



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	Pelvic Health Physiotherapist (Clinical Specialist)
Department	Physiotherapy
Reports to (job title)	Physiotherapy Lead
Direct and Indirect Reports	Yes
Job Grade	TBC

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)

Deliver highly specialised, advanced clinical reasoning skills in the area of pelvic health physiotherapy and independently plan and manage own complex caseload

The role carries responsibility for clinical governance within physiotherapy, including audit, risk management, and compliance with relevant standards. Acting as a source of expertise within their specialist field, the Pelvic Health Clinical Specialist Physiotherapist will provide advanced clinical assessment, treatment, and management for patients, developing effective treatment plans and maintaining accurate, autonomous practice. They will actively participate in local, regional, and national networks, building positive relationships with peers and the wider multidisciplinary team to continually enhance the quality, safety, and efficiency of physiotherapy services across HMT.

Your key accountabilities and responsibilities

Communication

- Display effective communication skills and strategies within the department. Displaying excellent written and verbal communication
- Hold effective interpersonal and listening skills enabling optimum communication with patients, their families and the multi-disciplinary team
- To demonstrate politeness, courtesy, respect and sensitivity in dealing with patients/clients, visitors/relatives and colleagues, maintaining good customer relations
- Maintain and promote effective communication with all members of the multidisciplinary team and other Wards/Departments
- To adapt communication skills to overcome any barriers that may be met
- Contribute towards sharing good physiotherapy practice across the hospital site
- To promote a positive image of HMT at all times
- To work cohesively with all members of the team in ensuring that the very best services to patients are provided at all times
- Keep accurate and complete records of patient's documentation and care plans. Ensure that physiotherapy documentation is maintained to HMT standards (including electronic records)
- Maintaining confidentiality and integrity of information in line with data protection.

Professional

- The post holder must at all times work in accordance with the [CSP The Code](#)
- Has highly developed clinical knowledge within the field of pelvic health physiotherapy, underpinned by theory and experience.
- Development of pelvic health physiotherapy specialty specific standards, protocols and guidance.

Date Choose an item.



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- Define scope of practice for provision of pelvic health physiotherapy services in line with national trends and service modernisation strategy.
- Has developed advanced skills in differential diagnosis for complex patient presentations and able to treat or identify appropriate treatment pathways in accordance with contemporary practice, CSP and NICE and guidance
- To maintain confidentiality surrounding patients' admissions and treatment at all times
- To promote the Health care Management Trusts (HMT) image to all individuals, groups and organizations both within the hospital and to the community at large
- To ensure that all patient care is documented, all the relevant documentation is completed accurately within agreed timescales using approved patient documentation, in line with CSP and local standards

Planning and Organising

- Assess, plan, implement and evaluate programs of care, actively seeking evidence-based practice which will improve the quality of care and meeting the needs of the patients.
- Implement a physiotherapy plan for an assigned group of patients indicating assessment and re-assessment formulated for individual care pathways and discharge planning.
- Prioritise workload as patient activity and acuity requires.
- Maintain excellent clinical standards of physiotherapy practice
- Contribute to setting goals and benchmarking standards of care. Develop tools and implement guidelines (e.g. NICE) where appropriate in line with quality governance.

Analytical

- Evaluate complex information or situations requiring analysis, interpretation and differentiating a range of options.
- Be able to identify potential risks and carry out risk assessments consistent with organisation policies, procedures, and legal requirements. Be able to report accidents/faults immediately, and ensure the correct procedure is followed i.e. completion of incident recording forms, reporting actions taken, and placing faulty equipment out of commission. Be aware of health and safety issues and attends training sessions and mandatory training
- Exhibit advocacy and decision-making skills autonomously in relation to patient care
- Provide a plan of care for patients, using evidence-based practice to the specific needs of the patient, relatives, and carers, including information about clinical needs and conditions, health promotion, providing support and advice where necessary.
- Working as part of the team, being flexible and accommodating as appropriate.

Task Specific Skills

- In conjunction with the physio lead - development of core competencies for practice in pelvic health specialty to develop service accordingly.
- Assess for and initiate provision of equipment/services within physiotherapy service in relation to specialist role. Monitor stock levels and order new equipment as appropriate.



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- Advanced skills in differential diagnosis for complex pelvic health patient presentations and able to treat or identify appropriate treatment pathways in accordance with contemporary practice, CSP/NICE guidance
- Deliver a physiotherapy service in a variety of ways, face to face, group sessions and remotely via telephone or IT systems.
- Undertake comprehensive physiotherapy assessments subjective and objective assessment techniques.
- 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.
- 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.
- 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.
- To be responsible for maintaining accurate, comprehensive and legible patient treatment records in line with Chartered Society of Physiotherapy (CSP) standards of practice and other recommended local and national professional standards
- 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.
- Have a good understanding of the principles of safeguarding and comply with HMT's Safeguarding policy, escalating any concerns where required.
- 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.
- Evaluate patient progress, reassess and alter treatment programmes as required.
- To demonstrate highly developed dexterity, co-ordination and palpatory senses for assessment and manual treatment of patients.
- 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.
- Undertake audit to inform future development of the pelvic health physiotherapy service.

Training and Professional Development

- Be able to perform reflective practice within specialty.
- Identify the training needs within agreed physiotherapy service area.
- Influence the care provided by other health professionals through provision of guidance and involvement in formal teaching.

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- Participate in HMT appraisal and personal development plan schemes by meeting with the team leader/appraiser and to include feedback from a selection of internal staff and team members
- Be actively involved in professional clinical groups, such as, CSP Clinical Interest Groups, Peer Review groups and other professional development activities. To provide clinical education and training to nursing, and other members of MDT.

Your knowledge, skills and experience

Significant post graduate experience including relevant experience in a specialist field	Essential
Managing a complex caseload using an advanced clinical reasoning process	Essential
Experience of service development across professional boundaries	Essential
Evidence of experience in undertaking risk assessments	Essential
Experience in assisting in service developments experience in staff development e.g. supervision.	Essential
Evidence of setting up new services evidence of multidisciplinary and multiagency working.	Essential
Experience of clinical networks/clinical practice groups	Essential
Experience of health promotion and preventative developments within the service	Essential
Demonstrate advanced skills in dealing with complex practice issues, including proven clinical reasoning/problem solving skills in the management of complex cases.	Essential

Your training and qualifications

HCPC registration	Essential
Degree or equivalent in physiotherapy	Essential
Evidence of postgraduate validated training in a specialist field.	Essential
Knowledge and understanding of clinical governance frameworks.	Essential
Member of the chartered society of physiotherapy (C.S.P)	Desirable
Post-graduate qualifications in a wide selection of clinical conditions and clinical leadership e.g. prescribing; advanced diagnostic skills;	Desirable

The way we do things at HMT (our Behaviours)

**See Appendix 1 attached*

Note: This job description is an outline of the job, setting out general responsibilities and tasks the job holder may be required to undertake. It is not an entire reflection of the role and you may be required to carry out other duties and responsibilities from time to time. The job description will also be subject to change in-line with the needs of the business.

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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.

We require that mandatory training is current and will expect you to participate and undertake further developmental training specific to the role.

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

Signed.....

Date.....

Job Holder