

## Job Description

**Job Title:** Physiotherapist  
**Accountable to:** Musculoskeletal (MSK) Team Lead – Health in Justice  
**Location:** HMP

At Practice Plus Group our vision is to deliver “Access to Excellence”.

We strive to practice exceptional healthcare every day, growing responsibly so that we can help more people. Our services are chosen and trusted by patients and NHS commissioners, and are easily available to all. We are driven by innovation and proudly deliver through expert colleagues working together as a team.

### **Our values:**

- We treat patients and each other as we would like to be treated
- We act with integrity
- We embrace diversity
- We strive to do things better together

We believe in putting the patient first, regardless of the environment or their history. The prison population is one of the most vulnerable and challenged patient groups in society, and the delivery of their health care is conducted within often difficult and demanding environments.

As a Physiotherapist working with Practice Plus Group you will:

### **Provide**

Outstanding evidence based care, listening and acting on patient feedback so that care is personalised and informed by what matters to patients, focusing on both planned and unplanned care.

### **Deliver**

Non-judgemental care, building therapeutic relationships and promoting professional boundaries. Playing an active part in the assessment, planning, implementation and evaluation of the patient’s care following our policies, procedures and always considering safeguarding.

### **Inspire**

Excellence in your colleagues by being pro-active in the management of MSK conditions and motivating the wider team to identify patients presenting with red flag symptoms. You will forge strong working relationships with the Care UK healthcare team and the wider prison service.

### **Promote**

Best practice, evidence based care and continuous quality improvement embedding a culture of reflection and shared learning.

### **Share**

Knowledge, skills and expertise to ensure safe care supporting your clinical and non-clinical colleagues to do a great job.

## Clinical Responsibilities

- To be professionally and legally accountable for all aspects of your work, including the management of patients in your care.
- To assess, diagnose and manage patients referred to the service.
- To undertake specialised assessment of routine and complex patients presenting with spinal and peripheral problems and devise appropriate management and treatment plans.
- To treat and manage patients appropriately and to refer back to the GP if treatment not appropriate, or further investigations required.
- To recommend evidence based best practice intervention for routine, complex and some highly complex conditions.
- To determine and set agreed and realistic outcomes with patients to achieve anticipated outcomes of treatment.
- Formulate and deliver individual physiotherapy treatment programmes based on a sound knowledge of evidence based practice and treatment options; using clinical assessment, reasoning skills and knowledge of treatment skills e.g. manual physiotherapy techniques, patient education, exercise classes, and other alternative options.
- Formulate accurate prognoses and recommend the best course of intervention, developing comprehensive discharge plans.
- Evaluate patient progress, reassess and alter treatment programmes if required.
- To manage clinical risk within own patient caseload.
- To work with the wider prison service staff, including gym staff, to ensure best outcomes for patients.

## Management

- To manage a caseload of musculoskeletal patients with varying diagnoses and / or needs, using evidence based / patient centred principles to assess, plan, implement and evaluate in a defined area.
- To hold responsibility for own caseload working with minimal supervision. Supervision taking the form of clinical reasoning sessions and peer review with Team Lead. Access to advice and support from a Team Lead Physiotherapist will be available remotely.
- To be professionally accountable and responsible for own work; to maintain a high standard of clinical care for patients in accordance with recognised standards, guidelines or best practice.
- To work within the CSP and Care UK guidelines to maintain knowledge of national and local standards and monitor own and colleague's safe and competent practice.

## Professional

- To maintain own CPD by keeping abreast of evidence based practice.
- To communicate effectively and work collaboratively with all colleagues in the MDT to ensure a co-ordinated service.
- To participate in Personal Development Review (PDR).
- To undertake clinical audits to evidence effectiveness of service delivered.
- To demonstrate an understanding of Clinical Governance and how it applies to a HiJ situation.

### Organisational

- To be responsible for your own area of work including advising Clinical Lead on stock required.
- To decide priorities for caseloads and advise the wider MDT on triage processes.
- To maintain accurate, comprehensive and up to date documentation in line with legal requirements.
- To be actively involved in collection of data for monthly audits.
- To be aware of health and safety aspects of your work and policies surrounding these.

### About you

- Registered Physiotherapist (HCPC and MCSP)
- Evidence of relevant experience within physiotherapy and Continued Professional Development (CPD)
- Understanding of the complexities of multi-disciplinary and multi-agency working
- A non-judgmental and compassionate approach
- Excellent communication skills
- Understanding of clinical governance, health and safety, QOF, EBP and national standards
- Good IT skills and IT literacy
- Knowledge of healthcare policies and best practice
- Proactive problem solving skills
- Flexible attitude to working arrangements
- Motivated as an individual and when working in a team
- Able to work within a busy environment
- Willing to learn and develop being committed to self-development
- Patient centred values

### Additional Information

**Disclosure and Barring Service** - A Disclosure and Barring Service disclosure at the enhanced level is required for this role and a risk assessment if necessary.

**Prison Vetting** - A HMPPS (Her Majesties Prison and Probation Service) clearance in accordance with Ministry of Justice is required for this role plus local prison vetting.

**Education and Training** - Continuing professional development is encouraged and an annual appraisal system is in place to discuss ongoing objectives and support revalidation.