HORDERHEALTHCARE

ROLE BRIEF

Department:	MSK Outpatients
Job Title:	Physiotherapist
Responsible To:	MSK Operations Manager
Location:	Crowborough, East Sussex
Key Duties:	• To provide the highest standard of outpatient musculoskeletal Physiotherapy services for Horder Healthcare's patients. • To assist in the provision of Therapy services for Horder Healthcare, supporting therapy service needs for both secondary care pathways (Ortho, Rheum and Pain) and MSK services as and when required. • Monitor clinical and operational outcomes of own workload • Partake in clinical competency assessments to demonstrate improvements in clinical abilities
Key Accountabilities:	**Clinical** • To deliver at all times high quality, professional Physiotherapy services. • To actively participate in the 7 day Physiotherapy service for Horder Healthcare, when appropriate. • To undertake appropriate therapy assessment of patients to determine clinical diagnosis and physiotherapy treatment plan using clinical reasoning skills and knowledge of evidence based practice. • To use communication tools (verbal and non-verbal) to gain informed consent with patients where there will often be barriers to effective communication; eg loss of hearing, altered perception, pain, etc. • To be responsible for own caseload within a defined area of service, as agreed with The MSK Operations Manager, to meet service and patient priorities, readjusting plans as situations and service develop. • To participate with the MSK Operations Manager, MSK Clinical Quality Manager and Service Leads in the conceptual development of service, the development and integration of new policies and procedures and guidelines and formation of evidence based practice. • To work co-operatively with members of the multidisciplinary team and outside agencies in order to ensure positive outcomes for each patient episode. • To participate in the collection of Therapy Department statistics and clinical and organisational audits for the maintenance and development of a quality service. • To ensure that all patients have documented records in compliance with the Documentation policy.

- Where there is concern regarding diagnosis, the Physiotherapist should consult with the referring practitioner.
- To hold current registration with the Health Professions Council (HPC) and be a member of The Chartered Society of Physiotherapists (C.S.P.)
- To comply with and be personally accountable for own actions and omissions in line with C.S.P. Code of Professional Conduct, CSP Core Standards of Physiotherapy Practice and the HCPC's standards of conduct, performance and ethics.
- To risk assess and apply to work situation in line with Horder Healthcare 's Risk Policy.
- To be responsible for equipment used in carrying out physiotherapy duties in accordance with safety guidelines and CSP standards for the use of equipment.
- To work independently, guided by defined clinical and professional guidelines.
- To take an active role in being a member of the whole MSK team.
- To take an active role in clinical supervision as appropriate

Managerial

- To establish and promote sound lines of communication to all staff, patients and visitors.
- To ensure complaints, accidents, incidents or near misses that occur on the premises are fully documented and the Lead Therapist is informed.
- To be actively involved in marketing activities relating to the organisation.
- To attend meetings and discussions to improve practice, when required.
- When improved working practices have been identified, support the therapy team with implementing the required changes
- Report clinical and operational outcomes of own workload

Professional

- 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 maintain own clinical professional development (CPD) by keeping abreast of any new trends and developments, and appropriately incorporate them as necessary into your work.

	• To participate in in-service training and to participate in external education where appropriate. • To participate in clinical and organisational audits for the maintenance and development of a quality service. • To supervise and guide the work of therapy students, providing a suitable learning environment.

Key Knowledge, Skills and Experience:	**<u>Must Haves</u>**
	
	• Registered with the HCPC as a physiotherapist – we welcome applications from new Graduates
	• Member of CSP (or willing to become one)
	• You have excellent communication skills; verbal and written
	• An ability to work independently
	• You have some knowledge and experience of musculoskeletal physiotherapy with assessment and treatment skills
	• You have knowledge of clinical reasoning models
	• You enjoy a challenge
	• Flexible approach and adaptable to change
	• Demonstrable ability to meet Horder Centre values:
	  ○ Caring
	  ○ Friendly
	  ○ Quality
	  ○ Integrity
	  ○ Pride
	
	<u>Nice to Haves</u>
	
	• If you've worked within an MSK Outpatients or Orthopaedic healthcare role it will set you apart from the rest
	• Evidence of further professional development in the fields of Orthopaedics and MSK
	• IT skills
	• Knowledge of sports injuries rehabilitation

Health and Safety:	**The Health Act 2008** 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): • compliance with clinical procedures and protocols, including uniform and

	dress code • the use of personal protective equipment • safe procedures for using aseptic techniques • safe disposal of sharps. Please take due care at work, reporting any accidents, incidents or near misses to your line manager and record them on the Datix system.
Equal Opportunities	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.
Confidentiality	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.
Safeguarding	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.
People Managers	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.
Review	Whilst this role brief outlines the main duties of your role identified at the date of issue, you may be required to carry out additional tasks as requested by senior colleagues. 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.
Role Brief Agreement	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. **Colleague name:** **Colleague signature:** **Date:**