Senior Occupational Health (Onsite) Physiotherapist

## Senior Physiotherapist

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| Job title: | Senior Occupational Health Physiotherapist  |
| Department: | Corporate MSK |
| Location: | Birmingham  |
| Reporting to: (job title only) | MSK Onsite Team Lead  |
| Direct reports: (job title only) | n/a  |
| Accountable to: (where applicable) | MSK OH Ops Lead |
| Job purpose: | To carry out Occupational Health (OH) clinics across Vita Health Groups London onsite contracts. Clinical responsibilities will include face-to-face and virtual triage, MDT working, Health Coaching for shared decision making and making every contact count. The Senior OH clinician will also participate in health promotional, preventative and ergonomic activities with customers.  |
| Role and Responsibilities: | Ensure appropriate consents to treat and to report are obtained* Carry out paper and virtual triage assessments of patients in line with NICE guidance and local practice
* Use outcome measures to demonstrate treatment effect
* Provide evidence-based assessment, treatment and management of patients to optimize care aiming for achieving rapid return to function and work
* Maintain records in line with CSP core standards and Vita Health standards
* Complete, in line with customer and VHG Service Level Agreements (SLAs), accurate and appropriate management reports
* Communicate with GPs, employees and Occupational teams in line with Vita Health and customer procedures.
* Follow procedures and ensure data is logged on the clinical systems to VHG expected standards
* Actively participate in in-service training and group supervision
* Liaise with colleagues including Occupational Health teams, physiotherapists, clinical and operational management teams and the admin team
* Collect, analyse and report on data to demonstrate wider efficacy of clinical and occupational health practice.
* Keep up to date with evidence-based practice/guidelines
* Log data and audit outcomes of programmes
* Maintain evidence of continual professional development
* Other duties as may be required from time to time

**Equality Diversity & Inclusion (EDI)**We are proud to be an equal opportunities employer and are fully committed to EDI best practice in all we do.  Vita Health Group has several initiatives in place to achieve this including our Zero Tolerance Policy, Code of Conduct, Freedom to Speak Up Guardians, and more. We believe it is the responsibility of everyone to ensure their actions support this goal with all internal and external stakeholders.  * + Be aware of the impact of your behaviour on others.
	+ Ensure that others are treated with fairness, dignity, and respect.
	+ Maintain and develop your knowledge about what EDI is and why it is important.
	+ Be prepared to challenge bias, discrimination, and prejudice when possible, and raise with your manager, the EDI & Sustainability team, or the Freedom to Speak Up Guardians.
	+ Encourage and support others to feel confident in speaking up if they have been subjected to or witnessed bias, discrimination, or prejudice.
	+ Be prepared to speak up for others if you witness bias, discrimination, or prejudice.
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| Clinical Governance:(where applicable) | Partake in audits of the service with aims to improve outcomes for service users.Support with complaint investigations and feedback. |
| Training and supervision: | There is the opportunity to work towards advanced MSK practice pillars and advancing scope into OH. Training and support will be provided to enhance knowledge and understanding of ergonomics with regular opportunities to engage with preventative services and health promotion activities. Access to external training relevant to the role will be provided.  |
| Additional information: | n/a |

## Person specification

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|  | **Essential** | **Desirable** |
| **Qualifications** | * + A degree in physiotherapy is essential along with HCPC and CSP membership.
 | * + MSc Physiotherapy or any related post-graduate qualifications in health or occupational health
	+ Membership of ACPOHE and/or SOM
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| **Experience** | * + MSK experience equivalent to experienced band 6/band 7.
	+ Able to demonstrate experience of working in a triage clinic, delivering excellent assessment and management plans for a diverse and complex MSK caseload.
	+ Possess a good working knowledge of occupational health.
	+ Experience with MDT working and making referrals to other services such as OH teams, GP, ergonomics, mental health.
	+ Be computer literate and highly organised and efficient in running your clinics
	+ An awareness of and commitment to supporting and facilitating diversity and inclusion
	+ Be willing to develop and enhance your clinical skills in areas such as ergonomics, health promotion, functional capacity assessments, desk station assessments etc.
	+ Detailed knowledge of OH legal and ethical frameworks to inform service development and delivery.
	+ Ability to demonstrate a critical understanding of the biopsychosocial model and its relevance and application to OH practice
	+ Possess an awareness of health behaviour change and ability to use knowledge to inform stages of a rehabilitation programme
 | * + Awareness and understanding of political, social, economic and organisational factors shaping the health and well-being economy
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| **Skills/knowledge** | * + IT literate – intermediate level minimum
 | * + Speaks another language
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| **Specialist training** |  | * + ACPOHE Technical Membership/Registered membership or other relevant OH specific training.
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| **Personal competencies and qualities** | * + Excellent verbal and written communication skills including shared decision making and health coaching.
	+ High level of enthusiasm and motivation
	+ Ability to work individually or within a team and foster good working relationships
	+ Ability to work under pressure
	+ Excellent time management skills
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# Version Control

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| Author: | Human Resources | Version: | V1.1 | Status: | PUBLISHED |
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| Version: | Date: | Summary of Changes |
| V1.1 | 03.12.19 | Document copied onto authorised VHG branded Policy Template (original had no coding) |
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