



Job Description

Job Title: Musculoskeletal [MSK] Practitioner
Reports to: Plas Menai Health Centre [PMHC] Partners;
Hours: 30 to 37 hours per week – part/full time

Job Summary:

- ✓ Provide a high standard of physiotherapy service to musculoskeletal patients as part of the health centres 'first contact' approach.
- ✓ Provide specialist advice regarding the musculoskeletal physiotherapy assessment, diagnosis and treatment for patients.
- ✓ Act as a source of in-practice expertise on the management of musculoskeletal conditions and to provide an advisory service to patients, other physiotherapists, other healthcare professionals and the primary healthcare team including GPs.
- ✓ Be responsible for the safe and correct use of physiotherapy equipment within the health centre.
- ✓ Work towards developing a primary care based MSK service.

Key Relationships

Internal:

- ✓ PMHC Partnership;
- ✓ General Practitioners;
- ✓ Clinical Lead Nurse;
- ✓ Advanced Clinical Practitioner and Clinical Pharmacist;
- ✓ Long Term Conditions Lead;
- ✓ Business and Operations Manager.

External:

- ✓ Locality Lead Physiotherapist
- ✓ Musculoskeletal Physiotherapy team members of the LHB
- ✓ Hospital and community based nursing staff
- ✓ Professional colleagues within other Community and Acute PMHCs
- ✓ Patients and service users

Job responsibilities:

The following are the core responsibilities of the MSK Practitioner. There may be on occasion, a requirement to carry out other tasks; this will be dependent upon factors such as workload and staffing

levels. The business practice manager is responsible for:

Clinical

- ✓ To work in liaison and closely with other clinical elements of the health centre team;
- ✓ To be professional and legally responsible and accountable for all aspects of your own work including the management of patients in your care. To ensure a high standard of clinical care for the patients under your management, and support more junior staff to do likewise.
- ✓ To undertake a comprehensive assessment of patients including those with diverse or complex presentations.
- ✓ To use advanced clinical reasoning skills and manual assessment techniques to provide an accurate diagnosis of their condition.

- ✓ Formulate and deliver an individual physiotherapy treatment programme based on an advanced knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and a broad knowledge and understanding of treatment skills.
- ✓ To accept responsibility for a designated caseload of patients, and to organise this effectively and efficiently with regard to clinical priorities and use of time.
- ✓ To carry out an advanced assessment and treatments of a range of musculoskeletal conditions with moderate physical effort on a daily basis.
- ✓ To clarify and explain the patient's condition to them to enable the formulation of realistic agreed treatment goals and plans. This may sometimes involve the breaking of unwelcome news to the patient and/or their carers.
- ✓ To deal sensitively with patients who have high levels of anxiety and depression as part of their complex presentation.
- ✓ To deal sensitively with the relatives and carers of patients.
- ✓ To comply with the Plas Menai Health Centre Manual Handling Policy and local therapeutic handling guidance at all times.
- ✓ To be responsible for maintaining accurate and comprehensive patient treatment records in line with PMHC procedures and Chartered society of Physiotherapy (CSP) standards of practice.
- ✓ To write concise, informative reports detailing treatment outcomes and levels of disability for medical staff, employers and solicitors.
- ✓ To communicate effectively with patients and their parents, guardians or carers, to maximise recovery potential, and to ensure understanding of both conditions and treatment. Communication skills of persuasion, motivation and explanation to encourage patients to undertake their treatment programme.
- ✓ To ensure that your own actions, and those of the staff you supervise, support equality, diversity and rights of our patients and their families.
- ✓ To assess patient understanding of treatment proposals, gain valid consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- ✓ When working in the community or in GP practices, to work as a lone practitioner with telephone support if required.
- ✓ To maintain accurate record of patients' attendances and treatments using the ICS system.

Professional

- ✓ To work with the Designated Lead PMHC Partner to ensure a high standard of clinical care in line with national and local standards and the CSP code of professional conduct.
- ✓ To maintain personal clinical professional development (CPD), by keeping abreast of any new trends and developments and incorporate as necessary into the workplace.
- ✓ To take an active role in the in-service training programme by attendance and deliverance of presentations and training sessions at staff meetings, peer review, in service training sessions and by attending courses and practising reflective practice.
- ✓ To participate in the staff appraisal scheme as an appraisee, and to be responsible for complying with your agreed personal development programme to meet set knowledge and competencies.
- ✓ To participate in the staff appraisal scheme as an appraiser and to formulate personal development programmes with the appraisee(s).
- ✓ To undertake the measurement and evaluation of your work and current practices through the use of evidence based practice projects, clinical audit and outcome measures either individually or within the MSk team.
- ✓ To contribute to the induction and training of students and staff.

Organisational

- ✓ To be responsible for organising, prioritising and planning your own caseload to meet service and patient priorities, readjusting plans as situations change/arise.
- ✓ To ensure that your own practice and that of the staff under your supervision meets the required professional standards of physiotherapy.
- ✓ To ensure your own ongoing personal/professional development.
- ✓ To comply with the PMHC policies and procedures.

General

- ✓ To help maintain good communication, liaison and working arrangement with PMHC directorates, other primary care PMHCs, PMHCs and other agencies.
- ✓ To keep up to date with all relevant guidance and NHS targets and ensure the effective dissemination of relevant information as directed.
- ✓ Contribute to relevant projects in relation to the development of the PMHCs' Corporate Service Plan and organisational objectives as required/appropriate
- ✓ Comply with all relevant the PMHC policies & procedures in exercising the duties of the role.
- ✓ Undertake any necessary skills training, professional updates and mandatory training as appropriate to the post
- ✓ Be able to accommodate change in a rapidly changing environment and encourage team members to embrace necessary change. Have a positive attitude to challenges and devise ways to make them happen.

Confidentiality:

- ✓ In the course of seeking treatment, patients entrust us with, or allow us to gather, sensitive information in relation to their health and other matters. They do so in confidence and have the right to expect that staff will respect their privacy and act appropriately
- ✓ In the performance of the duties outlined in this job description, the post-holder may have access to confidential information relating to patients and their carers, Health Centre staff and other healthcare workers. They may also have access to information relating to the Health Centre as a

business organisation. All such information from any source is to be regarded as strictly confidential

- ✓ Information relating to patients, carers, colleagues, other healthcare workers or the business of the Health Centre may only be divulged to authorised persons in accordance with the Health Centre policies and procedures relating to confidentiality and the protection of personal and sensitive data

Equality and Diversity:

The post-holder will support the equality, diversity and rights of patients, carers and colleagues, to include:

- ✓ Acting in a way that recognises the importance of people's rights, interpreting them in a way that is consistent with Health Centre procedures and policies, and current legislation
- ✓ Respecting the privacy, dignity, needs and beliefs of patients, carers and colleagues
- ✓ Behaving in a manner which is welcoming to and of the individual, is non-judgmental and respects their circumstances, feelings priorities and rights.

Personal/Professional Development:

The post-holder will participate in any training programme implemented by the Health Centre as part of this employment, such training to include:

- ✓ Participation in an annual individual performance review, including taking responsibility for maintaining a record of own personal and/or professional development
- ✓ Taking responsibility for own development, learning and performance and demonstrating skills and activities to others who are undertaking similar work

Quality:

The post-holder will strive to maintain quality within the practice, and will:

- ✓ Alert other team members to issues of quality and risk
- ✓ Assess own performance and take accountability for own actions, either directly or under supervision
- ✓ Contribute to the effectiveness of the team by reflecting on own and team activities and making suggestions on ways to improve and enhance the team's performance
- ✓ Work effectively with individuals in other agencies to meet patients needs
- ✓ Effectively manage own time, workload and resources

Communication:

The post-holder should recognize the importance of effective communication within the team and will strive to:

- ✓ Communicate effectively with other team members
- ✓ Communicate effectively with patients and carers
- ✓ Recognize people's needs for alternative methods of communication and respond accordingly

Contribution to the Implementation of Services:

The post-holder will:

- ✓ Apply Health Centre policies, standards and guidance
- ✓ Discuss with other members of the team how the policies, standards and guidelines will affect own work
- ✓ Participate in audit where appropriate

Person Specifications

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>Qualifications and Training</p>	<ul style="list-style-type: none"> • Degree/diploma in Physiotherapy • Registration with the Health Professions Council (UK) • Evidence of relevant and up to date post graduate training • Relevant validated clinical courses especially orthopaedic medicine 	<p>Relevant higher degree</p>
<p>Knowledge & Experience</p>	<ul style="list-style-type: none"> • Substantial experience within NHS • Clinical skills encompassing the core areas of exercise therapy, management of pain relief, mobility training and therapeutic handling • Sound assessment skills with clinical reasoning and analytical ability • Ability to manage own caseload and prioritise workload pressures • Understanding of Health and Safety and Risk Management Policies • Effective oral and written communication skills • Competency in Moving and Handling • Presentation skills • Computer literacy • Understanding and use of reflective practice 	<ul style="list-style-type: none"> • Working in primary care
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> • Adaptable to sudden changes in workload with fast turnaround of patients • Ability to reflect on and critically appraise own performance • Able to develop a therapeutic rapport with patients • To be forward thinking • Able to pass on skills and knowledge to others within formal and informal environments 	<ul style="list-style-type: none"> • Ability to cope with distressing situations such as imparting unwelcome news regarding rehabilitation prospects.

Personal Qualities	<ul style="list-style-type: none">• Committed to personal and team development• Sound communication and interpersonal skills• Understanding of team dynamics• Flexible and adaptable• Motivation, drive, enthusiasm and confidence in role.	
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