



Job Description – Lead Musculoskeletal Physiotherapist

Title:	Lead Musculoskeletal Physiotherapist
Location:	Manchester
Hours:	Full time position
Contact:	0330 088 7800

Job Summary

- To lead our MSK team and develop our MSK services.
- To work as an autonomous practitioner in providing musculoskeletal physiotherapy assessments, treatments, and report to self paying patients, insurance companies, businesses, consultants and intermediary companies.
- To participate in CPD activities and other developmental activities.
- To assist in the management, recruitment and training of junior therapists and physiotherapy assistants.
- To oversee and complete junior and senior training.

Our Philosophy

Our philosophy is to create satisfied customers by providing unrivalled patient care in exceptional environments. Our philosophy is patient-centred because patients are the reason we exist and are at the heart of everything that we do.

We are dedicated to delivering the highest standard of health care to each of our patients. Every member of our team is committed to helping each and every patient achieve their goals in a professional, caring, safe and supportive environment.

We recruit the most intelligent, enthusiastic, energetic therapists and staff and strive to allow them to achieve their career goals.

Values

- To put patients first in everything you do and put each patient's needs at the centre of all decisions. To accept that some patients need more help, and that not all goals will be realised, however, to strive to achieve the best possible results for each of your patients in all circumstances.
- To value each person as an individual, respect their aspirations, beliefs, commitments, and seek to understand their priorities, needs, abilities and limitations. To take what others have to say seriously. To be honest about your point of view and what you can and cannot do.
- To strive to improve health and well-being and patients' experiences of physiotherapy. To value excellence and professionalism wherever you find it – in the everyday things that make people's lives better as much as in clinical practice, service improvements and innovation.
- To earn the trust placed in you by insisting on quality and striving to get the basics right every time: safety, confidentiality, good communication, professionalism and dependable service. To welcome feedback, learn from your mistakes and build on your successes.
- To respond with kindness to each person's needs, anxieties, pain, and desires. To search for the things you can do, however small, to increase each person's quality of life.

Clinical Responsibility

- To provide musculoskeletal physiotherapy input to people with a variety of musculoskeletal conditions.
- To provide comprehensive assessment reports.
- To monitor, evaluate and modify treatment in order to measure progress and ensure effectiveness of intervention.
- To discuss services and treatment options to potential clients.
- To ensure that clients are involved in the planning and prioritisation of their rehabilitation plans.
- To adapt practice to for each individual patient, including due regard for cultural, social, and linguistic differences in addition to any disabilities.
- To demonstrate high level of clinical effectiveness by use of evidence based practice.
- To commit to developing skills beyond one's own professional training.

Staff Management

- To provide supervision, advice and support to senior physios, junior physios, associate therapists, therapy assistants, students and colleagues.
- To maintain excellent relationships between staff.
- Oversee other non-clinical roles as appropriate such as audits.
- Assist in the recruitment of therapy assistants, junior physiotherapists and associate physiotherapists.
- Induction of new therapists where appropriate.

Teaching, Training and Professional Development

- To assist with the education and training of physiotherapy staff as appropriate including leading on specific topics related to this specialist area, and/or leading on mandatory training initiatives e.g. manual handling, infection control, health and safety.
- To act as a mentor to others within the service.
- Attend in-house and external courses. Assist in arranging in-house courses.
- To participate in the teaching and training of staff and other professionals as agreed.
- To develop a Clinical Professional Development Portfolio and a Personal Development Plan, according to professional standards, that documents the progress of gaining knowledge in areas of clinical expertise required for improving standards for self and service.
- To be able to demonstrate own clinical skills to a range of personnel including clients, carers, professional colleagues and other agencies.

Service Development and Improvement

- To have an active role in and delivery and evaluation of the current musculoskeletal physiotherapy service.
- To assist with the planning, development and implementation of new musculoskeletal physiotherapy services.
- To implement of clinical policies and protocols.
- To make recommendations for, and lead service development and improvements.
- To be responsible for ensuring a high level of quality assurance over all clinical services.

Communication

- To use appropriate methods of communication with patients to maximise rehabilitation potential and their understanding of the condition. Communication skills of persuasion, motivation, explanation and gaining informed consent will be used with a wide variety of patients.

- To provide specialist spontaneous and planned advice, teaching and instruction to patients to promote understanding of the aims of physiotherapy and to ensure a consistent approach to patient care.
- To work in collaboration with/refer to other health professionals in response to identified patient need.
- To contribute to regular goal planning and ensure that information is shared/ communicated on a frequent basis.
- To have excellent written communication skills in order to provide reports where required to a number of different organisations and professionals.

Professional

- To comply with the Chartered Society of Physiotherapy codes of professional conduct at all times.
- To be responsible for personal continuous professional development by the use of self-education, reflective practise, active participation in the in-service training program and attendance at post graduate courses as agreed in your personal development plan and to maintain a CPD portfolio.
- To further develop the integration of evidence based practise, specialist musculoskeletal treatment techniques, therapeutic handling skills and specialist knowledge of particular conditions.
- To participate in the appraisal system as appraisee, and an appraiser and be responsible for fulfilling your own agreed objectives and personal development plan.

Organisational

- To demonstrate effective time management and organisational skills during management of own workload and to be able to adapt to an unpredictable work pattern on a daily basis. This includes making patient's appointments, co-ordinating with clinics, and liaising with other professionals.
- To ensure timely communication of assessment findings, treatment, outcomes.

- To keep accurate and up-to-date patient records, reports and statistics at all times in line with departmental, professional and legal standards.
- To be responsible for complying with all mandatory training requirements.
- Achieve non-clinical deadlines.
- To work flexibly as required to meet the needs of the musculoskeletal service.

This job description is not meant to be exhaustive and reflects only the current and anticipated responsibilities of the post. The successful applicant will be expected to work flexibly in order to meet the overall needs of the position.