



The Manor Surgery

Primary Care Physiotherapist

The Manor Surgery, Osler Road, Headington, Oxford

Hours: approx. 2 days per week (possibly more depending on circumstances), flexible distribution of hours

Salary: Dependent on experience

We are a large GP Practice in Headington, close to the John Radcliffe Hospital, with approximately 19,000 patients, looking to recruit an enthusiastic first contact Physiotherapist to join our team. We are a modern, friendly practice, in excellent facilities, with patient care at the heart of all we do. We have strong links with our local communities and are a forward thinking and active part of local care networks.

We are looking for someone with excellent communication skills and the ability to integrate quickly into a team setting. You will be a highly skilled and motivated individual who will help establish and drive forward this new service within the practice.

Your work will mainly be first point of contact for patients with musculoskeletal (MSK) conditions who need clinical assessment, diagnosis and management; seeing patients, without prior contact with their GP, to establish a rapid and accurate diagnosis and management plan. Other aspects are likely to include brief follow up, group work and exercise education and support for social prescribing.

You must be a chartered physiotherapist with HCPC registration. We are a training practice with a strong focus on education and encourage and support personal development.

Hours and salary are negotiable depending on qualifications and experience.

How to apply: Please submit a CV and covering letter to manorsurgery.hr@nhs.net . This job advert will close as soon as sufficient applications have been received. Please apply for this job as soon as you can, if interested.

For further information and/or to arrange an informal discussion about the role, please contact Tracy Meeson at manorsurgery.hr@nhs.net

Job Description

Job Title: Primary Care Physiotherapist

Job Summary:

The post holder will work as part of the primary healthcare team to provide clinical expertise, acting as a first-contact physiotherapist and making decisions about the best course of action for patients' care. This will involve seeing patients, without prior contact with their GP, in order to establish a rapid and accurate diagnosis and management plan. Other aspects are likely to include brief follow up, group work and exercise education and support for social prescribing.

Key Responsibilities:

Clinical:

- Take professional responsibility as a first-contact physiotherapist, with high-level decision-making and clinical-reasoning skills to assess, diagnose and triage of patients
- Manage a complex caseload (including patients with long-term conditions, comorbidities and multi-factorial needs)
- Lead, manage and contribute to service delivery
- Be accountable for decisions and actions via HCPC registration, supported by a professional culture of peer networking/review and engagement in evidence-based practice
- Streamline pathways of care by providing a responsive service so that patients receive timely access to care
- Ensure care is proactive, preventive in focus and population based, with an emphasis on early intervention
- Provide care which is tailored to the individual needs. This would include, appraising the impact of individuals' clinical status on their general health, well-being, employment status (including in relation to function, physical activity, mobility and independence)
- Support patients to set their own goals and be confident in their approach to self-management
- Communicate effectively and appropriately with patients and carers complex and sensitive information regarding diagnosis, pathology and prognosis.
- Use a range of clinical skills which may include non-medical independent prescribing, joint / soft tissue injections and joint aspirations
- Provide learning opportunities for the whole multi professional team within primary care.
- Exercise professional judgement, making, justifying and taking responsibility for decisions in unpredictable situations, including in the context of incomplete/contradictory information
- Manage interactions in complex situations, including with individuals with particular psychosocial and mental health needs and with colleagues across the primary care team, sectors and settings

Care Management

- Communicate effectively with other team members, patients and their carers, recognising the need for alternative methods of communication
- Provide highly specialised care advice e.g. care treatment plans, making referrals as appropriate (including fast track referrals).
- Contribute to local and national practice targets clinical remit e.g. QOF, prescribing incentive scheme, National benchmarking.
- Monitor and meet care outcomes against standards and recommend or initiate changes as necessary.
- Innovate in practice to meet ongoing demands on the delivery of care.
- Improve health outcomes for patients by introducing new developments, and demonstrate them as reports and presentations where appropriate.

Administration and Professional responsibilities:

- Maintain annual registration with the Health and Care Professions Council, and adhere to the code of professional conduct
- Maintain accurate patient records, using SNOMED codes to ensure accurate retrieval of information for monitoring and audit purposes

- Organise and prioritise own workload and manage effectively, being adaptable to deal with emergency situations when needed
- Act always in a way to protect the confidentiality of patients and maintain the integrity of the patient/health carer relationship.
- Demonstrate knowledge and apply principles of Information Governance
- Work effectively as a member of a team, maintaining a caring environment through the support of colleagues
- Co-operate and participate as required in any research projects within the practice
- Always be aware of own limitations, working within scope of own competence
- Maintain professional appearance and professional conduct with colleagues, patients and relatives
- Maintain effective liaison with other agencies and staff concerned with patient care and with all other disciplines within the practice, with appropriate regard to confidentiality
- Contribute to the Practice development plan.
- Identify changes to clinical practice that are required to implement evidence-based guidelines, updating practice protocols as necessary
- Maintain high standards, clinically and administratively, in line with CQC requirements
- Participate in Audit
- Attend and participate in practice meetings to discuss and implement changes as well as to keep abreast of developments within the Practice and locality

Training and personal development:

- Maintain own continuous professional development and personal development plan. Participate in annual appraisal. Ensure required standards for revalidation are met
- Assess effectiveness of care delivery through self-reflection and peer review, as well as benchmarking and formal evaluation.
- Contribute to the identification and assessment of learning needs of staff and other professionals and assist in planning effective programmes of education.
- Participate in the education and training of students of all disciplines and the introduction of all members of the practice staff where appropriate.
- Complete mandatory training requirements – to include CPR, anaphylaxis, immunisation, cytology, safeguarding, information governance
- Attend study days, courses and complete e-learning as required to maintain safe standards of practice and ensure high quality care
- Participate in clinical supervision

Health & Safety:

- Demonstrate knowledge and application of principles of Health and Safety in the work place: to include fire, infection control, COSHH, cold chain procedures as per practice policy
- Assist in promoting and maintaining own and others' health, safety and security as defined in the Practice Health & Safety Policies
- Identify the risks involved in work activities and undertake such activities in a way that manages those risks
- Identify and report significant events, following procedures related to professional standards
- Use appropriate infection control procedures, maintain work areas in a tidy and safe way and free from hazards - clean cupboards and restock as per schedule

Equality and Diversity:

- Support the equality, diversity and rights of patients, carers and colleagues, respecting their privacy and dignity needs

- Behave in a manner which is welcoming to everyone, is non-judgmental and respects their circumstances, feelings, priorities and rights

This job description is not exhaustive and is intended to be an outline only. Changes may be made by agreement at any time.

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Person Specification – Primary Care Physiotherapist

Area	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Completion of an undergraduate degree in Physiotherapy, and registration with the Health and Care Professions Council • Able to demonstrate in practice portfolio experience in core physiotherapy and MSK physiotherapy • Member of the Chartered Society of Physiotherapy (CSP) • Computer literacy • Willingness to develop skills and competency relevant to the role 	<ul style="list-style-type: none"> • Experience of working in General Practice • Experience of using EMIS web • Completion of an accredited prescribing course and registered qualification • Completion of a postgraduate physiotherapy qualification
Knowledge and skills	<ul style="list-style-type: none"> • Ability to plan, manage, monitor, advise and review general physiotherapy care programmes for patients in core areas • Good interpersonal skills, both verbal and written • Consultation skills • Problem-solving and decision making skills • Organisational skills, ability to prioritise and perform under pressure • Ability to be reflective, accept criticism and act constructively • Willingness to accept additional responsibilities • Understanding of Information Governance principles • Awareness of the CQC requirements for General Practice 	<ul style="list-style-type: none"> • Experience with health promotion • Knowledge of motivational techniques • A full understanding of CQC requirements
Personal attributes	<ul style="list-style-type: none"> • Ability to work core hours with flexibility to cover additional hours when needed • To be supportive of all colleagues and be a strong team player • A cheerful caring nature 	
Additional requirements		<ul style="list-style-type: none"> • Full Driving licence and car/transport