team development.

Ability to gain patient's trust and engender confidence & feeling of safety in patients about

<p>their care.</p> <p>Ability to present information both orally and written in a clear and logical manner.</p> <p>Ability to keep accurate and legible patient notes.</p> <p>Fully IT literate with IM&T skills to use a range of applications to support workload.</p>	
<p>Other Requirements</p> <p>Knowledge of national policies and procedures relevant to client group.</p> <p>Ability to cope with working in a busy or stressful environment and with emotional or aggressive patients/carers.</p> <p>Able to carry out moderate to intense physical effort throughout the working day and carry out concurrent activities.</p> <p>Availability to participate in the weekend rota.</p> <p>Commitment to non-discriminatory practice.</p> <p>Car driver (Desirable)</p> <p>Understanding and compliance with Data Protection.</p> <p>Able to travel to various clinics in the community setting in a timely manner as required by service demands.</p>	Application Form/Interview

NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description.

Signed by Line Manager

Signed by post holder

AFC Reference Number	1705.13
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Date

Date

Print Name

Print Name