

## Job Description for First Contact Physiotherapists (FCP) in General Practice

### Examples from existing Job Descriptions/Person Specification

The following provides some examples of the types of elements that could be required within the job purpose and core responsibilities of a job description, and the skills, knowledge and experience that could be required by the person specification. These examples may be helpful in thinking about the requirements of any role being developed, but it remains essential that the local context is taken into account at all stages.

Further information can also be found in The CSP General Practice Guidance:

<http://www.csp.org.uk/publications/implementing-physiotherapy-services-general-practice-guide-implementation-evaluation>

### Examples:

#### JOB PURPOSE

1. Provide clinical expertise, acting as first-contact physiotherapist and making decisions about the best course of action for patients' care (including in relation to undifferentiated conditions). This will involve seeing patients, without prior contact with their GP, in order to establish a rapid and accurate diagnosis and management plan.
2. Progress and request investigations to facilitate diagnosis and choice of treatment regime, understanding the information limitations derived from these and the relative sensitivity and specificity of particular tests diagnostic services such as x-rays and blood test, and interpret and act on results to aid diagnosis and the management plans of patients.
3. Deliver programmes of supported patient self-management, in ways that facilitate behavioural change, optimise individuals' physical activity, mobility, fulfilment of personal goals and independence, and that minimise the need for pharmacological interventions

#### CORE RESPONSIBILITIES

1. Takes professional responsibility as a first-contact physiotherapist, with high-level decision-making and clinical-reasoning skills to assess, diagnose and triage of patients
2. Manages a complex caseload (including patients with long-term conditions, co-morbidities and multi-factorial needs),
3. Leads, manages and contributes to service delivery,
4. Accountable for decisions and actions via HCPC registration, supported by a professional culture of peer networking/review and engagement in evidence-based practice
5. Streamlines pathway of care by providing a responsive service so that patients receive timely access to care

6. Ensures care is proactive, preventive in focus and population based, with an emphasis on early intervention
7. Provides 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)
8. Supports patients to set their own goals and be confident in their approach to self-management
9. Communicates effectively and appropriately with patients and carers complex and sensitive information regarding diagnosis, pathology and prognosis.
10. Uses a range of clinical skills which may include
  - a. non-medical independent prescribing
  - b. joint / soft tissue injections
  - c. joint aspirations
11. Provides learning opportunities for the whole multi professional team within primary care.
12. Works with MDT to develop more effective and streamlined clinical pathways and services
13. Exercises professional judgement, making, justifying and taking responsibility for decisions in unpredictable situations, including in the context of incomplete/contradictory information
14. Manages 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

## **PERSON SPECIFICATION**

### **QUALIFICATIONS AND ONGOING LEARNING AND DEVELOPMENT**

NB: it is anticipated that the level of qualification held may vary according to the level of position and the components of the role being carried out

- 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)
- May hold or be working towards a prescribing qualification
- May hold or be working towards a postgraduate physiotherapy qualification

### **EXPERT PROFESSIONAL PRACTICE**

1. Demonstrates general physiotherapy skills and knowledge in core areas
2. Is able to plan, manage, monitor, advise and review general physiotherapy care programmes for patients in core areas, including disease states / long term conditions identified by local Needs Assessment
3. Demonstrates accountability for delivering professional expertise and direct service provision

4. Exercise a critical understanding of personal scope of practice and to identify when a patient needs referring on and where there are opportunities for developing the scope and competence of the wider MDT to meet patient care needs
5. Integrates a broad range of interventions into practice, including injection therapy and independent prescribing, while also promoting non-pharmacological solutions to patient care
6. Through patient assessment and working in partnership with patients and their carers, make decisions about the best pathway of care, informed by the urgency and severity of patient need, patient acuity and dependency, and the most appropriate deployment of resources
7. Manage risk in unpredictable, uncertain situations to uphold patient safety, including by referring on to other primary care team members and to specialist services, as needed
8. Able to follow legal, ethical, professional and organisational policies/procedures and codes of conduct
9. Involves patients in decision making and supporting adherence as per NICE guidance

## **COLLABORATIVE WORKING RELATIONSHIPS**

- Operate as a full member of the primary care team, including contributing to leadership, service evaluation/improvement and research activity
- Manage and co-ordinate the care that individual patients receive, including through liaising with other members of the MDT and with patients' carers
- Lead primary care activity, with a strong emphasis on prevention and early intervention, including through the delivery of public health advice (e.g. relating to physical activity, weight management and smoking cessation)
- Contribute to the use of healthcare technologies to optimise the integration of service delivery (across teams, sectors and settings) and patients' access and continuity of care
- Contribute to the development of primary care teams, including through contributing to others' learning

## **LEADERSHIP**

- Demonstrates understanding of the physiotherapy role in governance and is able to implement this appropriately within the workplace
- Demonstrates understanding of, and contributes to, the workplace vision
- Demonstrates ability to improve quality within limitations of service
- Reviews last year's progress and develops clear plans to achieve results within priorities set by others
- Demonstrates ability to motivate self to achieve goals

## **MANAGEMENT**

- Demonstrates understanding of the implications of national priorities for the team and/or service
- Demonstrates understanding of the process for effective resource utilisation
- Demonstrates understanding of, and conforms to, relevant standards of practice

- Demonstrates ability to identify and resolve risk management issues according to policy/protocol
- Follows professional and organisational policies/procedures relating to performance management
- Represents the physiotherapy service on relevant committees and meetings, as a lead physiotherapy clinician, provide input in relation to specialist issues and clinical matters as required.
- Assists Team Leaders in the efficient day to day management of the musculoskeletal service.

## **EDUCATION, LEARNING AND DEVELOPMENT**

- Understands and demonstrates the characteristics of a role model to members in the team and/or service
- Demonstrates understanding of the mentorship process
- Demonstrates ability to conduct teaching and assessment effectively according to a learning plan with supervision from a more experienced colleague
- Demonstrates self-development through continuous professional development activity
- Participates in the delivery of formal education programmes
- Demonstrates an understanding of current educational policies relevant to working areas of practice and keeps up to date with relevant clinical practice
- As clinical supervisor and educator, designs, develops and delivers programmes of specialised learning in line with evidence based practice. to peers and junior staff

## **RESEARCH AND EVALUATION**

- Demonstrates ability to critically evaluate and review literature
- Demonstrates ability to identify where there is a gap in the evidence base to support practice
- Demonstrates ability to generate evidence suitable for presentation at local level
- Demonstrates ability to apply the research evidence base into working practice
- Demonstrates understanding of the principles of research governance
- Demonstrates ability to work as a member of the research team