

## ROLE BRIEF

<b>Department:</b>	<b>MSK Physiotherapy</b>
<b>Job Title:</b>	<b>SENIOR PHYSIOTHERAPIST - OPD</b>
<b>Responsible To:</b>	<b>SERVICE LEAD PHYSIOTHERAPIST</b>
<b>Location:</b>	<b>Crowborough</b>
<b>Key Duties:</b>	<ul style="list-style-type: none"> <li>• To provide and demonstrate the highest standard of Physiotherapy services for patients.</li> <li>• To assist in the provision of a Therapy service for Horder Healthcare.</li> <li>• To assist the Service Lead Physiotherapist in the day to day running of the MSK OP physiotherapy department at the site at which the holder is based.</li> <li>• To deputise for the site Service Lead Physiotherapist as required</li> <li>• To clinically supervise more junior therapy team members</li> </ul>
<b>Key Accountabilities:</b>	<p><b>CLINICAL</b></p> <ul style="list-style-type: none"> <li>• To deliver at all times high quality, professional Physiotherapy services.</li> <li>• To actively participate in 7 day Physiotherapy service for The Horder Centre when appropriate.</li> <li>• To undertake high quality therapy assessment of patients to determine clinical diagnosis and physiotherapy treatment plan using advanced clinical reasoning skills and knowledge of evidence based practice.</li> <li>• To be responsible for own caseload within a defined area of service, as agreed with Therapy Services Lead, to meet service and patient priorities, readjusting plans as situations and service develop.</li> <li>• To work co-operatively with members of the multidisciplinary team and outside agencies in order to ensure positive outcomes for each patient episode.</li> <li>• To assist in the formulation and implementation of procedures, clinical audits and guidelines for the maintenance and development of a quality service.</li> <li>• To participate with the MSK Operations Manager, Clinical Quality Manager, Service Lead Physiotherapist, other physiotherapists and other professionals in the conceptual development of practice, including the development and formulation of evidence-linked multidisciplinary Care Pathways.</li> <li>• To ensure that all patients have documented records in compliance with the Documentation policy and CSP Standards.</li> <li>• To participate in and assist with the collection of Therapy Department statistics and clinical and organisational audits for the maintenance and development of a quality service.</li> </ul>

- Where there is concern regarding diagnosis, the Physiotherapist should consult with the referring practitioner.
- To hold current registration with the Health and Care Professions Council (H.C.P.C.) and be a member of The Chartered Society of Physiotherapists (C.S.P.)
- To be personally accountable for own actions and omissions in line with C.S.P. Code of Professional Conduct.
- To ensure that equipment is used correctly in accordance with safety guidelines and C.S.P. standards for the use of electrophysical modalities.
- To take an active role in being a member of the whole Therapy team.

## MANAGEMENT

- To accept delegated responsibility for the Service Lead physiotherapist in his/her absence as required at the site at which the holder is based (not applicable to bank staff).
- To actively participate in organisation-wide projects in cooperation with the multidisciplinary team.
- To establish and promote sound lines of communication to all staff, patients and visitors.
- To ensure accidents and complaints are fully documented and that steps are taken to prevent re-occurrence and that the Service Lead physiotherapist is informed.
- To be actively involved in marketing activities relating to Horder Healthcare.
- To take an active role in Horder Healthcare's staff appraisal system and action agreed goals and objectives.
- To be actively involved in the clinical supervision process working closely with the Service Lead physiotherapist and in liaison with the Clinical Quality Manager as required.
- To supervise and guide the work of junior colleagues and therapy students, providing a suitable learning environment

## EDUCATION

- To take every opportunity to maintain and improve knowledge and professional competence, in line with the appropriate professional body or as agreed at the annual Individual Performance Review.
- To work closely with the Team/Clinical Lead/ ESP to structure clinical training and education from Horder Healthcare
- To participate in in-service and external education where appropriate.

	<ul style="list-style-type: none"> <li>To take an active role in supervising the mentoring of student placements.</li> <li>To attend meetings and discussions to improve practice, when required.</li> </ul> <p><b><u>Performance Management</u></b></p> <ul style="list-style-type: none"> <li>To conduct monthly one to ones, midyear reviews and annual appraisals (as a minimum), in line with the performance policies as well as completing the supporting documentation within the appropriate timescales.</li> <li>Recognising and praising good performance whilst immediately and effectively addressing poor performance.</li> </ul> <p><b><u>Absence</u></b></p> <ul style="list-style-type: none"> <li>To ensure that all types of absence, including sickness, bereavement and annual leave (this list is not exhaustive) are applied fairly and consistently across the team in accordance with the appropriate policies</li> <li>To complete thorough return to work interviews and absence reviews with staff when they are off sick and to keep in touch within the specified time frames</li> </ul>
<b>Key Knowledge, Skills and Experience:</b>	<p><b>Must Haves</b></p> <ul style="list-style-type: none"> <li>Registered with the HCPC as a physiotherapist</li> <li>Member of CSP</li> <li>Previous experience in Post-op Orthopaedic and MSK Physiotherapy rehabilitation</li> <li>Excellent communication skills, verbal and written</li> <li>Forward thinking</li> <li>Self-directed learning</li> <li>Ability to work independently</li> <li>Ability to pass on knowledge/skills to others</li> <li>Good time management</li> <li>Knowledge of and participation in audits</li> <li>Teaching and presenting skills</li> <li>Strong knowledge of musculoskeletal physiotherapy – assessment and treatment skills</li> <li>Knowledge of advanced clinical reasoning models</li> <li>Able to demonstrate the Horder values:             <ul style="list-style-type: none"> <li>Caring</li> <li>Friendly</li> <li>Quality</li> <li>Integrity</li> <li>Pride</li> </ul> </li> </ul>

	<b>Nice to Haves</b> <ul style="list-style-type: none"> <li>• APPI accreditation</li> <li>• Evidence of further professional development in the fields of Orthopaedics and MSK</li> <li>• Sports injury management</li> <li>• Running of group classes</li> <li>• Supervising or line managing more junior staff</li> </ul>
<b>Health and Safety:</b>	<b>The Health Act 2008</b> Code of Practice for Prevention and Control of Healthcare Associated Infections:  You'll carry out your duties in a way that maintains and promotes the principles and practice of infection prevention and control. You'll comply with national standards, policies, guidelines and procedures. If you need a few tips, speak with our Infection Control Specialist.  For clinical colleagues with direct patient contact, this will include (but is not limited to): <ul style="list-style-type: none"> <li>• compliance with clinical procedures and protocols, including uniform and dress code</li> <li>• the use of personal protective equipment</li> <li>• safe procedures for using aseptic techniques</li> <li>• safe disposal of sharps.</li> </ul> Please take due care at work, reporting any accidents, incidents or near misses to your line manager and record them on the Datix system.
<b>Equal Opportunities</b>	Horder HealthCare's Equal Opportunities Policy tells you all about our commitment to ensuring that no patient, colleague or prospective colleague is discriminated against, whether directly or indirectly on the grounds of : gender, sexual orientation, age, marital status, responsibility for dependants , disability, religion, creed, colour, race, nationality, ethnic or national origin, trade union activity, social background, health status, or is disadvantaged by conditions or requirements which cannot be shown as justifiable.
<b>Confidentiality</b>	You'll make sure that no confidential information is disclosed about Horder Healthcare or its associated companies (including information about patients and colleagues ) to any unauthorised person .
<b>Safeguarding</b>	You'll be aware of the key issues in safeguarding children and vulnerable adults from significant and serious harm. Reporting safeguarding concerns to appropriate professionals and recording incidents accurately.
<b>People Managers</b>	You have a responsibility to manage your team, ensuring safe staffing levels at all times. You should ensure all new team members are effectively inducted onto your department; making sure that mandatory training is complete and kept up to date. You should effectively manage your team members monitoring performance and absence, using the HR policies and procedures.
<b>Review</b>	Whilst this role brief outlines the main duties of your role identified at the date of

	<p>issue, you may be required to carry out additional tasks as requested by senior colleagues.</p> <p>Your role may be subject to amendments in the light of the changing needs of the business, and will be reviewed periodically, which we'll discuss with you first.</p>
<b>Role Brief Agreement</b>	<p>I have read this role brief and understand the contents of my day-to-day duties. I also understand that this role brief may change over time with the business needs of Horder Healthcare. I understand that the role brief will therefore be subject to periodic review.</p> <p><b>Colleague name:</b></p> <p><b>Colleague signature:</b></p> <p><b>Date:</b></p>