



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY
Telephone: 020 7222 1177 Email: admin@hmt-uk.org
www.hmt-uk.org

Job Title	Physiotherapist
Department	Physiotherapy
Reports to (job title)	Physiotherapy Lead/Manager
Direct and Indirect Reports	No
Job Grade	C

Who we are

At the Healthcare Management Trust, we are obsessed with achieving our **Vision**, *“to be the most innovative and best quality provider of niche health and social care services.”*

Our **Purpose** is, *“to make every contact count, ensuring every resident and patient receives the best possible experience and outcome.*

We aim to provide services which value collaboration and place our residents, patients and people at the heart of all we do. We will always do the right thing for our residents, patients and people.

We will be outwardly connected to the most innovative practices and service offerings in the market. We will do things differently and will be bold with our ambition to change things for the better.

We are passionate about what we do and so are our people. Bringing their most authentic selves to work and seeking joy and fun in what we do.

We will deliver care and clinical interactions compassionately and tailor them to individual needs.”

We achieve this by living our business **Values** each and every day:

- We are **caring**
- We are **enterprising**
- We are **resourceful**
- We are **authentic**
- We are **accountable**

As a result, we are able to give back to the people and communities we serve by delivering on our **Charitable Mission** to, *“Provide quality and innovative care solutions to those with complex needs within marginalized community settings.”*



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What you'll be doing (your job purpose)

To provide clinical care within the specialist field of physiotherapy, encompassing physiotherapy assessment, treatment and management of patients within HMT. To develop effective and appropriate treatment plans, maintaining records as an autonomous practitioner at all times.

To act as a source of expertise for the physiotherapy service and provide advisory service to patients, peers and wider MDT. To prioritise referrals on a daily basis, ensuring all patients are booked on to the patient administration system.

Your key accountabilities and responsibilities

1.	Deliver a physiotherapy service in a variety of ways, face to face, group sessions and remotely via telephone or IT systems
2.	To interpret and analyse clinical and non-clinical facts to form an accurate diagnosis and to recommend best course of intervention, working to agreed guidelines but freedom to vary treatment without reference to other clinicians.
3.	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.
4.	Formulate and deliver an individual physiotherapy treatment programme 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 therapy techniques, patient education, exercises classes, electrotherapy techniques and other alternative options.
5.	Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment and are supported by a Power of Attorney.
6.	Have a good understanding of the principles of Safeguarding and comply with HMT's Safeguarding policy, escalating any concerns where required
7.	Use a range of verbal and non-verbal communication tools to communicate effectively with patients to progress rehabilitation and treatment programmes. This will include patients who may have difficulties in understanding and communicating. For example, patients may be visually and hearing impaired or may be unable to accept or understand diagnosis.
8.	Evaluate patient progress, reassess and alter treatment programmes as required
9.	To demonstrate highly developed dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients
10.	Work within HMT's clinical guidelines and CSP guidelines and have a good working knowledge of national and local standards and monitor own and others quality of practice as appropriate.

Your knowledge, skills and experience

Knowledge of and ability to apply and utilise evidence-based practice, including National guidelines to deliver, evaluate and audit the service.	Essential
Demonstrate the ability to network with other professionals and set up close working	Essential



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relations	
Work flexibly in response to the changing demands of the service and manage changes in service delivery in self and others.	Essential

Your training and qualifications	
Degree in physiotherapy	Essential
Registered with Health and Care Professions Council	Essential
Evidence of Continuous professional development	Essential

The way we do things at HMT (our Behaviours)
*See Appendix 1 attached

This job description provides an outline of the role, detailing the main responsibilities and tasks the post holder may be required to undertake. It is not exhaustive, and the post holder may be required to carry out other duties as reasonably requested. The job description may also be updated from time to time to reflect the changing needs of the business

All staff are required to comply with the organisation's policies, procedures, and standards at all times, participating in mandatory and role-specific training, supervision, and appraisal processes. They are expected to uphold a professional approach to work, demonstrating respect, integrity, and accountability in all interactions, and to contribute to a safe environment for patients, residents, colleagues, and visitors in line with Health & Safety regulations. Staff have a duty to safeguard and promote the welfare of vulnerable adults and children, raise concerns in accordance with statutory and organisational procedures, and support the principles of Equality, Diversity, and Inclusion. Confidentiality must be maintained at all times, and information handled in accordance with GDPR and organisational requirements.

Staff are also expected to be flexible, undertaking other reasonable duties within their competence to meet the needs of the service, and to contribute to continuous improvement by engaging positively with feedback and change initiatives. The wellbeing and dignity of patients and residents should remain central to all aspects of work, with staff demonstrating commitment to professional standards and the overall goals of the organisation.

Team members will be expected to carry out their duties in line with their terms and conditions and contract of employment, the standards stated in the employee handbook and Health & Safety guidelines and will be required to follow HMT policies and procedures.

I have received a copy of this Job Description; read it, understood it and agreed to it.



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Signed.....

Date.....

Job Holder